



**CYNGOR BWRDEISTREF SIROL  
RHONDDA CYNON TAF  
COUNTY BOROUGH COUNCIL**

**GWŶS I GYFARFOD O'R CYNGOR**

C. Hanagan  
Cyfarwyddwr Gwasanaeth y Gwasanaethau Democrataidd a Chyfathrebu  
Cyngor Bwrdeistref Sirol Rhondda Cynon Taf  
Y Pafiliynau  
Parc Hen Lofa'r Cambrian  
Cwm Clydach CF40 2XX

Dolen gyswllt: Sarah Daniel – [scrutiny@rctcbc.gov.uk](mailto:scrutiny@rctcbc.gov.uk)

**DYMA WŶS I CHI** i gyfarfod o **PWYLLGOR TROSOLWG A CHRAFFU 2022 - 2027** yn cael ei gynnal yn on **DYDD MAWRTH, 21AIN MAWRTH, 2023** am **5.00 PM.**

Caiff Aelodau nad ydyn nhw'n aelodau o'r pwyllgor ac aelodau o'r cyhoedd gyfrannu yn y cyfarfod ar faterion y cyfarfod er bydd y cais yn ôl doethineb y Cadeirydd. Gofynnwn i chi roi gwybod i Wasanaethau Democrataidd erbyn Dydd Gwener, 17 Mawrth 2023 trwy ddefnyddio'r manylion cyswllt uchod, gan gynnwys rhoi gwybod a fyddwch chi'n siarad Cymraeg neu Saesneg.

Bwriedir i'r cyfarfod yma gael ei weddarlledu'n fyw, mae rhagor o fanylion am hyn [yma](#)

**AGENDA**

**Tudalennau**

**1. DATGANIADAU O FUDDIANT**

Derbyn datganiadau o fuddiannau personol gan Aelodau, yn unol â'r Cod Ymddygiad.

Nodwch:

1. Mae gofyn i Aelodau ddatgan rhif a phwnc yr eitem mae eu buddiant yn ymwneud ag ef a mynegi natur y buddiant personol hwnnw; a
2. Lle bo Aelodau'n ymneilltuo o'r cyfarfod o ganlyniad i ddatgelu buddiant sy'n rhagfarnu, rhaid iddyn nhw roi gwybod i'r Cadeirydd pan fyddan nhw'n gadael.

**2. COFNODION**

Derbyn cofnodion cyfarfod y Pwyllgor Trosolwg a Chraffu a gynhaliwyd ar 25 Ionawr 2023 i'w cymeradwyo.

**3. DOLENNI YMGYNGHORI**

Gwybodaeth mewn perthynas ag [ymgyngoriadau](#) perthnasol i'w styried gan y Pwyllgor.

**4. ADRODDIAD CYDRADDOLDEB BLYNYDDOL 2021-22**

Ymgymryd â gwaith cyn y cam craffu ar Adroddiad Cydraddoldeb Blynyddol 2021-22

13 - 104

**5. CYNLLUN GWEITHREDU STRATEGAETH HYBU'R GYMRAEG 2022-2027**

Derbyn adroddiad Cyfarwyddwr Iechyd a Diogelwch y Cyhoedd a Gwasanaethau'r Gymuned sy'n trafod Cynllun Gweithredu Strategaeth Hybu'r Gymraeg 2022-2027 (Atodiad 1)

105 - 160

**6. Y STRATEGAETH DDATGARBONEIDDIO GORFFORAETHOL A'R CYNLLUN GWEITHREDU**

Cynnal gwaith cyn y cam craffu mewn perthynas â'r Strategaeth Ddatgarboneiddio Gorfforaethol ddrafft a'r cynllun gweithredu sefydledig cyn i'r Cabinet eu mabwysiadu. Cynnal gwaith cyn y cam craffu mewn perthynas â'r 'Strategaeth Ddatgarboneiddio' Gorfforaethol ddrafft a'r 'Cynllun Gweithredu' sefydledig ffurfiol

161 - 228

**7. DARLUN O RAN RHEOLI PERYGL LLIFOGYDD - ADRODDIAD ARCHWILYDD CYFFREDINOL CYMRU**

Llywio'r gwaith o graffu ar reoli perygl llifogydd ledled Cymru a cheisio adborth y Pwyllgor mewn perthynas â chyflwyno'r wybodaeth sydd yn Atodiad 1 yr adroddiad

229 - 282

**8. MATERION BRYD**

Trafod unrhyw faterion sydd, yn ôl doethineb y Cadeirydd, yn faterion bryd yng ngoleuni amgylchiadau arbennig.

**9. ADOLYGIAD Y CADEIRYDD A DOD Â'R CYFARFOD I BEN**

Myfyrio ar y cyfarfod a'r camau gweithredu i'w dwyn ymlaen.

**Cyfarwyddwr Gwasanaeth y Gwasanaethau Democraidd a Chyfathrebu****Cylchreliad:-**

Cadeirydd ac is-gadeirydd y Pwyllgor Trosolwg a Chraffu 2022 - 2027  
(Y Cynghorydd J Edwards a Y Cynghorydd J Brencher)

**Y Cynghorwyr Bwrdeistref Sirol:**

Y Cynghorydd M Ashford, Y Cynghorydd J Bonetto, Y Cynghorydd S.Evans,  
Y Cynghorydd S Evans, Y Cynghorydd G Hughes, Y Cynghorydd C Middle,  
Y Cynghorydd K Morgan, Y Cynghorydd S Morgans, Y Cynghorydd W Owen,  
Y Cynghorydd G L Warren, Y Cynghorydd K Webb and Y Cynghorydd G E Williams

**Swyddogion:-** Christian Hanagan, Cyfarwyddwr Gwasanaeth y Gwasanaethau  
Democrataidd a Chyfathrebu

Tudalen wag

**PWYLLGOR CABINET CYNGOR RHONDDA CYNON TAF  
PWYLLGOR TROSOLWG A CHRAFFU 2022 - 2027**

Cofnodion o gyfarfod y Pwyllgor Trosolwg a Chraffu 2022 - 2027 a gynhaliwyd Dydd Mercher, 25 Ionawr 2023 am 5.00 pm ym Rhithwir.

Cafodd y cyfarfod yma ei ddarlledu'n fyw, ac mae modd gweld y manylion [yma](#)

**Y Cyngorwyr Bwrdeistref Sirol - Pwyllgor Trosolwg a Chraffu 2022 - 2027 Aelodau oedd yn bresennol:-:-**

Y Cyngorydd J Edwards (Cadeirydd)

Y Cyngorydd J Brencher	Y Cyngorydd M Ashford
Y Cyngorydd J Bonetto	Y Cyngorydd S Evans
Y Cyngorydd G Hughes	Y Cyngorydd C Middle
Y Cyngorydd K Morgan	Y Cyngorydd W Owen
Y Cyngorydd G L Warren	Y Cyngorydd K Webb
Y Cyngorydd G E Williams	

Mr C Hanagan, Cyfarwyddwr Gwasanaeth y Gwasanaethau Democrataidd a Chyfathrebu  
Mr P Griffiths, Cyfarwyddwr Gwasanaeth – Gwasanaethau Cyllid a Gwella  
Ms S Daniel, Uwch Swyddog Gwasanaethau Llywodraethol

**Ymddiheuriadau**

Y Cyngorydd S.Evans Y Cyngorydd S Morgans

**37 Datganiadau o Fuddiant**

Doedd dim datganiadau o fuddiant.

**38 Cofnodion**

**PENDERFYNWYD:** Cymeradwyo cofnodion y cyfarfod a gynhaliwyd ar 29 Tachwedd 2022.

**39 Dolenni Ymgynghori**

**PENDERFYNWYD:** Cymeradwyo cofnodion y cyfarfod a gynhaliwyd ar 29 Tachwedd 2022.

**40 Archwilio Cymru: Parodrwydd y Sector Cyhoeddus ar gyfer Carbon Sero Net erbyn 2030**

Cyflwynodd y Cyfarwyddwr Gwasanaeth – Gwasanaethau Democrataidd a Chyfathrebu yr adroddiad i Aelodau er mwyn rhannu manylion adroddiad cenedlaethol diweddaraf Archwilio Cymru a rhoi cyfle iddyn nhw adolygu'r argymhellion yng nghyd-destun ein gwaith ac ymateb y Cyngor. Hefyd, nodi'r adroddiad yng nghyd-destun ehangach rhaglen waith 2021/22 Archwilio Cymru, fydd yn cael ei hadlewyrchu yn y Crynodeb Archwilio sydd i'w gyhoeddi'n ddiweddarach eleni.

Cafodd adborth ei ddarparu o ran y risg o beidio â chyrraedd y targed uchelgeisiol iawn ar gyfer 2030 a phwysleisiodd Aelodau fod angen i ni gydweithio ar draws pob sefydliad, yn enwedig mewn sefydliadau mawr lle mae'n bosibl bod adrannau'n gweithio yn unigol ac sydd efallai dim yn croesgyfeirio cynlluniau / polisiau / strategaethau. Nodwyd y byddai modd gwella hyn. Er enghraifft, y penderfyniad a gafodd ei wneud gan y Cabinet i symud i gasgliadau sbwriel bob 3 wythnos a'r cyfraniad y bydd hyn yn ei wneud tuag at gyflawni targedau carbon sero-net. Gofynnodd Aelod a fydd yr Awdurdod yn monitro y nifer uwch o deithiau i'r canolfannau ailgylchu o ganlyniad i roi'r penderfyniad uchod ar waith.

Rhoddodd y Cyfarwyddwr Gwasanaeth – Gwasanaethau Democraataidd wybod bod modd i'r pwyllgor craffu gynnal gwaith monitro mewn perthynas ag effaith y penderfyniadau, gan ychwanegu bod llawer o hyn eisoes wedi'i nodi yn yr adroddiadau cyflawniad a gafodd eu cyflwyno i'r pwyllgor craffu. Nododd y Cyfarwyddwr Gwasanaeth y bydd Strategaeth Lleihau Carbon y Cyngor hefyd yn destun gwaith craffu gan y Pwyllgor Trosolwg a Chraffu. Mae'r Awdurdod hefyd wedi bod yn edrych ar becyn cymorth sydd wedi'i ddatblygu gan Brifysgol Manceinion, sy'n sgorio pob penderfyniad yn nhermau'r newid yn yr hinsawdd. Mae hyn yn cael ei fabwysiadu gan Lywodraeth Cymru ac rydyn ni'n edrych ar sicrhau mai RhCT fydd yr awdurdod lleol cyntaf yng Nghymru i ystyried sut mae modd i ni roi'r cynllun ar waith a sut mae modd i hyn gefnogi'r broses graffu.

Argymhellodd Aelod fod y pum Galwad i Weithredu a'r "Cwestiynau y gallai uwch-arweinwyr a'r rhai sy'n craffu arnynt eu gofyn" yn cael eu cyflwyno i'r Pwyllgor Trosolwg a Chraffu yn rhan o adroddiad y Strategaeth Lleihau Carbon.

Yn rhan o'i ymateb i gwestiwn o ran sut mae'r Awdurdod yn gweithio gyda sefydliadau eraill sy'n ceisio cyflawni'r un nod, rhoddodd y Cyfarwyddwr Gwasanaeth – Gwasanaethau Democraataidd a Chyfathrebu wybod bod manylion cydweithio i'w gweld yn yr adroddiad a bod cydweithio yn ystyriaeth bwysig i bawb yn y sector cyhoeddus. Ychwanegodd fod Cydbwyllgor Trosolwg a Chraffu Bwrdd Gwasanaethau Cyhoeddus Cwm Taf wedi cwrdd yn ddiweddar ac wedi herio penderfyniadau tymor canolig a thymor hirach o ran meysydd megis newid yn yr hinsawdd. Bydd y Strategaeth Lleihau Carbon yn cynnwys sut y byddwn ni'n gweithio gyda sefydliadau eraill ac a ydyn nhw'n gwneud cynnydd. Bydd hyn yn cynnwys cynllun gweithredu a data manylach i gynnwys cerrig milltir.

Gofynnodd Aelod a yw cadwyni cyflenwi'r Cyngor yn cael eu hystyried hefyd yn rhan o'r strategaeth. Rhoddodd y Cyfarwyddwr Gwasanaeth – Gwasanaethau Democraataidd a Chyfathrebu wybod i'r Pwyllgor fod y Strategaeth Lleihau Carbon yn cynnwys ein cadwyni cyflenwi ac er bod nifer o fuddion o ran dod â chyflenwadau'n agosach, megis lleihau ein hól troed carbon, mae angen ystyried gwerth am arian.

Nododd y Cyfarwyddwr Gwasanaeth – Gwasanaethau Democrataidd a Chyfathrebu, wrth ymateb i sylwadau'r Aelodau, fod yr Awdurdod yn ymgysylltu â'r cyhoedd er mwyn gweithio tuag at leihau allyriadau carbon a sicrhau bod y cyhoedd yn deall ac yn cael gwybod bod hyn yn gyfrifoldeb a rennir. Ychwanegodd fod hyn i'w weld yn y Strategaeth.

Yn dilyn trafodaeth, **PENDERFYNWYD:**

1. Nodi adroddiad Archwilio Cymru mewn perthynas â '[Parodrwydd y Sector Cyhoeddus ar gyfer Carbon Sero Net erbyn 2030](#)' yn Atodiad 1.
2. Adolygu'r 'Galwadau i Weithredu' fel sydd wedi'u nodi yn y Cynllun Gweithredu yn Atodiad 2, a'u cyflwyno nhw i'r pwyllgor craffu pan fydd yn trafod y Strategaeth Lleihau Carbon.

#### **41 Y Diweddaraf am Gynnydd y Cyngor – Aseidiadau o'r Effaith ar Gydraddoldeb Archwilio Cymru: mwy nag ymarfer blwch ticio?**

Cyflwynodd y Cyfarwyddwr Gwasanaeth – Gwasanaethau Democrataidd a Chyfathrebu yr adroddiad i Aelodau er mwyn rhoi adroddiad cenedlaethol diweddaraf Archwilio Cymru a rhoi cyfle iddyn nhw adolygu'r argymhellion yng nghyd-destun ein gwaith ac ymateb y Cyngor. Hefyd, nodi'r adroddiad yng nghyd-destun ehangach rhaglen waith 2021/22 Archwilio Cymru, fydd yn cael ei hadlewyrchu yn y Crynodeb Archwilio sydd i'w gyhoeddi ym mis Mawrth 2023.

Trafododd Aelodau eu bod nhw'n gweld nifer fawr o gynlluniau gweithredu, strategaethau a thargedau felly mae perygl mawr y bydd yr Aseidiadau Effaith yn 'ymarfer blwch ticio' yn y Cyngor ac mewn llawer o sefydliadau. Gofynnnon nhw ble mae modd iddyn nhw ddod o hyd i waith monitro ar gyfer y penderfyniadau os bydd gyda nhw bryderon am effeithiau negyddol penderfyniad.

Rhoddodd y Cyfarwyddwr Gwasanaeth – Gwasanaethau Democrataidd a Chyfathrebu wybod bod proses adolygu gynhwysfawr ar waith i gefnogi proses gwneud penderfyniadau cadarn ac ychwanegodd y byddwn ni'n herio ein hunain trwy drefniadau adolygu er mwyn sicrhau nad yw'n ymarfer blwch ticio. Nododd y Cyfarwyddwr Gwasanaeth y bydd dull y Cyngor yn cael ei adolygu'n barhaus a bydd yn destun gwaith craffu.

Yn rhan o'i ymateb i gwestiwn o ran casglu data, rhoddodd y Cyfarwyddwr Gwasanaeth – Gwasanaethau Democrataidd a Chyfathrebu wybod bod yr Awdurdod wedi penodi swyddog penodol i ddarparu data sy'n berthnasol i RCT er mwyn cefnogi penderfyniadau a'r effaith y gallen nhw ei chael ar RCT. Er enghraifft, bydd data cyfrifiad yn cael ei drafod gan y pwyllgor craffu er mwyn ystyried sut mae modd i hyn gefnogi Aelodau i graffu ar benderfyniadau yn y

dyfodol.

Trafododd Aelodau fod llawer o drigolion yn teimlo nad yw eu hymatebion i ymgynghoriadau a'r sylwadau maen nhw'n eu nodi ar y cyfryngau cymdeithasol yn cael eu hystyried a'r hyn y mae modd i'r Cyngor ei wneud i ddangos bod adborth yn cael ei ystyried. Rhoddodd y Cyfarwyddwr Gwasanaeth – Gwasanaethau Democrataidd a Chyfathrebu wybod y bydd y Strategaeth Cyfranogiad yn cynnwys adran "fe ddywedoch chi, fe wnaethon ni". Ychwanegodd ei bod hi bob amser yn heriol pan fo penderfyniadau anodd yn cael eu hystyried, a bod angen i'r Cyngor barhau â'i ddull agored ac onest wrth ymgynghori â'r cyhoedd.

Yn dilyn trafodaeth, **PENDERFYNWYD:**

1. Nodi adroddiad Archwilio Cymru mewn perthynas ag '[Asesiadau o'r Effaith ar Gydraddoldeb: mwy nag ymarfer blwch ticio?](#)' sydd i'w gweld yn [Atodiad 1](#).
2. Adolygu a chytuno ar yr ymateb i'r 'Argymhellion' a Meysydd i'w Gwella fel sydd wedi'u nodi yn y Cynllun Gweithredu yn **Atodiad 2**, gan ddarparu diweddariadau rheolaidd am gynnydd a phenderfynu a oes angen gwybodaeth bellach a/neu ddiweddariadau pellach.

## **42 YMGYNGHORIAD AR GYLLIDEB 2023/24 (CAM 2)**

Cyflwynodd y Cyfarwyddwr Gwasanaeth – Gwasanaethau Democrataidd a Chyfathrebu yr adroddiad i Aelodau a rhoddodd wybod bod y Pwyllgor yn ymgynghori ffurfiol yn rhan o broses ymgynghori flynyddol y Cyngor mewn perthynas â'r gyllideb, a hynny yn unol â'r Cylch Gorchwyl.

Gan ddefnyddio cyflwyniad PowerPoint, rhoddodd y Cyfarwyddwr Gwasanaeth – Cyllid a Gwasanaethau Gwella drosolwg i Aelodau o'r Ymgynghoriad ar y Gyllideb 2023/24 (Cam 2) gan roi gwybodaeth i'r Pwyllgor am y canlynol: Cyflwyniad – Strategaeth Cyllideb Refeniw Ddrafft 2023/24; Sefyllfa Ariannol Bresennol y Cyngor (2022/23); Ymgynghoriad ar y Gyllideb Cam 1 – Penawdau; Setliad Llywodraeth Leol Dros Dro 2023/24 – Penawdau/Goblygiadau ar gyfer Rhondda Cynon Taf; Strategaeth Cyllideb Arfaethedig y Cabinet 2023/24; a'r Camau Nesaf a Dyddiadau Allweddol.

Yn dilyn trosolwg y Cyfarwyddwr Gwasanaeth o Strategaeth Cyllideb Arfaethedig y Cabinet 2023/24, gofynnodd Aelod am adborth o ran y cyfleoedd sydd ar gael i adolygu methodoleg dyrannu cyllid Llywodraeth y DU i Lywodraeth Cymru ac wedyn i awdurdodau lleol. Mae hyn wedi'i gysylltu â setliad dros dro Cyngor Rhondda Cynon Taf, sef +6.6% o'i gymharu â chyfartaledd Cymru gyfan, sef +7.9%. Nododd y Cyfarwyddwr Gwasanaeth, o ran y broses ar gyfer dyrannu cyllid Llywodraeth Cymru i awdurdodau lleol ledled Cymru, fod grŵp penodol wedi'i sefydlu sy'n cynnwys cynrychiolwyr o Lywodraeth Cymru a'r



Ilywodraeth leol er mwyn sicrhau bod y sail ar gyfer dyrannu cyllid yn cynrychioli angen a bod y setiau data sy'n sail i'r dyraniadau'n addas ac yn gywir. Rhoddodd y Cyfarwyddwr Gwasanaeth sicrwydd bod Cyngor Rhondda Cynon Taf yn rhan o'r trefniadau yma er mwyn llywio a herio setiau data a'r sail ar gyfer dyrannu cyllid.

Croesawodd y Cyfarwyddwr Gwasanaeth adborth Aelodau o ran meysydd canlynol Strategaeth Cyllideb Arfaethedig y Cabinet 2023/24.

### **Treth y Cyngor – cynnydd arfaethedig o 3.5%**

- O ystyried dull y Cyngor mewn perthynas â gosod lefelau Treth y Cyngor yn ddiweddar a'r ffaith mai Rhondda Cynon Taf oedd gyda'r cynnydd isaf ar gyfartaledd i Fand D yng Nghymru am 3 allan o'r 4 blynedd ddiwethaf, cytunodd y rhan fwyaf o Aelodau fod y cynnydd arfaethedig yn ddull pragmatig a synhwyrol.
- Dywedodd Aelod fod y cynnydd arfaethedig o 3.5% yn debygol o fod ymhlith y cynnydd isaf o'i gymharu ag awdurdodau lleol eraill yng Nghymru. Serch hynny, roedd y Cyngor yn gwybod bod heriau cyllideb wedi bod yn bresennol ond penderfynodd ar gynnydd o 1% yn Nhreth y Cyngor ar gyfer 2022/23 o'i gymharu â chynnydd arfaethedig o 3.5% ar gyfer 2023/24.

### **Cyllideb Ysgolion**

- Nododd Aelod ei bod hi'n anochel y bydd gofyn i ysgolion adolygu eu cyllidebau a'r swm sydd yn y cronfeydd wrth gefn i gefnogi cynllunio ariannol o ganlyniad i'r sefyllfa ariannu heriol. Nododd y bydd lefel y cronfeydd wrth gefn yn wahanol i bob ysgol o ganlyniad i'r cynlluniau sydd gan ysgolion ar gyfer defnyddio cronfeydd wrth gefn.
- Dywedodd Aelod arall ei bod yn bwysig bod y neges yn cael ei rhoi i ysgolion na fyddan nhw'n cael eu hariannu'n llawn ar gyfer 2023/24. Ymatebodd y Cyfarwyddwr Gwasanaeth trwy ddweud bod y Strategaeth Cyllideb arfaethedig wedi dyrannu cyllid yn llawn er mwyn talu costau ysgolion, gan bennu gofyniad i ysgolion wneud arbedion effeithlonrwydd o 2.2%. Mae hyn yn llai na'r targed dangosol o 2.75% a gafodd ei roi i ysgolion yn yr hydref 2022, ac yn llai na'r gofyniad effeithlonrwydd o 7.7% ar gyfer gwasanaethau sy ddim yn ymwneud ag ysgolion.
- Nododd Aelod arall fod rhai ysgolion yn hŷn sy'n golygu bod eu costau ynni'n fwy. Gofynnodd am eglurder o ran pa gyfleoedd sydd ar gael i wneud arbedion effeithlonrwydd yn yr ysgolion yma. Dywedodd y Cyfarwyddwr Gwasanaeth fod y Cyngor yn cynnal rhaglen barhaus o arolygon ar adeiladau mewn ysgolion, sy'n cynnwys dod o hyd i

gyfleoedd i osod mesurau effeithlonrwydd ynni i leihau defnydd ynni. Ychwanegodd y Cyfarwyddwr Gwasanaeth fod y Cyngor wedi darparu cyllid ar gyfer cronfa buddsoddi i arbed ers nifer o flynyddoedd, gyda phrosiectau ysgolion a phrosiectau sy ddim yn ymwneud ag ysgolion yn cael eu hariannu trwy'r adnodd yma.

### **Arbedion Effeithlonrwydd**

- Cytunodd Aelodau â dull y Cyngor i barhau i wneud yn fawr o arbedion effeithlonrwydd a rhoddon nhw ganmoliaeth i swyddogion am gyflawni arbedion effeithlonrwydd bob blwyddyn a dull parhaus o ddod o hyd i ffyrdd newydd o weithio.
- Cefnogodd Aelod y dull yma gan nodi na ddylai effeithlonrwyddau arwain at wasanaethau sy'n cael eu darparu mewn modd llai effeithiol, a bod angen adolygiad parhaus i fonitro effaith.
- Gofynnodd Aelod arall am sicrwydd o ran y goblygiadau staffio wrth gyflawni arbedion effeithlonrwydd. Ymatebodd y Cyfarwyddwr Gwasanaeth trwy nodi bod gwaith cynllunio manwl yn cael ei gynnal i gefnogi cyflawni arbedion effeithlonrwydd ac mae newidiadau staffio, os bydd angen y rhain, yn cael eu rheoli trwy drosiant staff naturiol, adleoli staff a chynlluniau diswyddo/ymddeol o wirfodd y Cyngor, a thrwy weithio'n agos gyda chydweithwyr yr Undebau Llafur.

### **Ffioedd a Chostau**

- Cytunodd y rhan fwyaf o Aelodau fod y cynigion o ran ffioedd a chostau yn realistig, a hynny'n unol â'r hyn y mae angen i'r Cyngor ei wneud i gyflawni cyllideb gytbwys a dangos bod costau gwasanaethau'r Cyngor yn parhau i fod yn gystadleuol ac yn darparu gwerth am arian o'u cymharu ag ardaloedd cyfagos.
- Roedd Aelod o'r farn bod rhai gwrthddywediadau yn y cynigion o'u cymharu â'r adborth gan y cyhoedd yn rhan o broses ymgynghori cam 1 ar y gyllideb. Yn benodol, tynnodd y cyhoedd sylw at y ffaith bod gwasanaethau, megis gofal cymdeithasol a gwasanaethau hamdden, yn bwysig iddyn nhw ac mae'r strategaeth ar y gyllideb yn cynnig cynyddu'r ffioedd a chostau yn y meysydd yma. Gallai hyn arwain at economi ffug.
- Nododd Aelod arall a fyddai'n bosibl ystyried ffi uwch ar gyfer y Lido (Pontypridd) i bobl nad ydyn nhw'n byw yn Rhondda Cynon Taf er mwyn helpu i reoli'r nifer o sesiynau wedi'u cadw mewn bloc a nifer y sesiynau wedi'u colli o ganlyniad i bobl yn peidio â dod. Nododd y Cyfarwyddwr

Gwasanaeth yr adborth.

### **Cronfeydd wrth gefn**

- Cytunodd Aelodau â'r dull arfaethedig o ddefnyddio'r cronfeydd wrth gefn.
- Gofynnodd Aelod am eglurder o ran sut y bydd y cronfeydd wrth gefn yn cael eu hailgyflenwi yn y dyfodol. Dywedodd y Cyfarwyddwr Gwasanaeth fod swyddogion y Cyngor yn adolygu gofynion cyllideb sylfaenol a chyfleoedd arbed yn barhaus a bod gan y Cyngor hanes cryf o gyflawni arbedion yn ystod y flwyddyn sy'n cael eu neilltuo i gronfa cyllid pontio'r Cyngor. Ychwanegodd y Cyfarwyddwr Gwasanaeth fod arbedion yn ystod y flwyddyn, gwerth £3.003 miliwn, wedi cael eu nodi ar gyfer y flwyddyn ariannol bresennol, a'u bod nhw wedi cael eu trosglwyddo i'r gronfa cyllid pontio. Hefyd, nododd y Cyfarwyddwr Gwasanaeth fod y Cyngor yn defnyddio dull call a synhwyrol o ran defnyddio ei gronfeydd wrth gefn.

Ar ôl dod â'r drafodaeth i ben, **PENDERFYNWYD** awdurdodi'r Cyfarwyddwr Gwasanaeth – Gwasanaethau Democrataidd a Chyfathrebu i lunio ymateb ar ran y Pwyllgor Trosolwg a Chraffu mewn perthynas â Cham 2 – Ymgynghoriad y Cyngor ar y Gyllideb.

### **43 Eitemau Brys**

Dim

### **44 Adolygiad y Cadeirydd a dod â'r cyfarfod i ben**

Rhoddodd y Cadeirydd ddiolch i'r holl Aelodau a swyddogion am ddod i'r cyfarfod ac am eu hadborth, yn enwedig o ran yr ymgynghoriad ar y gyllideb

**Daeth y cyfarfod i ben am 7.25 pm**

**Y Cynghorydd J Edwards  
Cadeirydd.**

Tudalen wag



## **RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL**

**MUNICIPAL YEAR 2022 -23**

**OVERVIEW & SCRUTINY COMMITTEE**

**21 MARCH 2023**

**ANNUAL EQUALITY REPORT 2021-22**

**REPORT OF THE SERVICE DIRECTOR OF DEMOCRATIC SERVICES &  
COMMUNICATIONS**

### **1. PURPOSE OF THE REPORT**

- 1.1 To pre-scrutinise the Council's Annual Equality Report attached at Appendix B, for the year 2021-22.

### **2. RECOMMENDATIONS**

It is recommended that: -

- 2.1 Members undertake pre scrutiny on the report (attached at Appendix B), thus providing Scrutiny with an opportunity to contribute to this matter; and
- 2.2 The comments of the Overview & Scrutiny Committee form part of the reported feedback to Cabinet, at its meeting to be held on the 27 March 2023

### **3. REASONS FOR RECOMMENDATIONS**

- 3.1 The need for Cabinet to be aware of the comments and observations of the Overview & Scrutiny Committee prior to their consideration of the Council's Annual Equality Report, for the year 2021-22.

### **4. BACKGROUND INFORMATION**

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

- 4.2 The report contains progress made in year 2021-22 in meeting the equality objectives contained in Council's Strategic Equality Plan
- 4.3 Members of the Overview & Scrutiny are being provided with the opportunity to undertake pre scrutiny on the Annual Equality Report in advance of Cabinet's consideration at its meeting on the 27 March 2023 and whether it agrees the publication of the Annual Equality Report 2021-22. Members will recall the identification of equality and diversity for greater scrutiny as part of scrutiny improvements identified in 2020.
- 4.4 In particular, Members may wish to consider whether the report has captured the relevant information required to fulfil the Council's legal duties and obligations to report on how it has met the General Equality Duty set out in the Equality Act 2010.

## **5. PRE SCRUTINY**

- 5.1 Members are reminded that the purpose of pre scrutiny activity is to influence the decisions before they are made. The Council's Overview & Scrutiny continues to have the opportunity to explore and comment on a number of reports in advance of Cabinet's consideration to bring a different perspective to the decisions made and enabling Cabinet decisions to be more informed.
- 5.2 The Overview & Scrutiny Committee has a further opportunity to undertake pre scrutiny of the Annual Equality Report for the 2021-22 Municipal Year in advance of Cabinet on the 27 March 2023.

## **6. EQUALITY AND DIVERSITY IMPLICATIONS**

- 6.1 Equality and diversity implications will be considered as part of the Overview & Scrutiny Committee's feedback and comments and any subsequent implementation arrangements.

## **7. CONSULTATION/INVOLVEMENT**

- 7.1 The involvement of the Overview & Scrutiny Committee in the pre-scrutiny exercise will contribute to the quality and robustness of Cabinet decision-making

## **8. FINANCIAL AND RESOURCE IMPLICATIONS**

- 8.1 Financial and resource implications will be considered as part of any feedback and subsequent implementation arrangements.

## **9. LINKS TO THE CORPORATE AND NATIONAL PRIORITIES AND THE WELLBEING OF FUTURE GENERATIONS ACT**

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

**10. CONCLUSION**

10.1 The undertaking of pre scrutiny by the Overview & Scrutiny Committee in respect of the Council's Annual Equality Report, for the year 2021-22 strengthens accountability and assists Cabinet to assess whether progress made in year 2021-22 meets the equality objectives contained in Council's Strategic Equality Plan.

10.2 Any comments and feedback to the Cabinet will ensure that the Overview & Scrutiny Committee fully evaluates the effectiveness of its overview and scrutiny function.

**LOCAL GOVERNMENT ACT 1972**

**as amended by**

**LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985**

**RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL**

**LIST OF BACKGROUND PAPERS:**

**OVERVIEW & SCRUTINY COMMITTEE**

**ANNUAL EQUALITY REPORT**

**21 MARCH 2023**

**REPORT OF THE SERVICE DIRECTOR DEMOCRATIC SERVICES &  
COMMUNICATIONS**



**RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL**

**CABINET**

**ANNUAL EQUALITY REPORT 2021/2022**

**MARCH 2023**

**REPORT OF THE DIRECTOR OF HUMAN RESOURCES IN DISCUSSION WITH  
THE RELEVANT PORTFOLIO HOLDER, CLLR MAUREEN WEBBER, DEPUTY  
LEADER**

**Author: Melanie Warburton, Diversity and Inclusion Manager**

**1. PURPOSE OF THE REPORT**

- 1.1 The purpose of the report is to provide information on the Council's Annual Equality Report, for the year 2021/22.

**2. RECOMMENDATIONS**

It is recommended that Cabinet:

Agree to publish the Annual Equality Report 2021/22.

**3. REASONS FOR RECOMMENDATIONS**

- 3.1 The Annual Equality Report has been developed to fulfil the Council's legal duties and obligations to report on its progress in delivering the General and Specific Equality Duties.
- 3.2 The report contains progress made in year 2021/22 in meeting the equality objectives contained in the Council's Strategic Equality Plan.

**4. BACKGROUND**

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

4.2 Reporting requirements are set out in the following regulations;

Regulation 7 Collection and publication of information

Regulation 9 Employment monitoring reporting

Regulation 16 Reporting on compliance with the General duty.

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

**5. EQUALITY AND DIVERSITY IMPLICATIONS/ SOCIO-ECONOMIC DUTY**

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

**6. WELSH LANGUAGE IMPLICATIONS**

A Welsh Language impact assessment is not needed because the contents of the report are for information purposes only.

**7. CONSULTATION/ INVOLVEMENT**

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

**8. FINANCIAL IMPLICATIONS**

There are no financial implications as a result of this report.

**9. LEGAL OR LEGISLATION CONSIDERED**

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

**10. LINKS TO THE COUNCIL'S CORPORATE/OTHER CORPORATE PRIORITIES/WELLBEING OF FUTURE GENERATIONS ACT**

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



**LOCAL GOVERNMENT ACT 1972**

**AS AMENDED BY**

**THE LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985**

**RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL**

**CABINET**

**MARCH 2023**

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

\*

**Background papers: Annual Equality Report 2021/2022**

**Officer to contact: Melanie Warburton, Diversity and Inclusion Manager**

Tudalen wag



# **Rhondda Cynon Taf Council**

## **Annual Equality Report**

**1 April 2021 to 31 March 2022**

This report is available in Welsh and can be made available in alternative formats and languages.

To make a request please telephone 01443 444529 or email [equality@rctcbc.gov.uk](mailto:equality@rctcbc.gov.uk)

# Contents

## Page No.

1. Introduction .....	3
2. Who We Are .....	4
3. Reporting on Equality .....	4
4. The General Equality Duty .....	5
5. How We Meet The General Equality Duty .....	6
6. Equality Objectives .....	23
7. Equality Impact Assessments (EIA's) .....	64
8. Employment Monitoring Data .....	66
9. Procurement .....	67
10. Accessible Information .....	67
11. Future Work .....	68
12. Contact Details .....	68
APPENDIX 1 .....	69
Employment Monitoring Data .....	69

## **1. Introduction**

It gives me great pleasure to introduce the Council's Annual Equality Monitoring Report, which represents the Council's approach to providing information on its work in respect of equality and diversity.

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

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

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

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

**Councillor Maureen Webber**  
**Deputy Leader / Cabinet Member for Council Business**

## 2. Who We Are

Rhondda Cynon Taf Council covers a wide geographical area and has a population of over 237,700 (Office of National Statistics (ONS) – Census 2021). The Council is the largest employer in the local area and the third largest local authority in Wales, over 79% of employees live within the Council boundaries.

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

The Council reviewed its Corporate Plan in 2020. The Council's priorities set out in the [Corporate Plan 2020-2024](#) are:

- Ensuring **People**: are independent, healthy and successful;
- Creating **Places**: where people are proud to live, work and play;
- Enabling **Prosperity**: creating the opportunity for people and businesses to be innovative; be entrepreneurial; and fulfil their potential and prosper.

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

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

- Chief Executives
- Community & Children's Services
- Education & Inclusion Services
- Prosperity, Development & Frontline Services.

## 3. Reporting on Equality

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

The Public Sector Equality Duty requires that all public authorities covered under the specific duties in Wales should produce an Annual Equality Report by 31 March each year. This report covers the period 1 April 2021 to 31 March 2022.



## **What the regulations require:**

The Annual Report for 2021-2022 must set out:

- The steps the authority has taken to identify and collect relevant information;
- How the authority has used this information in meeting the three aims of the general duty;
- Any reasons for not collecting relevant information;
- A statement on the effectiveness of the authority's arrangements for identifying and collecting relevant information;
- Specified employment information, including information on training and pay;
- Progress towards fulfilling each of the authority's equality objectives;
- A statement on the effectiveness of the steps that the authority has taken to fulfil each of its equality objectives.

## **4. The General Equality Duty**

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

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

### **Protected Characteristics**

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

- Age;
- Disability;
- Gender Reassignment;
- Marriage and Civil Partnership;

- Pregnancy and Maternity;
- Race;
- Religion or Belief;
- Sex;
- Sexual Orientation.

When thinking about how to advance equality of opportunity between persons who share a relevant protected characteristic and those who do not, the Council also has to think about the need to:

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

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

## **5. How We Meet The General Equality Duty**

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

### **IDENTIFICATION AND COLLECTION OF RELEVANT INFORMATION**

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

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

Full details can be found in the SEP which can be accessed on the Council website at: [Strategic Equality Plan](#)

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

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

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

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

## **THE COUNCIL'S PERFORMANCE**

The Council's main strategic plan is the [Corporate Plan](#). This Plan was implemented in March 2020 and sets out the Council's priorities for the 4 years between 2020-2024. The detailed actions to deliver these priorities are monitored and scrutinised by Councillors every quarter as part of the [Council's Performance Reports](#) to Cabinet. At the end of the year, the plans are also subject to more in depth challenge, review and evaluation, the results of which are then included in the Council's annual [Corporate Performance Report](#).

## **NON COLLECTION AND EFFECTIVENESS OF INFORMATION**

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

## **Use of Information**

When considering what information should be used it was important that areas of good practice were identified across service areas to demonstrate that a commitment to delivering equality exists throughout the Council. Information used in this report includes:

- The Council's Corporate Plan (2020-2024)
- Service delivery/projects (2021-2022)
- Employment practices
- Consultation and engagement programme
- EIAs (2021-2022)
- Employment monitoring information (2021-2022)
- Monitoring and delivery of the SEP action plan (2021-2022).

## **Equality Information from Service Areas**

Many service areas have examples of good practice which help the Council meet the Public Sector Equality Duties. The information is normally obtained through our internal performance management systems. This section highlights a snapshot of some of the good practice examples that the Council has in place to demonstrate our compliance and commitment to the Public Sector Equality Duties.

### **ADULT SOCIAL CARE SERVICES**

We continue to promote equality of opportunity for local people by providing accessible information about the services available to them. We do this through:

- ensuring a single point of access to our services which allows for consistency of approach;
- engaging, consulting and more recently co-producing service offers with local people to inform existing service delivery and future plans;
- undertaking assessments to determine if there is any equalities impact on our policies and activities;
- delivering services in ways which are appropriate to service user needs and, whenever possible, removing barriers which may deny access;
- increasing the availability of advocacy support to service users;

- promoting widely the availability of the Council's Complaint Process.

We have continued to embed outcome focused approaches based in practice and, in doing this, we are supporting people to achieve their own identified wellbeing outcomes. Matters relating to consent, advocacy, mental capacity, and best interests were routinely considered at an early stage in the engagement process. The information gained is used appropriately to inform assessments and care and support planning.

We are however, reviewing our approach to strength-based practice. We are considering alternative and innovative ways of working to deliver better outcomes for the local people who rely on our social care support through the adoption of the 3 conversations approach. This approach has been implemented successfully at other Councils, who have seen a wide range of benefits including:

- Happier residents: receiving people-centred support, focused on what they tell us will make the biggest difference for them;
- Reduced waiting lists: with quicker response times and less time spent screening;
- Better commissioning: based on a better understanding of what local people need;
- Stronger relationships: with Health colleagues and other partners.

This is a major change from how we currently work. Therefore, if we decide to progress with this new way of working, we will first be trialling the approach and will then evaluate what has worked well and where we can make improvements before rolling out this new way of working across the whole service. Evaluation will include feedback from those who use our services, our partners, providers and Council teams who support adult social care.

## **ARTS, CULTURE AND LIBRARIES SERVICE**

The department delivers a wide range of provision that focuses on people with disabilities, and people who are vulnerable over a range of issues or who are affected by poverty.

Services have worked closely with partners and continue to do so to identify any areas of concern as early as possible so that appropriate support is provided by the most suitable partner to meet resident needs. The Community Support Steering Group is key in this. This network has been the platform for sharing information and encouraging joint working.

We offer a range of support that focuses on improving the lives of those disadvantaged through ill health, disability, economic circumstances as follows:

- We are rolling out Dementia Friends e-learning across the workforce.
- The Library Service actively supports local and national initiatives designed to promote inclusiveness and diversity, such as promoting books by Black, Asian and Minority Ethnic authors; accessing funding to provide activities that encourage socialisation; the People's Library Wales pilot encouraging 'books' to share their real-life stories on topics such as body dysmorphia, racism, and domestic abuse.
- Provision of a range of Remote Library Services, including e-books and e-audio books and the @Home Library Service.
- The facilitation of increased adult changing places in communities, with potential future development through the Shared Prosperity Fund.
- Undertaking wellbeing assessments with individuals to identify needs and connect to relevant services and community organisations, such as Ukrainian refugees.

In relation to the Ukraine response, cultural orientation sessions have taken place with both staff and guests of welcome centres in RCT, with additional weekly briefings being supported by translators. All information is provided in Ukrainian, with staff and guests communicating on daily matters using Google translate and social media systems which also have this facility.

Many of our publications are available in Easy Read format to encourage participation from people with Physical and Learning Disabilities. We've worked alongside RCT People First to co-produce Easy Read documents with service users. Examples include:

1. Easy Read Residents Survey

The same survey questions are asked but in plain and simple language that is accompanied by pictures. One of our Community Coordinators targeted an autism session at Abercynon pool to specifically seek opinions and views from people and their parents / carers. This ensured their voices, values and opinions were included in the overall results that directly impacts the service we provide, and the funding made available for community groups.

## 2. Wales & West Utilities Project

RCT People First produced Easy Read information to go with the distribution of Carbon Monoxide monitors. A booklet was co-produced with service users with learning disabilities and an illustrator.

RCT People First have been telling our members in meetings about the importance of Carbon Monoxide monitors and the benefits of the Priority Service Register.

These Easy Read documents were used by other partners including RCT Adult Services. Adult Services provided 3 x music sessions with Forget Me Not Productions for adults with a learning disability and support staff. Groups looked at safety messages via a creative project and made up a safety slogan. The slogan was made into a jingle or short song. The jingle was shared with Wales & West Utilities and RCT Council Website as a press release.

### **COMMUNITY AND WELSH LANGUAGE SERVICES**

The service continues to work closely with a range of partners e.g. DWP, Citizens Advice (CA) RCT to promote the support available for Universal Credit (UC) claimants. This has included information on social media and the Council website, dissemination of information to all Council staff and distribution across a wide range of partner networks. In addition to the offer of welfare checks and debt advice from CA, the Adult Education service has developed free budgeting courses for those who need this support.

More generally, Community Services offer a range of support as part of their provision that focusses on improving the lives of those who are disadvantaged through ill-health, disability, economic circumstances as follows:

- Specific provision is delivered by the Adult Community Learning team for people with learning disabilities.
- The Employment Support team continues to be actively engaged in the Transformation programme for people with learning disabilities.
- Community for Work+ managers have designated disability leads and attend Welsh Government Disability Network meetings and staff teams have attended relevant training sessions.
- The Adult Community Learning Partnership in RCT continues to engage with a higher percentage of people from the most disadvantaged wards than most other areas of Wales.

- Employment support staff have and continue to support Ukrainian refugees to find work locally.
- We have supported the CELT regional project which supports vulnerable residents to access pre-employment activities e.g. ex-offenders diversionary activities and wellbeing support for people who are economically inactive and in need of mental and physical wellbeing interventions.

## **COMMUNITY SAFETY AND COMMUNITY HOUSING**

The service area works with a wide range of people from many diverse backgrounds and cultures as set out below.

### **Housing Solutions Service**

A return to face-to-face working has supported a return to a more effective interpersonal interface for those customers most in need and who have vulnerabilities. The provision of the Rough-sleeper Outreach service attached to Mill Street Hostel has ensured that the Service responds quickly and effectively to engage those rough-sleeping in critical need who may be from a wide range of diverse backgrounds and are digitally excluded.

### **Homefinder**

The RCT Housing Allocation Scheme has identified key areas in need of review including adapted housing. As well as support from internal stakeholders, the review will also incorporate service user involvement via a customer panel.

Applicants who are digitally excluded are able to apply to Homefinder by telephone, however for some applicants who require more support to make an application, a face-to-face appointment is available in Sardis House, Pontypridd. Facilities for translation services are available and are arranged in advance to enable the applicant to receive a service tailored to their specific needs.

The use of Language Line for applicants in need of translation services is available to all service areas and where required, BSL interpreters can also be utilised for Homefinder applicants.

### **Area Substance Misuse Commissioning Team**

Barod and Cwm Taf Morganwg Community Health Board are commissioned to provide substance misuse services across the region. Individuals who have issues with substance misuse, are categorised as vulnerable because of the nature of their



problems. In addition, many have additional issues such as childhood trauma, domestic abuse, and/or poor physical health.

All services are required to have in place an equal opportunities policy and meet equality objectives in relation to protective characteristics. This is monitored as part of the Cwm Taf Morgannwg Area Planning Monitoring Framework.

Vulnerable and marginalised groups include Homeless people, looked after children, those in the criminal justice system, sex workers, victims and perpetrators of domestic abuse, gypsy travellers, refugees, and veterans. In line with clinical guidelines, all veterans are entitled to priority access to services.

Access to service is a key driver for service provision across the region, the Specialist Mental Health and Substance Misuse Housing Outreach Service was developed specifically for the most complex and vulnerable individuals who find it challenging to engage with traditional community and clinic based services. The team continue to monitor equality and inclusion through annual compliance and monitoring of services and quarterly contract review meetings.

### **Complex Needs Panel**

The service area is also heavily involved with the Serious Neglect Panel and the local multi-agency working arrangements agreed by the Cwm Taf Safeguarding Board to provide an escalation process for managing cases of serious self-neglect linked with vulnerable individuals.

## **COMMUNITY WELLBEING AND RESILIENCE**

The Community Wellbeing and Resilience Service has commissioned a specialist Autism training and consultancy organisation 'Outside Education' to review the current activities offered and consider in the context of neuro-divergent users of the service. As part of the review, Outside will undertake consultation events with children, young people, parents and staff, with the aim of understanding what the barriers are to participation, and the development needs of the staff to improve professional practice. The findings from the review will inform an action plan to address barriers, make service improvements, identify areas of staff training, whilst retaining and building upon current good practice. The aim is to improve the service offer available to ensure that neuro-divergent children, young people and families are not disadvantaged and have equity in accessing activities and services. From a strategic perspective the review will inform the planning, contracting and commissioning activities to ensure the service and the partner organisations are delivering fully inclusive early intervention and prevention services to neuro-divergent users of services.

## **Youth Engagement and Participation Service (YEPS)**

YEPS has a Youth Engagement Officer who is able to offer specialist support and advice to young people who are LGBTQIA+. This specialist support includes working with young people who are transitioning, their families and schools to ensure that bespoke and robust plans are in place to provide practical and emotional support throughout the process of transition. The LGBTQIA+ support group 'Enfys' was also launched and runs on a weekly basis.

Stemming from the YEPS Equality & Diversity Youth Forum, the Pride event was established, which was a great success, celebrating not only the LGBTQIA+ community, but diversity in general. This event showcased excellent external and internal partnership working between YEPS, Play, South Wales Police and several other services. Over 1800 people attended the event at Aberdare Park, which was televised by S4C Cymru and aired during prime time on TV.

YEPS worked in partnership with Ysgol Ty Coch to offer the young people an opportunity to engage in enriching activities. Some of the activities included arts & crafts sessions and off-site trips. The sessions were offered after school and during the school holidays to ensure they were as accessible as possible. All sessions were well attended, with positive feedback from young people.

Travel training is delivered by YEPS post 16 Team for young people in need of assistance with road safety awareness and knowledge of how to travel by public transport. Travel training is particularly beneficial to individuals who have Additional Learning Needs (ALN) who have had taxi transport to school and are daunted by accessing further education, work placements, training and other life opportunities after school as a result of having no prior experience in preparing and planning journeys independently. Many young people are unfamiliar with where to find information and advice and do not have the skills to make journeys themselves. Whilst this work has been on hold during the pandemic, YEPS are in the process of restarting the programme of training it delivers in partnership with the Council's Integrated Transport Unit.

YEPS has 5 Specialist Youth Workers to provide targeted and open access interventions focused on mental/emotional health and wellbeing. These Mental Health and Wellbeing Officers provide direct mentoring, support, information and guidance relating to health and wellbeing to young people, as well as:

- Generate opportunities and services that are informed by mental health and wellbeing principles;
- Increase opportunities for support and progression for young people within localities;

- Improve the awareness of health and wellbeing needs amongst young people and professionals across RCT;
- Provide advice and guidance to other professionals, enabling them to better meet the needs of the young people they support.

YEPS link in with Arts Development Team's 'Fortitude through Music' Project to support vulnerable young people to access the project which uses music as a tool to build and develop transferable skills, confidence and resilience in young people not in education, training or employment.

### **Play Services and Day Nurseries**

The Care2Play Officer works with a key contact from each of the special schools in the borough to identify children who would benefit from the service each term. One-page profiles are shared with the designated play team who will then plan the play activities to meet the individual needs of the child attending, enabling them to access their play offer at community-based play provisions.

The Play Sufficiency Assessment was submitted this year, part of which was to ensure that parks, playgrounds and other outdoor play settings are accessible to as many residents as possible. This includes wheelchair access to enter the parks and to access the play equipment. Access audits are undertaken on all playscheme premises and the information captured in the audit aims to inform service users of the accessibility of the buildings in which the playscheme sessions are being delivered in.

Pontypridd Day Nursery has achieved recognition as an 'Autism Friendly Workplace', implementing strategies which recognise and support neurodiversity.

As part of the Welsh Government overarching [ALN Transformation Programme](#), a unified legislative framework to support children and young people aged 0-25 with ALN has led to key changes across childcare settings. Childcare staff have received training on this and are now conversant with the changes to the graduated response, ensuring that they are effectively supporting those with emerging needs.

The creation of a single point of access via the Resilient Families Service has facilitated equity of access to service delivery, enabling services to be responsive to any needs identified. Our vision of delivering the right services to the right people at the right time in the right place supports the delivery of equitable and easily accessible needs-based services. Addressing, and where possible, removing barriers to access and engagement for particular groups, including, but not limited to, those with protected characteristics, is an ongoing priority.

The Funding Flexibilities Team has worked closely with the Disabled Children's Team (DCT) to revise and update the specification for Rhondda Short Breaks following some concerns raised by the Service Manager relating to the service provision not aligning to the enablement ethos of the Disabled Children's Team. The service specification was updated to fully reflect the practice changes required and new performance indicators agreed that provided meaningful monitoring data. Through this work other documentation was developed including a process map. The working relationship between DCT and the provider has improved, as has the overall service delivery for vulnerable children and young people. The Funding Flexibilities Team led the monitoring of the contract and facilitate the quarterly meetings.

In response to the needs of Flying Start childcare settings additional support has been made available to providers to develop the play plans required for children to be discussed at Early Years ALN Panel. Feedback from the ALN Forum indicated there was a clear training need regarding play plans as the quality of the ones being produced by childcare settings demonstrated they were having difficulties generating appropriate SMART targets, interpreting advice and support from professional services and marrying documentation and evidence to record and monitor the presenting needs of children. The team's Assistant Educational Psychologist has designed and implemented virtual play plan clinics as a drop in, easy access forum for settings to access specific advice and support about play plan targets. These clinics have been well received, well attended and supported by the Early Years' Advisory Teacher in Education and have now been opened up to non-Flying Start settings to ensure a unified, inclusive approach across all of Early Years.

## **DEMOCRATIC SERVICES AND ELECTED MEMBERS**

### **Diversity in Democracy**

A Cross Party Diversity and Democracy Working Group was established in 2021, recognising the importance of democratic institutions and public services to reflect the diversity of the population they represent and serve. The aim of the Working Group is to:

- increase diversity within democracy at the local Government Elections 2022 and any future election;
- reduce the barriers to attracting a more diverse pool of candidates;
- promote and raise awareness of the role of a Councillor and the work undertaken;
- consider Officer proposals to engage and support potential candidates;

- consider and comment upon engagement with 16–17 year old's in local government democracy;
- consider proposals for the future training / information provided to Councillors in respect of diversity;
- inform discussions with Group Leaders ahead of the 2022 Local Government Elections.

The Working Group recognised that their work will be an ongoing process to ensure that a more diverse democratic environment is created within Rhondda Cynon Taf.

A number of initiatives took place throughout the year to support this agenda including:

- Working collaboratively with the Youth Engagement and Participation 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. The YEPs campaign 'isityourfirsttime' led by young people was shared 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.
- Improving 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.
- Making physical improvements to the Council Chamber to ensure that the Chamber is fully accessible.
- Inviting representatives from Race Alliance Wales and WEN Wales to discuss diversity campaigns.
- To ensure Equality and Diversity training is part of Elected member induction.

## **HIGHWAY MAINTENANCE AND MANAGEMENT**

A programme of improvements to bus borders to improve accessibility has been ongoing over the last 11 years. In 2008-2009 RCT was placed at 21<sup>st</sup> in Wales with only 3.23% of its bus stops being equipped with accessible kerbs. Figures for 2020-2021 indicate that 63.25% of the 1,208 bus stops in RCT now have raised access points to facilitate easier access. There is no data available to indicate what position RCT is in Wales due to the effects of the Covid pandemic. A further £440k is being expended on bus borders this year.

As part of the Highways Investment Programme the Council continues to invest in the provision of dropped kerbs and tactile crossings throughout the borough, concentrating on areas of high footfall.

In order to keep our town centres pedestrian friendly and accessible the Street Café Permit Scheme in Pontypridd and Aberdare has continued and been re-evaluated to provide, where possible, further areas for outdoor eating as a result of the Covid pandemic and to promote a café culture. This has been a success and well received by access groups due to the layouts and barriers complying with strict specifications.

The [A4119 dualling project](#) will also include a 3 metre wide Active Travel compliant footbridge with both steps and ramped access areas which will accommodate users of all mobility to be able to safely cross the A4119 at Coed Ely.

The service area has continued to assess the major Active Travel routes within the borough and have removed barriers from the Porth Community Route, Church Village Bypass Community Route, Taf Trail and Cynon Trail. This will ensure that access to these routes can be gained by the public with mobility issues.

## **LEISURE, SPORT AND PARKS, BEREAVEMENT SERVICES & HERITAGE AND VISITOR ATTRACTIONS**

### **Leisure, Sport and Parks**

The service strives to be inclusive and offers the following:

- All refurbishment works are accessible and will include gender neutral facilities and family changing areas where possible.
- Leisure products are offered specifically for veterans, foster families, and carers.
- We deliver the Welsh Government free swim initiative.
- We promote initiatives from Stonewall and the Terence Higgins Trust such as the rainbow laces.

- Facilities display the LGBTQIA+ flag promoting inclusivity and non-discrimination.
- Facilities provide opportunities for gateway to employment students to have work experience and job opportunities.
- The Leisure for Life membership scheme includes a reduced rate for specific protected characteristics.
- Targeting inequalities is the biggest driver for sport. Focus on intervention for women and girls and socio-economic deprivation as well as health intervention programmes. A range of [case studies](#) were developed as part of the evaluation of projects.
- Working with vulnerable residents will continue to be a priority for the team. Initiatives will focus on supporting vulnerable residents to be active in a wide variety of settings.
- We have linked with Sight Life to review how the leisure centres can implement changes to support visually impaired customers.
- Leisure Services have attended the Older Persons Forums offering free day passes to help with customer confidence and any timetable queries. Staff have taken small group fitness sessions and given advice sessions to help with their fitness goals.

### **Bereavement Services**

This service prides itself in having practises to ensure equality and diversity. The service caters for a wide range of religions including short notice burials. Both chapels are fitted with a hearing loop. Roadside graves are kept for families that require disabled access.

### **Heritage and Visitor Attractions**

- Staff have attended autism awareness training and provide autism friendly visits.
- Staff have attended Dementia Friendly training.
- The service has installed changing places facilities at the 3 visitor attractions and undertaken an independent [disabled access audit](#) and produced access statements on all three attraction's websites.
- Tomos Churchill, a Ranger in Ynysangharad War Memorial Park, has achieved an Engage to Change Participant Award from Learning Disability Wales.
- Playgrounds continue to undertake an independent accessibility review of all play facilities.

- The team continue to consult with local groups that provide opportunities for children with disabilities to better understand local needs, for example quiet sessions in play areas targeting children with autism and the provision of inclusive play equipment.
- All Community Centres are now accessible.
- The centres offer a diverse programme of activities for all residents.
- Centres are situated in economically deprived communities and offer affordable local opportunities for all.

## **PUBLIC PROTECTION AND REGULATORY SERVICES**

The Registrar Service offers an out of hours and emergency service in respect of certain religious burial requirements, and the conducting of marriages where one of the party is terminally ill or aged.

This service is now able to offer 'signed' services, and our first signed ceremony is booked for 2023.

The Trading Standards and Registrar Services Managers are taking part in a trial of a race and equality mentoring project, involving 14 people across the UK, led by the Association of Chief Trading Standards Officers.

Allergen Resources (electronic leaflets and videos) for Food Standards are available in 14 languages which are used by officers as part of ongoing inspection work and shared via social media at relevant intervals throughout the year. This ensures better understanding of complex legal requirements which can have potentially life-threatening results if not correctly followed.

A review into the availability of wheelchair accessible vehicles (WAV) in the taxi trade has been conducted and proposals that will help the trade to increase the number of WAV brought into service has been implemented.

Fair and equal access to low cost Pest Control is being evaluated to assess possible options to improve uptake for low income families due to concern members of these households are not able to access this public health service.

## **INTEGRATED TRANSPORT UNIT**

The Service seeks to provide residents and businesses with the assistance they need at the first point of contact, encouraging greater access to online services and support.



Free bus travel for the elderly and disabled ensures that the service is inclusive. All residents over 60 are entitled to receive a concessionary bus pass and 48,645 in total take up this offer. A further 5,582 passes are issued to those who have a disability or need a companion to assist them when travelling.

Taking on board feedback from the Local Access Group, the Service has secured funding from a number of sources to undertake corridor-based bus stop enhancements, as well as meeting a number of specific local requests. The work involves the installation of new shelters (where footway space permits), new bus stop poles and flags, new raised kerbs to provide step free entry onto the buses, resurfacing of the passenger waiting area and renewal of bus stop road markings.

The investment in bus stop infrastructure has been significant in the past decade, helping it to have 764 of its bus stops equipped with accessible raised kerbs by the end of 2022.

Keeping the borough moving, the Service delivers improvements to roads, pavements and public transport, whilst also improving air quality, all of which make it easier for shoppers to visit town centres using public transport or active travel. It is also exploring opportunities to develop a cycle network to major destinations in the borough without impeding main traffic routes.

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

Improvements such as new crossings, developments and road safety features ensure that the highways network, and safe walking routes, is constantly evolving. These changes affect entitlement to free school transport and therefore it is prudent to periodically review the impact of such changes and update individual eligibility.

The Special Educational Needs (SEN) transport provision is tailored to the individual needs of the learner by a specialist team within the Service, and reflects the physical make-up of the community, with 930 of the 12,130 transported learners (7.69%) having additional learning needs. Throughout the year, further drivers and passenger assistants received special training in autism and epilepsy awareness, first aid, and understanding and managing strategies to support challenging behaviour.

Over a number of years, the Service has worked with the YEPS and the Transition Team within Community Care and Children's Services to provide independent travel

training to assist people of all ages, abilities and needs that do not have road safety awareness or awareness of travelling unaccompanied on public transport.

Participants of a Council run Management Development programme looked at the travel training provision within the Council and concluded that current programmes were disjointed, with no cohesive direction or collaboration. Further work was undertaken and an “Invest to Save” Business Case was approved by Cabinet in December 2021 to employ an Independent Travel Training Co-ordinator within the Integrated Transport Unit to collaborate with other departments, set up a generalised referral system and training programme throughout the Authority, and identify suitable individuals who would benefit from travel training.

### **WALES INTERPRETATION AND TRANSLATION SERVICE**

The Council is a partner in the Wales Interpretation and Translation Service (WITS) and has a Service Level Agreement (SLA) for delivery of the service provided via the City of Cardiff Council. During 2021-2022 there were 379 bookings made through the service using 28 languages and BSL interpreters.

The five most requested languages during 2021-2022 were Urdu, Polish, Tamil, Mandarin, and Turkish.

### **DELIVERY OF COUNCIL STRATEGIES**

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

The Council continues to develop and increase engagement through our Let’s Talk RCT engagement website [Let's Talk RCTCBC](#). The site has a suite of engagement tools that has enhanced our offer and made our engagements more user friendly.

We have continued our conversation on Climate Change through a number of projects, including Let’s Talk EV, Let’s Talk Wildflowers, Let’s Talk Trees and [Let's Talk Climate Change RCT | Let's Talk RCTCBC](#) and used a wide variety of tools to engage with members of the public including a survey, ideas, stories, quick polls and places (mapping tool). In addition, Let’s Talk was used for projects on Leisure services, Pontypridd Regeneration Strategy and the Local Development Plan.

During 2022, we supported or managed a large number of services with their consultation and engagement activities and supported a number of face-to-face engagement events.

Examples of how residents and communities have been involved in the Council's work in 2022 include:

- Engaging with residents on our budget consultation;
- Engaging with Schools and young people via Instagram and in school settings;
- Continued engagement and involvement with residents and communities in matters that affect them so that their voices are heard in Council decisions;
- Continued engagement with the Older People's Advisory Group about issues that could support their ability to get out and about. We have a joint SLA agreement with Age Connects Morgannwg and Older Peoples' Advisory Group to support and engage with older people in RCT;
- We provided a freepost and telephone option for those who cannot engage digitally, in addition to our face-to-face approach;
- We linked in with other services whilst undertaking our face-to-face events, from joining up consultations, to providing waste bags and advice and information;
- We have continued to use online and social media engagement as one of our methods to obtain resident views and promote consultations;
- Continued to make our consultations more accessible to residents, by increasing the use and availability of easy to read materials. Training our staff in the production of plain English materials;
- Further developed the use of digital engagement, through increasing the use of social media and videos.

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

## **6. Equality Objectives**

In 2019 we launched our Strategic Equality Plan (2019-2022). To aid the development of appropriate and relevant equality objectives the Equality and Human

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

A comprehensive engagement process was undertaken with the public and targeted engagement was undertaken with community groups that reflect the 'protected characteristics' contained within the Equality Act 2010.

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

- Objective 1 To better understand the needs of our communities and understand the barriers they face to thrive;
- Objective 2 To reduce inequalities that exist within our communities;
- Objective 3 To promote safe communities;
- Objective 4 To reduce the gender pay gap;
- Objective 5 To create an inclusive workforce.

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

Outlined below, we show our progress towards the equality objectives. It should be noted that not all actions were due to commence in the financial year 2019-2020 and these will be progressed in following years.

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

Within this equality objective there are a number of areas that require action. The progress towards these actions is outlined below.

#### **Action 1 - Identify community groups that represent the full diversity of the citizens of Rhondda Cynon Taf and develop accessible communication channels with them.**

The Council has many well established links with community groups across RCT, for example, Youth Forums, Older People's Advisory Groups and the Disability Forum. The focus of this action is to engage with under-represented minority groups and individuals that have not had regular communication routes with the Council.

## **Community Cohesion**

The Cohesion team made connections with a number of groups including Aberdare Mosque, Friends of Bosnia Group, HOPE, Interlink Youth Group, MIND, Neighbourhood Networks, Pay What you feel Café, People 1<sup>st</sup>, Project Unity, Spectacle Theatre Group, St Catherine's Church, Valley's Ethnic Minority Support, Welcome to our Woods.

As well as working with community groups, the team were involved with a number of events and initiatives as outlined below:

### **Covid Engagement with Black, Asian and Minority Ethnic community members**

We worked with Interlink's Black, Asian and Minority Ethnic engagement worker to complete a program of extensive engagement work, which involved visiting the majority of takeaway and convenience stores in all RCT town centres. The purpose of this piece of work was to encourage take up of the Covid vaccine and learn why a lower percentage of people taking up the offer of a vaccine were part of the minority ethnic communities. The work gave the team widespread contacts with town centres and the wider community.

### **Autism 1<sup>st</sup>**

We met with staff from Autism Life and successfully supported them to apply for funding for a gardening project. The project allowed members to profit from the therapeutic benefits of gardening, as well as allowing other allotment owners the opportunity to meet and grow with people who are on the autistic spectrum. Thus, increasing integration and decreasing isolation and exclusion.

### **Interfaith week**

An event was arranged with Cynon Valley Museum with involvement from Swansea University, local schools, and colleges to mark interfaith week. The aim was to hold a series of discussions with faith leaders and the community. However, due to the reintroduction of Covid restrictions this had to be cancelled. However, we continued to educate pupils and young people through workshops, ultimately holding an art competition.

The competition involved school and college pupils submitting a piece of work - art, a poem, short story, or photograph that depicted what faith meant to them. The competition was extremely popular and the winner, runner up and 3<sup>rd</sup> place were chosen by a local leader of the Sikh community. The hope was that this would open a space for conversation, but unfortunately restrictions meant that couldn't happen on this occasion.

## **International Women's Day (IWD)**

An event was held with Cynon Valley Museum to celebrate IWD. The event included a talk about Elaine Morgan and a panel discussion chaired by Rhian Hall, and three panellists representing business, arts and politics. The event created a safe place for women to come together and share experiences, this opened good communication links between the Cohesion team and local women.

## **Jewish History Trail**

We worked with local historian and author Dr Darry Leeworthy to curate, promote and run a Jewish history walking trail in Pontypridd. This allowed us to develop connections with people of the Jewish community as well as those keen to support the Jewish history connection of the borough.

## **LGBTQ History Month Event**

An event was held at Cynon Valley Museum to celebrate LGBTQ history month. The event included a session from academics, a reading of a play and finished with a contemporary dance performance from the Welsh Ballroom Company.

## **Operation Betsy**

We worked with South Wales Police to hold a number of engagement events looking to engage with older people and put in place safeguarding or befriending support as required.

## **RCT People 1<sup>st</sup>**

The team worked closely with People 1<sup>st</sup> on a number of projects:

- RCT People 1<sup>st</sup> roadshows – a series of in person events with the aim of increasing confidence of members when reintegrating into the community.
- Community safety film – a series of films looking at the barriers faced by those with a learning disability when accessing the community. From this came numerous concerns around disability hate crime and subsequently (post 2021-2022) the 'be my voice' campaign.
- Safe places – the initial planning stages of implementing safe places across RCT took place during 2021-2022.

## **Safeguarding week**

The Cohesion team held a session at Coleg Y Cymoedd, establishing links with the learners. This event concentrated on educating pupils of the emerging increase in spiking, including needle spiking. We were able to provide learners with bottle stoppers and information on how to keep themselves and peers safe.

## **Self Defence Classes**

We held self-defence classes for girls, creating a safe line of communication between women and girls and the community safety department. This was important as 2021 saw an increase in distrust between young women and the police.

## **Treorchy Diversity Group**

In late 2021 the Cohesion team were introduced to Treorchy Comprehensive School Diversity Group. The group initially began as a 'safe place' lunch club for any pupil who felt they would benefit from a safe place within the school. However, the space quickly became a meeting place for pupils who identified as LGBT or allies of peers who are LGBT. From the 100+ group of pupils a smaller more focused 'leadership group' emerged, this consisted of a few (mostly 6th Form) pupils who wanted to take a more active role in raising awareness of LGBT and wider diversity issues. From this grew a book club, film club, newsletter, and peer-to-peer workshops. The Cohesion team began work with the group including the development of the Youth Ambassador Program, which was launched in April 2022.

## **COUNCIL'S DISABILITY FORUM**

Telephone and digital communication has been maintained with all members of the Disability Forum this year. This has been an important link for our Forum members to discuss any concerns they have, and an opportunity to discuss their wellbeing.

While we continue to face challenges holding fully accessible face-to-face meetings due to a number of reasons, including on-going restrictions as a result of the Covid pandemic, we are hopeful that regular face-to-face meetings and communication will be able to resume in some capacity towards the end of the year. Digital or online meetings have not been possible due to a number of factors, including digital exclusion of some members and the accessibility of online platforms. Work is on-going to review the Disability Forum is as effective and helpful that it can be.

## **Veterans and Armed Forces Community**

### **Veteran Advice Service**

Funding was secured through the Armed Forces Covenant Trust Fund to continue our Veteran Advice service, which provides dedicated advice and support to the Armed Forces community. Since launching the service in 2019 over a 1000 referrals have been received. Some of the support provided includes: Housing, Adult Social Care, Benefits, Finances and Employment. During the pandemic the service has adapted to provide online virtual support to members of the Armed Forces community.

## **Veterans Connected project**

We launched the Veterans Connected project 2021 following a successful bid for funding from the Armed Forces Covenant Trust Fund: Forces For Change programme. Through this project Veterans can hire mobile device tablets, headsets, keyboard, and free mobile data. The tablets have been supplied by Centerprise International and are regularly used by veterans in Rhondda Cynon Taf as part of the Veterans Connected Project.

This project has help Veterans to stay in touch with family, and social connections through digital technology, and has helped improve well-being by reducing social isolation. Working in partnership with our neighbouring Council authorities, this project has been delivered across 4 local authorities in South East Wales.

## **Armed Forces Covenant Gold Employer Recognition Award**

In 2022 we successfully retained the Armed Forces Covenant Gold Employer recognition award for its continued support of the Armed Forces community, past and present, and their families. The Council's highly prestigious Ministry of Defence Employer Recognition Scheme Gold Award has been revalidated as the local authority continues to encourage employers and employees to support the Armed Forces and its community and inspire others to do the same.

In January 2022, the Council strengthened its commitment to the Armed Forces Covenant by introducing a Guaranteed Interview Scheme for Veterans and Reservists. This commitment is to guarantee an interview to any veterans or reservists that meet the essential criteria set out in the job profile for roles that are advertised. The Council recognises that veterans and reservists can bring valuable transferable skills, qualities, and benefits.

## **Action 2 - Identify the number of refugees living in Rhondda Cynon Taf that are not already included in settlement programmes.**

We worked closely with external parties and 3<sup>rd</sup> sector organisations' to establish a stronger understanding of the number of refugees living in the borough. This included working with social landlords, Valleys Ethnic Minority Support and the University of South Wales. The aim was to identify the number of people seeking sanctuary as well as identifying support that was available, including ESOL classes and friendship groups .

An educational film was produced in partnership with Dr Mike Chick with the support of the Welsh Refugee Council, with the aim of raising awareness of the plight of people seeking sanctuary, as well as increase awareness of the Welsh



Government's, (and more locally the University of South Wales's) commitment to becoming a place of sanctuary for those fleeing persecution or discrimination.

The Summer of 2021 welcomed a number of Afghan families to RCT. Although these families were part of the resettlement scheme, the work involved liaising with groups and community members who worked to support refugees who were not part of the scheme. This again led to increased knowledge of the potential numbers of refugees in RCT who were not part of the scheme. We worked with charity groups, church groups and individual members of the community who sought to make the transition for refugees more manageable.

**Action 3 - Undertake an employment needs assessment which will inform specific action points relating to young people, disability and ethnicity.**

Welsh Government (WG) priorities during 2021-2022 which informed our CfW+ delivery plan, continued to engage with specific customer groups with the aim of meeting the WG target of 20% of our clients gaining employment had a work limiting health condition or disability. 15% of participants achieved at year end, target 20% - actual number of 113 did exceed the target number of 50 due to engagement numbers exceeding target set.

ESF CfW employment support programme specifically targets people who are long term unemployed (12 months+) or economically inactive and young people who are not in education or training. The programme is also geographically targeted to people living in previously designated Communities First areas.

Between 1<sup>st</sup> April 2021 and 31<sup>st</sup> March 2022 CfW+ engaged with:

1,385 people - 349 young people (25%), 1,038 Adults 25+ (75%)

Ethnicity of participants:

English / Welsh / Scottish / Northern Irish / British (96%)	1329	Indian	0
Irish	0	Pakistani	0
Gypsy / Traveller / Romany	1	Bangladeshi	1
Dual Heritage - White & Black Caribbean	3	Chinese	0
Dual Heritage - White & Black African	2	African	0
Dual Heritage - White & Asian	4	Caribbean	1
Other White Background	22	Arab	1
Other Dual Heritage Background	1	Any Other Ethnic Group	19

269 (19.4%) of those people engaged were recorded as having a disability or work limiting health condition.

The number of CfW+ clients into employment during 2021-2022 totalled 748 (54% of those engaged), 238 of these clients were young people aged 16-24yrs (32%) and 512 were Adults aged 25+ (68%).

However, if you compare the number of job entries to the number engaged under each age category: (349 young people and 1,038 Adults 25+) 66% of young people and 49% of adults went into employment.

### **Kickstart programme**

At the end of 2021, DWP launched the Kickstart grant funded scheme and RCT Council applied to become a Gateway for that programme, supporting local businesses to access funding and provide paid work placement opportunities to young people.

### **Case Study**

We received a referral for a 22 year old participant with a hearing disability who required support with seeking employment after a long period of mental health issues.

We worked with the participant to update their CV, provided support with writing cover letters and undertook mock interviews to ensure they were prepared. We also researched available support for people entering employment with disabilities and made them aware of funding available through the Access to Work scheme which helps with the costs of any necessary adjustments required in a place of employment.

The participant successfully gained employment.

During their teenage years they suffered complete hearing loss in one ear and 80% loss in the other. This had left them suffering with severe anxiety and depression and more recently had starting self-harming. They received GP support and were referred to the CfW+ program by the Wellbeing Co-ordinator to enable them to access support to gain employment.

They had worked briefly a few months prior to this but the work was unsuitable and having to leave the job had left them feeling even more anxious and depressed and the self-harming had escalated.

We initially met with the participant and their mother at the local Job Centre Plus (JCP) office as telephone contact was not possible due to the hearing disability. We had a lengthy discussion about the barriers faced by the participant. They supplied me with a copy of their CV which detailed extensive qualifications and highlighted their genius level IQ. They stated they lacked confidence to apply for jobs and constantly doubted they could maintain regular employment due to their disability but were determined to try and overcome these barriers.

Our initial meeting established noisy and extremely busy working environments would not be suitable, so we concentrated on administration positions available through the Kickstart scheme.

They expressed interest in vacancies involving outdoor activities as they felt they may benefit their mental health. They agreed to apply for 2 kickstart vacancies so I informed the work coach who sent links to them to begin the application process. At the participants request I drafted a cover letter and condensed their CV to be submitted to Transport for Wales for an IT assistant vacancy. I also informed them about the funding available through the Access to Work scheme which helps with costs related to reasonable adjustments required in a workplace to accommodate employees with disabilities.

Shortly after, they emailed me to confirm an interview had been offered and would be conducted virtually using Microsoft Teams. They were extremely nervous as they had never used Teams before and had never had a formal job interview. I arranged a Teams meeting and drafted a list of interview questions to practice with them a few days prior to the interview. They prepared well and answered all questions clearly and concisely, there were no issues using Teams and they stated they felt much more confident after our session.

Less than 24 hours after the interview the participant confirmed they had secured a job offer which they accepted.

### **Good Practice Shared / Lessons Learned**

Collaborative working with the Job Centre Plus youth work coaches ensured prompt access to relevant Kickstart vacancies.

There is excellent support available for people with disabilities to access to ensure working conditions can be tailored to accommodate any reasonable adjustments that may be required.

## Outcomes

The participant secured a Kickstart position working 25 hours as an IT assistant with Transport for Wales

### **Action 4 - A community profile to be undertaken for all library areas to better understand the needs of customers.**

The service has identified the main catchment areas for each library and then undertaken a profile of each area by using the Community Insights programme which focusses on the following areas:

- population in the wards that fall into the library's catchment area;
- information on children in poverty, people out of work, people in deprived areas disability, pensioners and other vulnerable groups;
- information on housing characteristics: dwelling types, housing tenure, affordability, overcrowding, age of dwelling and communal establishments;
- information on recorded crime and crime rates;
- information on limited long-term illness, life expectancy and mortality, and general health;
- more information on qualifications, pupil attainment and absences;
- information on people's jobs, job opportunities, income and local businesses;
- information on transport, distances services and digital services;
- information on physical environment, air quality and neighbourhood classifications.

So there is a good understanding from the data of the differences between each library area. Use is also made of geographic information available about the level of Welsh speakers in various parts of the borough.

In addition to the above, the service profiles visitor numbers, book issues, downloads, attendance at events at each library as part of their performance meetings with branches and of course listens to feedback from staff and customers.

### **Action 5 - Undertake research as part of the local housing market needs assessment into the demand for housing needs for disabled people.**

The Council applies the data set out in the Local Housing Market Assessment (LHMA) when determining the mix of new schemes/properties that are being built with the use of the social housing grant (SHG). The service continues to apply this method in order to tackle the demand for housing among disabled people, which will

allow them a stable home to enable them to thrive regardless of the barriers they may face. A full review of the LHMA was due to be completed by March 2022, however this has been extended to be completed by December 2022.

**Action 6 - Undertake a review of the Homestep Scheme to ensure equality monitoring questions are appropriate to identify specific needs with an emphasis on the identification of housing needs for young disabled people.**

The Housing Strategy and Investment Service are in the process of remodelling the Homestep application process, in line with the Department's digitisation of services agenda. It is within this process that the service plans will include questions in respect of young disabled people accessing open market housing that is affordable for them in line with the affordability test carried out at the application stage.

**Action 7 - Improve and develop the collection and recording of customer equality monitoring information across Council service areas.**

As was highlighted in previous Annual Reports, an equality monitoring toolkit has been developed for use by all service areas in the Council. The toolkit has been developed following best practice examples and guidelines, and highlights the importance of equality monitoring and the possible uses for data. The toolkit also contains best practice advice that should be followed when conducting monitoring, including advice on the order of questions, wording and response options. We are hopeful that this toolkit will be published in the Summer of 2022.

In developing the toolkit, we have also been able to give advice and guidance to a number of public-facing service areas on how best to implement or improve equality monitoring in their services. Examples of this include:

- Empty Homes Grant scheme;
- Recruitment forms;
- Theatre booking systems;
- Customer Satisfaction Surveys;
- RCT's Local Access Forum.

Where equality data is collected as part of a grant scheme, this data is reported to Welsh Government as part of their analysis into whether grant funding has been used in line with the programme's requirements.

We have also begun work with the Council's Consultation and Engagement team to ensure that equality monitoring questions and data are routinely collected and used

in public consultations. This work is ongoing and will mean that data is being analysed to better understand the impacts of proposals on residents, and the needs and demands residents have for services.

**Action 8 - To evaluate the experience of disabled people who are on the Homefinder register to understand any barriers to accessing adapted accommodation and to identify improvements to the process as a result.**

Data regarding the number of individuals registered with Homefinder who required adapted properties was extracted from our Civica system. This has highlighted a large number of applicants who require an accessible or a fully adapted property. Steps will be taken in 2022-2023 to review this data and to use it to inform a task and finish group looking at adapted housing as part of the Allocation Scheme review. This will be an ongoing piece of work which we aim to complete in April 2024. Part of this review will evaluate customer experience of the Homefinder process.

**Action 9 - Improve and develop monitoring of customer complaints.**

This period has continued to provide challenges due to the ongoing impact of Covid and it is unclear as to how this has impacted on some services and customer interaction, with the overall level of customer feedback over the reporting period being significantly less than previous years.

Recorded compliments are consistent with previous years although remain an area for improvement along with improving mechanisms for capturing customer comments which will be a focus for 2022-2023. Work has already begun within service areas to improve how customer comments are captured and how developments and improvements can be fed back as part of the development of 'you said, we did'.

Service areas and Complaints Co-ordinators have throughout the period and despite the presented challenges, continued to effectively manage customer contacts and complaints, although overall complaints handling performance has reduced with the number of Stage 1 complaints being resolved within 10 working days standing at 53%, compared to 61% in 2020-2021.

The number of feedback items received are lower than previous years and remain less than 1.5% of overall customer contacts. Overall, customer contacts to the Council have increased by 0.6% but remain significantly lower than pre-pandemic figures. Numbers of direct telephone contacts to the Council have fallen by 38% in contrast to e-mail and social media contacts which remain higher than pre-pandemic figures and may signify a permanent change in how customers wish to interact with the Council.

The Customer Feedback and Engagement team will continue to monitor customers interaction with the Council to ensure that the Customer Feedback Scheme offers a varied range of options that provide customers opportunity to feedback on services and make suggestions for improvements. The team will also continue to review and consider learning identified by other Councils through Ombudsman case books and direct contact with complaints officers across Wales and through regional and national forums.

Work on the implementation of a new complaints management system has been delayed due to other priorities however it is hoped that this will be fully implemented by April 2023.

The delay in implementation has afforded the opportunity for co-ordinators across all service areas to consider how any new system can best meet the needs of the service and provide improved information from which we can continue to better understand the needs of our communities and improve service delivery.

**Action 10 - Improve local access to information advice and assistance provision for children, young people and families to promote their participation and engagement.**

The **Youth Engagement and Participation Service (YEPS)** has continued to utilise a range of methods to deliver youth work services in 2021-2022 including the provision of information advice and assistance to young people to promote their participation and engagement. The table below shows the Youth Engagement and Participation Service's 'reach' (number of individual young people engaged in open access activities organised by, and receiving one to one support from, the service) and the number of contacts the service made with anonymous young people during street based youth work sessions delivered during the year:

<b>Annual reach 2021-2022</b>			
<b>11-13yrs</b>			3240
<b>14-16yrs</b>			2963
<b>17-19yrs</b>			88
<b>20-25yrs</b>			152
<b>TOTAL</b>			<b>7235</b>
<b>Number of anonymous contacts 2021-2022</b>			
<b>2021-2022</b>			12930
<b>Reach by age 2021-2022</b>			
	<b>% population</b>	<b>Welsh average</b>	<b>Variance</b>
<b>11-16yrs</b>	36.6%	n/a	n/a
<b>11-19yrs</b>	28.6%	20%	+8.6%

In 2021-2022 the Service engaged with 28.6% of young people aged 11-19yrs, performing 8.6% above the National Welsh Average.

The Council has invested in mobile youth vehicles, utilising core and grant funding to act as hubs in localities where access to a suitable permanent venue is not available. The vehicles are used as mobile youth clubs; as the base for community activities like fun days and street-based youth work; as well as a hub for use at times when an immediate response is required within a community, such as following a serious incident that requires enhanced youth work support. The mobile vehicles proved invaluable during the pandemic, offering a safe space for young people and support for the street-based work.

YEPS uses numerous ways to communicate with young people, parents/carers and community members such as emails, text messaging, posters, leaflets, social media platforms and an app which was launched in 2022. The YEPS website, was rebranded as YEPSWales in 2022 aligning with the new app and continues to provide access information, advice and guidance for young people around a number of themes such as money management, travel etc. The website usage data is monitored monthly with 3,300 users having accessed the website in October 2021 alone. YEPS information is also shared on the Dewis website, Family Information Service website and secondary school websites.

YEPS now also has a Youth Officer solely responsible for developing digitalisation and promotion, supported by a Social Media Champion in each cluster. Young people have been at the heart of the development of the app, which has transformed user engagement and improved service delivery; as well as promoting the service and its activities and support on offer, the app enables parents and guardians to complete consent forms for off-site activities.

The service now has 4 social media platforms, Facebook, Instagram, Twitter and Snap chat with 3,045 Facebook followers, 2,397 Instagram followers and 1,481 Twitter followers in 2021-2022. The YEPS Youtube channel has had 12,574 views in 2021-2022. The service has also live streamed events and meetings with young people, such as those that take place with the County Youth Forum, which have proven successful.

The **Family Information Service** plays a key role in disseminating information to service users and families. Analysis of the online traffic across the Family Information Service social media channel during the pandemic showed a significant engagement in online support with 38,523 views / 32,690 unique viewers of online parenting videos and 44,287 views / 36,040 unique viewers of online early language videos. We have continued to promote the Facebook pages and videos this year and the online parenting and early language videos have increased by 9,000 views in the period April 2021-April 2022.



This informs us that social media is still a popular channel to access parenting support and we aim to create more informative videos for both Facebook and the new RCT Families Website. The Virtual Parenting Support Officer is responsible for building appropriate online content to ensure that all families will have access to the same support, advice, and guidance from the Parenting Team irrespective of the method of delivery removing any barriers to inclusion and engagement.

Work on the **RCT Families Website** has continued with the website due to be launched in the summer of 2022. This single public facing website will be a one stop shop for information related to children, young people and families.

It will provide an important single point of access for information, advice and signposting for children, young people, parents, community members and practitioners to the range of support on offer, providing the means for members of the public to meet their own information advice and assistance needs.

The new delivery model for **Parenting** that commenced September 2021 has been implemented well with informal parenting support and formal parenting programmes providing information and support being delivered by a range of commissioned partners throughout RCT. This is supported by a spot purchasing commissioning model utilising approved suppliers. In establishing approved supplier lists to support the spot purchasing of parenting support provision, the Commissioning Team have been developing sustainable procurement of local community-based groups to support the Council to meet the needs of families within their own communities. This supports the principles of both the Social Services and Wellbeing Act and the Wellbeing of Future Generations Act.

The three **Children and Family Centres** re-opened fully in 2021-2022 following the pandemic offering a focal point in the community for access to information advice and assistance in relation to family support, childcare, parenting, play and youth services.

The YEP service has been proactive in **consulting with young people** throughout the year. From seeking opinions during 1:1 sessions to surveys on social media platforms, YEPS staff have been committed to listening to young people to inform service developments. The Your Voice survey is due to be undertaken in the Autumn 2022.

The Participation strategy for the YEP Service has been redeveloped as a result of feedback from young people involved in our **Youth Forum** work. The feedback has resulted in the locality fora being replaced with thematic area fora. These include:

- Equality & Diversity
- Community Safety

- Mental Health & Wellbeing
- Environment & Sustainability

Young people believe these groups will have a greater impact on the work they can achieve and that these thematic areas tackle the greatest needs for 11–25 year olds across RCT.

## **Details of Forum work undertaken in 2021-2022**

### Equality & Diversity

This forum is now well established with good numbers attending forum meetings. The voices of young people have contributed to several key developments/projects, such as:

- An RCT wide survey indicated the desire for safe social spaces for LGBTQ+ young people, which resulted in the creation of a new LGBTQ+ forum; this subsequently led to the establishment of a support group in Aberdare Community School and weekly drop-in sessions at Cynon Linc
- Project work as part of a Pride Art competition
- A Sexual Health workshop in partnership with Cwm Taf Health Board
- Working with Lili Pad to create a short film about LGBTQ+ experiences across RCT, which was showcased to Stonewall and partners.

### Community Safety

- Members of the Community Safety group attended The Police and Crime Commissioners Young Voices Regional Forum to hear feedback about how their suggestions are being put into action, i.e., more methods of contacting the police through texting for example, discussions of the importance of body language and developing positive relationships between the police and young people. Forum members worked with police, the police and crime commissioner and other partners to identify better ways of working with the police, identifying areas causing concern such as knife crime, young people reporting crimes and knowing your rights
- As part of this forum, young people wrote a poem with Safer Wales and external poet about Covid
- Forum members have been heavily involved in Interlink and Safer Wales consultations which have been successful and enjoyed by young people.

## Mental Health & Wellbeing

- Forum members voiced the importance of raising awareness of mental health issues and the possibility of creating promotional material advising of coping strategies. Consequently, the forum focused on carrying out consultations with other young people regarding a mental health animation project which is currently underway and due to be completed in April 2023.
- Young people nominated YEPS for an award which they won: Mental Health and Wellbeing Award, Community Saints: Youth Development Award.

## Environment & Sustainability

- Environment and Sustainability group had a successful day during October half term doing a litter pick in Ynysangharad Park. 20 young people took part as they highlighted this as an area where young people like to gather and can “create a mess”. They wanted to “give something back” to the area and took part in a litter pick for 2 and a half hours
- The YEPS leader for this forum sits on Climate Change Working group as the representative from YEPS, whereby they attend quarterly meetings with other employees from across the Council who feed back any work and information they have on environmentally positive and sustainable work going on throughout the county borough. YEPS’ presence in this group is to feedback the work of the forum and provide a voice from young people, whilst helping with engagement of young people in any consultations other departments of the Council may want/need.

## **OBJECTIVE 2 – To reduce inequalities that exist within our communities**

Within this equality objective there are a number of areas that require action. The progress towards these actions is outlined below:

### **Action 1 - A comprehensive review of the recruitment and selection process to increase the diversity of applicants.**

Work to improve the recruitment process has been completed, although much work was delayed due to Covid priorities and the new iTrent HR and Payroll system implementation, which includes a new e-recruitment system.

In particular, key actions on hold include:

- New manager recruitment guidance which includes information on recruitment and diversity. A draft guidance document has been produced, it will need to

be reviewed following the build of the new recruitment system and amended accordingly. Recruitment system guidance will also be produced.

- Streamlining of recruitment processes as the new system may impact key processes. The review to streamline recruitment processes is on hold until the system goes live, some work towards this may be undertaken as required as part of the new recruitment system build.

Key aspects of the recruitment plan which have been implemented include the [recruitment website/microsite](#) going live and the recruitment of a Graduate Officer to specialise in recruitment marketing to ensure that more people are aware of our job vacancies. They will support service areas with recruitment marketing, including utilising social media for advertising and promotion, along with developing a strong employer brand to attract candidates.

Other pilots relating to the plan have had some success, for example increasing return of exit interviews in Children's Social Services to help gather data to aid staff retention and a recent marketing campaign implemented March 2022, led by Children's Social Services to recruit social workers.

**Action 2 - Recommend within the adapted housing review that the Council commits to increasing the number of adapted and accessible homes being built in the area across all tenures.**

The Adapted Housing Review provides a position statement on the current services provided or enabled by the Council in relation to adapted housing and the provision of adaptations. The draft RCT Adapted Housing Review makes a number of recommendations aimed at increasing the supply of adapted and accessible homes being built across all tenures. This includes exploring opportunities for the provision of adapted accommodation on Council owned land. This involves working closely with private developers to understand the barriers that exist in developing adapted bungalows on private housing developments and the implementation of new Supplementary Planning Guidance which will require a certain amount of private housing to be adapted or accessible. The review also recommends setting a local target for the number of adapted houses built per annum in the borough, as well as requesting Low Cost Home Ownership bungalows as part of the affordable housing contribution. The RCT Adapted Housing Review will be completed in the Summer of 2022.

### **Action 3 - The implementation of the Develop, Invest and Grow project to improve Well-being and equality and diversity outcomes in over 100 small medium Enterprises (SMEs) in Rhondda Cynon Taf.**

Staying Well at Work (formerly Develop Invest & Grow) led by RCT and part funded by the European Social Fund through the Welsh Government and aims to provide support to small businesses and their employees. The support is offered at no cost and focusses on a bespoke range of products to improve employee Health and Wellbeing and businesses to manage employees with disabilities/work limiting health conditions.

The Project sought to re-profile early on in its delivery due to initial delays in its start-up and this was to be considered following a period of 12 months delivery to allow time for the Project to recover in line with the agreed targets.

In February 2020 Rhondda Cynon Taf was affected by Storm Dennis and in March 2020, the worldwide Covid pandemic created unprecedented challenges and as a direct result all re-profile requests were further delayed.

Consequently, it is evident that the Project will not recover to such a point as to be in line with the WEFO approved business plan and as such preliminary financial impact assessments have been completed internally to RCTCBC.

Given this, a new structure and delivery model was proposed which sought to deliver the service change and revised outputs in light of the continued Covid pandemic and the impact that has had on the projects ability to engage and meet the project targets.

- Service review was implemented with effect from 2 April 2021.
- All operations were moved to a combination of virtual, RCT building locations and Community hubs for delivery.
- Employee participant appointments continue to be delivered via video platforms and telephone, where client digital access is limited.
- Employee participant face to face interventions have continued and increased since April and as restrictions have eased.

#### **The outcomes delivered**

Over the course of the project, to the end of March 2022, 120 SME participants have enrolled with the project, 104 have been through internal compliance checks and are

eligible for the project, 16 have been compliance rejected and are therefore ineligible for the project.

72 SME enterprises received direct support from the project, up until 31<sup>st</sup> March 2022 to encourage a cultural change in organisations towards a more diverse and healthier workforce and the adoption of flexible working practices.

Employers were supported to improve flexibility within the workplace and encouraged to adopt flexible work practices, as well as adopting or improving equality and diversity strategies and monitoring systems. Activities with employers includes promoting the benefits a healthy workplace can bring to an organisation, addressing health related issues within the workforce and develop or improve appropriate work place or occupational health programmes.

Shown in the chart below (Table 1a) are the activities undertaken with SME's to date that have been through internal compliance checks and adopted or improved their strategies and/or monitoring systems.

72 participants have completed the project and recorded outcomes against the project indicators, of which 29 were early leavers, and 3 are still actively engaged in the project.

**Table 1a**

01. Adoption or improvement of HR and Health & Safety Policy that supports and monitors attendance and wellbeing in the workplace	42
02. Adoption or improvement of an Absence Management Policy	30
03. Adoption or improvement of Equalities and Diversity Policies and/or procedures in place which make reference to the Equality Act 2010	42
04. Adoption or improvement of systems and/or procedures that support flexibility in the	7
05. Adoption or Improvement of Assessments and/or Monitoring Systems in place to support the Health and Wellbeing of <u>Staff</u> ?	5
06. Adoption or Improvement of policy, procedure or intervention that supports health, work and wellbeing of employees.	45
07. Has the business adopted or improved systems to monitor the impact of work on health, for e.g. ergonomic assessment, health surveillance)?	2
08. Does the business now have training in place to promote health awareness and wellbeing	14
Early Leaver	29
No Outcome Recorded Yet	3

## **Workplace Health programmes**

A total of 14 virtual Workplace health programmes and awareness training sessions and workshops were delivered during this period. These included topics such as Health & Wellbeing, Living and Working with Menopause and Conducting Investigations in the Workplace.

## **Employee Participant Activity**

The support offered to participants has been more holistic and continues to be so, more in-depth and over a longer period of time than expected and as a consequence the impact on participants have been more far reaching and likely to have greater longevity as a result.

The project was designed to support mild/moderate conditions such as anxiety, however in reality, during delivery it quickly became apparent that participants have presented with far more complex issues than anticipated and the interventions provided by the clinical team has responded to this need.

Consequently, the duration of the client intervention period continues to be longer – the project was envisioned as a provider of short-term interventions, but many have engaged longer-term and accessed multiple interventions to deal with different issues.

Over the course of the project, to 31 March 2022, 444 employee participants have enrolled with the project.

329 employee Participants have engaged with the project to date. Of those, internal verification checks were completed and 192 have returned to work, 100 have remained in work. Of the 63 early leavers, in the main, intervention took place and participants returned to work or remained in work but failed to complete closure project paperwork. The reasons for referral are detailed below in Table 1b and a breakdown of the outcomes recorded are detailed below in Table 1c.

Those employee participants 18% declared a disability and 82% a work limiting health condition.

**Table 1b Reason for Referral**

<b>Reason</b>	<b>Participants</b>	<b>%</b>
In Work Support	125	38%
Support Ret. to Work -28 Days	43	13%
Support Ret. to Work 28 Days+	161	49%
<b>Total</b>	<b>329</b>	<b>100%</b>

**Table 1c Outcome**

<b>Outcome</b>	<b>Participants</b>	<b>%</b>
Early Leaver	63	19%
NO-RTW 4 weeks after completion	18	5%
Remained in Work	100	30%
RTW - Different	3	1%
RTW - Same	142	43%
RTW 4 wks after completion	3	1%
<b>Total</b>	<b>329</b>	<b>100%</b>

**Table 1d Characteristic Summary**

	<b>2021-2022 Cumulative Total</b>	
<b>Participant Breakdown</b>	<b>Total</b>	<b>%</b>
Disabled/Disability	70	17.3%
Work Limiting Condition (Includes MSD & MH)	334	82.7%
Female	310	76.7%
Male	94	23.3%
Care / Child Responsibilities	116	28.7%
Over 54	158	39.1%
Migrant / Non EU	0	0.0%
BME	4	1.0%
Total Referrals	<b>404</b>	<b>100.0%</b>

**Action 4 - To provide accessible information to the public through a variety of formats with a specific focus on improving accessibility of information for the Deaf community.**

We offer multi-channel access to information and Council services. This is provided via a range of formats and facilities including:

- Text Phone/Sensory Support Line number promoted via our website
- BSL Interpreters available to attend One4aLL appointments
- Hearing loop systems in place at One4aLL appointment desks
- Enquiries received via the Text Relay Service
- Material available in alternative formats e.g. application forms, consultation documents
- Browsealoud available on our website providing accessibility tools such as:
  - Text to speech (read aloud)
  - Screen mask



- Text magnifier
- Web page simplifier
- MP3 maker (convert online content to audio)
- Picture dictionary.

During 2021-2022 work continued towards meeting Web Content Accessibility Guidelines (WCAG) 2.1 web accessibility standards.

### **Action 5 - Undertake development of the use of assistive technology within the Digital Strategy.**

Through our Digital Strategy we are seeking to ensure that services are fully inclusive, easy to use and that no-one who wishes to participate is left behind. The Well-being and Future Generations Act – A more Equal Wales being a key driver for digital inclusion.

We provide opportunities for people within our communities and organisation to develop their digital competency, confidence and where necessary provide access to assisted digital support, so that they are better equipped to access and use technology productively. We will support all to become more confident to safely use technology and effectively adopt new ways of doing things.

Examples include:

- Working with our partners we supported the Cwm Taf Morgannwg MASH with a digital solution to manage referrals.
- Implementing a more joined up way for businesses to apply and provide evidence for business grants.
- As part of the Welsh Government's 'Hwb' digital Transformation Project, we made sure that every school was able to deliver the requirements for digital skills at the heart of the new curriculum through installing new IT systems and equipment, continuing to support ongoing work in relation to Schools digital strategy.
- Supporting the digital skills and inclusion agenda, with ICT & Digital playing a key role in supporting key initiatives such as Digital Bitesize, ['Digital Fridays'](#) and [Get online in RCT](#).
- Supporting access to digital, we provide free Public Wi-Fi at approximately 90 Council and community buildings and also at our key [town centres](#). Public access PCs are available at several locations such as Libraries, Leisure & Community Centres. All PCs within Libraries were refreshed with new devices during 2021-2022.

- Our website is continually being adapted to meet accessibility standards, including supporting those with visual impairment, content is scanned for errors and reports produced to facilitate their correction. Work to ensure the website meets accessibility [WCAG 2.1 AA compliance](#) is also in progress. Our website accessibility rating has increased from 68% to 86% in 2021 and to 96% in 2022 on our Corporate Web presence. All new content is evaluated to ensure that accessibility standards are met prior to release.

**Action 6 - To strengthen existing Homefinder processes to take into account equality and diversity best practice.**

This action will be addressed as part of the Allocation Scheme Review. A Task and Finish Group will be set up to look at Equality and Diversity. This group will review the current application to ensure it is accessible and that the data captured informs best practice.

**Action 7 - To further develop an inclusive approach to apprenticeships.**

We offer an award-winning **apprenticeship scheme**. We have adapted and changed our apprentice assessments to incorporate a 2 level approach, giving equal opportunities to individuals with differing learning needs and in line with the post they are applying for. As a result we have recruited a number of apprentices with additional needs.

Gateway to Employment

In partnership with Coleg Y Cymoedd and Elite – we have worked with individuals with additional learning and physical needs providing supportive placements within the council. 6 currently on placement within the council. 1 secured employment within RCT Council and 1 secured employment with private organisation.

Access to Employment

This programme provides 12 months employed status programme for individuals furthest away from the labour market. 8 engaged on programme, 4 secured employment with the Council and 4 still on programme.

Step in the Right Direction

This 2 year traineeship programme is for Children Looked After.

2021-2022:

- 11 Trainees started on the programme
- 5 Employment outcomes (3 with RCT Council and 2 external employers)
- 10 Trainees undertook and successfully completed training

### Care2work

This engagement programme is for Children Looked After:

- 136 referrals
- 22 secured employment
- 10 completed Training
- 4 started volunteering

### Kickstart

Working in partnership with DWP we coordinate RCT Council internal kickstart placements. The Kickstart scheme was government funded and its aim was to provide 16-24 year olds at risk of becoming long term unemployed, the opportunity of 6 months paid work experience.

Outcomes:

- Interviewed over 100 eligible candidates
- Established 40 placement opportunities with RCT Council
- Successfully recruited 23 kickstart employees
- To date 50% of starters have secured employment.

### [Gateway to Employment, Supported Intern of the Year 2021 - YouTube](#)

### **Action 8 - Strengthen the scrutiny process for the Equality Impact Assessment process.**

The Equality Impact Assessment documentation was reviewed to take into account the requirements of the Socio-economic Duty. As part of this review there was an opportunity to strengthen both the Equality Impact Assessment and Welsh Language Impact Assessment. A combined approach was taken to relaunch the impact assessment guidance. In addition a new process 'The Review Panel' was established to strengthen the scrutiny of completed impact assessments.

Senior officers from across the Council sit on the Review Panel to review the impact assessment, checking that relevant data and evidence have been used to inform decision making. 7 Review Panels were held during 2021-2022 reviewing a number of high-levels strategies including the Digital Strategy and Education Strategic Plan. Feedback from the Review Panels has been positive enabling opportunities for learning and good practice to be shared.

**Action 9 - Encourage the uptake of Free School Meal (FSM) entitlement through reviewing service delivery models and an effective marketing strategy.**

All [Catering Services web pages](#) have been updated to promote the uptake of eFSM with easy access hyperlinks for application. The Council's media team have shared social media messages promoting eFSM take-up.

School dinner menus have been adapted to encourage take up by extending choice to appeal to all tastes – this includes 'grab and go' and vegetarian options. Bespoke special diets have been created to ensure eFSM pupils with specific dietary requirements are not disadvantaged and cannot take up the meal. The importance of protection of anonymity has been reinforced throughout the Catering Services workforce which help with breaking down barriers/stigma to application.

**Action 10 - Take a strategic approach to our town centres which will benefit from investment to ensure an attractive and accessible environment for local businesses, shoppers, residents and visitors.**

Prosperity and Development's Service Delivery Plan sets out a number of key service priorities for 2021-2022, one of which includes to:

**Modernise our town centres** – by building on their role as centres for social inclusion, local economic opportunity and the provision of services. By recognising their changing role from retail centres to social destinations and helping them to adapt to changes in economic and customers' expectations.

In supporting the delivery of local economic activities whilst promoting social inclusivity the Council have continued to engage with a variety of groups and stakeholders in delivering new projects and initiatives across our town centres and to seek their views on implementing appropriate and timely measures.

1. The Council engaged in early informal consultation to help inform a draft "Regeneration Strategy for Aberdare Town Centre". The exercise sought the views and opinions of a wide range of stakeholders from within Aberdare town centre and the wider communities it serves. In identifying and defining the town's strengths, weaknesses and opportunities and drawing upon local knowledge, such engagement ensures that local people have an opportunity

to shape and focus interventions aimed at addressing issues affecting them most. Early involvement also helps to foster a sense of local ownership and commitment to the successful implementation of the Strategy.

2. The Council delivered a comprehensive exercise to “Engage the Community in Porth” in an exercise to explore the potential for collaborative actions between business and with other stakeholders, including the Council, cultural and community organisations, town centre users and property owners. The exercise explored a social and cultural regeneration approach that supports the existing and more physically focused Porth Town Centre Regeneration Strategy adopted by the Council in 2018, to deliver a more holistically focused regeneration approach. The exercise has delivered a new “Opportunity Porth” stakeholder group and a series of milestones to inform future priorities for the group that will benefit the town and the wider communities it serves.
3. The Council delivered a series of Christmas Events within 5 of its 8 town centres and worked collaboratively with Business Improvement Districts (BIDs) and Town and Community Councils to deliver an event in the 3 remaining town centres. The events provided individuals and families with an affordable festive celebration and delivered increased town centre footfall to support local businesses. The events were supported by free car parking in all Council town centre car parks and were well attended and positively received.
4. The Council have continued to work collaboratively with business groups and other stakeholders to deliver a range of projects and community focused events across our town centres. These include working collaboratively with the Our Aberdare BID to deliver a Summer programme of activities throughout Aberdare town centre and with the Love Treorchy BID to deliver the town’s first Food & Drink Festival. Additional projects have delivered seasonal town centre floral displays, promotional videos and festive lighting.
5. The Council’s Town Centre Team and Employment, Education & Training Team worked collaboratively with the Love Treorchy BID to deliver a pilot programme that provided a number of work placement opportunities for Children Looked After throughout Treorchy town centre. The programme, which supports the Council’s commitment as a Corporate Parent was well received and delivered many benefits for both the young people and businesses that took part. The programme will be extended into other town centres in 2023.

### **OBJECTIVE 3 – TO PROMOTE SAFE COMMUNITIES**

Within this equality objective there are a number of areas that require action. The progress towards these actions is outlined below.

## Action 1 - Review, develop and re-implement the Hate Crime Strategy.

The Crown Prosecution Service defines a Hate Crime as:

*“hate crime’ can be used to describe a range of criminal behavior where the perpetrator is motivated by hostility or demonstrates hostility towards the victim’s disability, race, religion, sexual orientation or transgender identity.*

*These aspects of a person’s identity are known as ‘protected characteristics’. A hate crime can include verbal abuse, intimidation, threats, harassment, assault and bullying, as well as damage to property. The perpetrator can also be a friend, carer or acquaintance who exploits their relationship with the victim for financial gain or some other criminal purpose.”*

During 2021, 686 hate crimes were recorded in the Cwm Taf area (Rhondda Cynon Taf and Merthyr Tydfil). The tables below show the breakdown across the 5 characteristics, area and month:

**Table 1a. Hate Crimes by characteristic**

Disability	84
Race	332
Religion	47
Sexual Orientation	182
Transgender	38

**Table 1b. Hate Crimes by area**

Rhondda	198
Cynon	150
Taf	167
Merthyr	171

**Table 1c. Hate Crimes by month (2019)**

January	27
February	43
March	49
April	53
May	45
June	79
July	77
August	41
September	44
October	48
November	65
December	39

### **Tackling Hate Crime in Rhondda Cynon Taf**

We have continued to work closely with partner agencies including South Wales Police (SWP). Increased partnership working has enabled us to ensure that residents get a positive and consistent response. The Hate Crime Strategy was renewed and developed to reflect the shift in approach that had to be made during the pandemic. The Strategy is currently being reviewed to reflect current, (post pandemic) ways of working.

#### **Action 2 - Review the existing approach to tackling modern slavery.**

A Cwm Taf Morgannwg Modern Day Slavery (MDS) group has been established. Previously the MDS agenda sat within the Serious Organised Crime Group, which sits within the Community Safety Partnership meeting structure. There is currently an ongoing review of the Cwm Taf Morgannwg Community Safety Partnership Board which this group would sit under.

#### **Action 3 - As part of Education's Well-being Strategy we will develop a programme for schools about raising awareness of emotional abuse in relationships.**

The Senior Educational Psychologist for Well-being is working with Barnardos, the Police and Education representatives to develop a programme of support for schools. Project development will continue next year.

#### **Action 4 - Pilot the PERMA model in secondary schools.**

Embedded in Positive Psychology, Seligman's PERMA model is suggested as an effective framework for understanding and promoting well-being. Furthermore, PERMA tools are suggested as an easily understood measure which can assess various dimensions of pupil well-being and can account for fluctuations in well-being over time.

According to Seligman's PERMA model:

- **Positive emotions** refer to hedonic feelings of happiness (e.g. feeling joyful, content, and cheerful).
- **Engagement** refers to psychological connection to activities or organisations (e.g. feeling absorbed, interested, and engaged in life).
- **Relationships** include feeling socially integrated, cared about and supported by others, and satisfied with one's social connections.
- **Meaning** refers to believing that one's life is valuable and feeling connected to something greater than oneself.
- **Accomplishment** involves making progress toward goals, feeling capable to do daily activities, and having a sense of achievement.

Seligman proposes that these five pillars contribute to individual well-being.

The PERMA tool is now being used across 95 schools in RCT and recent updates have allowed schools to create bespoke wellbeing groups and to also use a "mood tracker" to monitor emotional changes in pupils over time.

#### **Action 5 - Strengthen collection and analysis of data for bullying incidents in schools.**

The Access and Inclusion teams' Anti-Bullying Policy has been amended in line with the Welsh Government statutory guidance, Rights, Respect and Equalities. The updated RCT policy clarifies and strengthens expectations and processes in relation to data collection and analysis of bullying – particularly in relation to protected characteristics. The local authority's responsibilities within the revised guidance are to:

- Analyse the data from schools and identify patterns and trends and provide information to schools to ensure they are prepared to be responsive to trends.



- Have a specific focus on accurate recording of prejudice-related incidents to enable monitoring of patterns and prevent discrimination to ensure compliance with the Public Sector Equality Duty.
- Monitor equality data and advise schools on local trends.

We require schools to provide a report of bullying incidents to us on a termly basis. We monitor the reports and provide support and challenge to schools to address issues. The next step is to improve practice through training and advice. Implicit in the updated policy is the need for more regular review and monitoring processes in the schools. The updated policy provides a document for all schools to use on the SIMS system which will support the collection of necessary data. The policy states that:

Governing bodies should monitor:

- an overview of recorded bullying incidents in their setting to see how long it takes on average for cases to be resolved
- the recurrence rates
- whether learners who have reported bullying incidents believe they got a satisfactory outcome
- whether there are any emerging trends or groups being discriminated against
- whether there are online cases that suggest work is required with the learners, parents/carers and staff to counter new forms of bullying
- absenteeism rates
- that the regularly collected data on reported incidents is showing progress towards the equality objectives.

We have completed a recent bullying survey with 1850 secondary aged pupils in RCT. The findings are being analysed and will be used to inform actions across the Authority.

**Action 6 - Further develop the freedom programme with Women's Aid to better understand specific needs for victims of domestic violence from underrepresented groups.**

Identifying domestic abuse at the earliest opportunity is key to keeping people safe. Our programmes provide an accessible service based within the local community to support those who have experienced or are currently experiencing domestic violence and are identified through risk assessment or Public Protection Notices (PPN) as low to medium risk. Programmes aim to increase the opportunities available to victims of domestic violence by implementing early intervention and prevention strategies. The

services provided by the project build capacity by increasing the service user's skills to identify the early warning signs of abusive behaviours within current or future relationships, increase their confidence and self-esteem and reduce isolation.

<b>Course</b>	<b>Attendance 2021-2022</b>
Freedom programme	129
Hope 2 recovery	40
Wellbeing	23
Recovery toolkit	30

### Male victims

The programmes received 907 referrals but did not receive many male referrals during the period 2021-2022. We did have 15 male referrals, but they were supported by our lottery funded project in the Rhondda.

### LGBTQ

The programmes supported 35 individuals who identified as LGBTQ+ during 2021-2022.

### One to one

The Programmes provided 527 telephone support sessions and 210 drop in / face-to-face sessions. This was provided to individuals who needed tailored support not provided by group sessions.

### Online

Online groups were implemented during Covid restrictions and local lockdowns but proved an effective method to engage with those with poor mental health (anxiety, depression, agoraphobia) and physical disabilities. Courses also reduced the financial costs of transport to attend groups and childcare issues.

### Outcomes

- 100% stated they were able to recognise the early warning signs of abusive behaviour and felt they had increased ability to keep safe within their relationships.
- 100% stated that they felt increased confidence in their ability to create a safe environment for themselves and their family.

- 75% stated an increased knowledge of appropriate agencies from which they could receive support for their emotional and physical well-being.
- 95% stated they felt an increase in their confidence and self-esteem because of attending the sessions.

#### **OBJECTIVE 4 – TO REDUCE THE GENDER PAY GAP**

Within this equality objective there are a number of areas that require action. The progress towards these actions is outlined below.

#### **The Gender Pay Gap**

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

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

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

The Equal Pay Audit identified the following Equal Pay gaps:

#### **2022**

	Combined	Full Time	Part Time
All Employees	10.24%	-9.61%	3.63%
Non Teaching	11.68%	-8.96%	2.98%
Teaching	4.19%	3.91%	5.05%

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

**Action 1 - Deliver the roll out of the performance review process for staff at all grades, and**

**Action 2 - Improve the monitoring of the performance review process.**

The existing performance review process has been reviewed. Moving forward, the corporate process will be improved by ensuring that all corporate staff who have worked for the Council for 12 months or more will have received an annual performance review. The previous approach of rolling out the review a staff tier at a time was not effective as operationally, a rollout to all staff was never achieved.

Following the implementation of the new HR/Payroll system - iTrent, all managers will be expected to conduct reviews with their staff (in line with the Council's Training, Learning and Development Policy) and record compliance on the iTrent system, allowing for compliance to be monitored centrally. Previously service areas have been undertaking reviews outside the corporate process but there was no central/corporate monitoring mechanism. The Individual Performance Review cycle will align with the Council's Performance cycle and start on 1<sup>st</sup> April each year, ending on 31<sup>st</sup> March. It is anticipated this roll out will take place from April 2023, once the iTrent system has been fully embedded across the Council.

Guidance and templates for the Individual Performance Reviews will be created and available on the Council's RCT Source. The Chief Officer and Grade 15 Individual Performance Review Template will still be available, other staff will have a more generic template. There will also be training and briefings to launch the improved process.

HR staff are currently consulting with key service areas, with a focus on frontline services (due to a higher ratio of staff to managers and many staff not being on email), to understand their needs to support them with undertaking reviews and to increase engagement.

**Action 3 - Better understand whether barriers exist regarding the progression of women into senior positions.**

We launched and delivered our Women into Leadership programme, which was a series of themed events and follow-up panel discussions focusing on specific topics. Each event was themed and took delegates on a journey from recognising the 'new normal' that many in society now find themselves in, specifically leading virtually and the challenges this has brought through to dispelling barriers and myths that have inhibited women progressing previously. The programme then moved onto recognising the specific skills and perspectives that women have to offer and how they can contribute to senior level teams, decisions and projects with the final

component of the series covering what drives successful women when they have reached the pinnacle of their career.

The programme aimed to provide a platform for women throughout the Council, regardless of role or job grade to embrace the unique skills and perspectives women can bring to the work environment. Feedback received indicates that the programme has been both inspiring and empowering, with more women in the organisation feeling able to develop themselves to break the 'glass ceiling'. Already, the programme has contributed to some mentoring relationships being established, discussion continuing and informed some strategic priorities for the People Development Team such as developing formal coaching and mentoring programmes and implementing a formal process for staff to access senior leadership for their development by gaining experiential learning. It has also raised some unexpected yet important things to consider, such as how we may be able to better understand and support staff who identify outside of the gender binary.

#### **Action 4 - Understand more about what prevents women returning to the workplace following maternity leave.**

A research study was completed which provided a better understanding into the barriers to retention following maternity leave. The study explored social and organisational barriers that contribute to the issue. The recommendations of the study included:

- Undertake further organisational research particularly with women who have returned to work following maternity leave
- Increase awareness and support for women going on maternity leave
- Review and improve monitoring processes
- Provide opportunities for exit interviews.

#### **Action 5 - Support the EHRC pledge 'Working Forward' and implement its recommendations.**

Due to a number of factors which impact on the resources available to undertake this work it is likely this work will be carried over to the next Strategic Equality Plan in 2023.

### **OBJECTIVE 5 – TO CREATE AN INCLUSIVE WORKFORCE**

Within this equality objective there are a number of areas that require action. The progress towards these actions is outlined below:

## **Action 1 - Develop a programme of sexual harassment training and awareness.**

Work commenced on this project this year, initially focusing on research on good practice in the area. We have established a task and finish group to identify key actions and stakeholders. We are looking at preparing a staff survey to be circulated within 2022-2023 and we aim to have a policy and/or toolkit later in 2023.

## **Action 2 - Undertake a review of all our mental health activities and develop annual plans which provide education, training and interventions.**

This action shifted its focus as the service had to reprioritise its delivery in response to the Covid pandemic. Therefore, a number of staff wellbeing initiatives were introduced which focus on mental health:

- Connect 5 - a programme that is designed to provide practical tools to enable everyone to have a conversation on mental health. Connect 5 was identified and piloted on a number of groups as a support for mental health. This has been evaluated as a programme and we hope to rollout out further as a Cwm Taf delivery model.
- Cari - an artificial intelligence system that enables staff to assess their own wellbeing score confidentially and provides a number of supports. This system enables the organisation to target specific interventions based on the data and provides an overall wellbeing score as an organisation.
- Wellbeing bitesize sessions have been developed and delivered on a range of topics such as sleep, menopause, anxiety, finances, wellbeing, women and mens health etc, these are evaluated individually. We utilise data from Cari, staff surveys, sickness trends and national research to develop these sessions.
- Carefirst is an employee assistance programme that delivers a range of wellbeing activities, including 24/7 access to in the moment support, an advice centre for financial and legal rights issues, website for online support and information on many health conditions, weekly webinars and an app that staff can use to monitor their mental health and gain interventions to support.
- Bespoke school counselling service.
- A staff Wellbeing helpline was introduced.
- Self-referrals for mental health and physiotherapy
- Elected member wellbeing sessions.

### **Action 3 - Source and develop a suite of training for managers on equality and diversity topics.**

Work on this project is progressing with projected completion in Spring 2023. 9 identified bilingual e-Learning, Dignity at Work, Disability and Discrimination, Diversity & Inclusion in the Workplace, Equality Act 2010, LGBTQIA+/Trans Awareness, Neurodiversity Awareness, Race Awareness, Reasonable Adjustments and Unconscious Bias modules have been created and will be piloted with staff, managers and staff networks. The internal learning and development platform 'RCT Source' will support the training material. Additional non digital resources will then be created to support 'Offline' learning through presented instruction and physical handouts for service areas that have limited access to IT systems.

### **Action 4 - Become more disability confident as an organisation.**

The Council continue to be a Level 2 Disability Confident employer under the ['Disability Confident'](#) scheme. We have continued to work towards providing more accessible services for residents and customers, and supporting our disabled staff in the workplace. Part of this action has been developing staff awareness through training and awareness articles and signposting. Examples of this include:

- Developing and delivering 'digital accessibility' training to various teams across the authority, including the Communities for Work Plus (CfW+) Adult Education team.
- Working with the Business Disability Forum (BDF) to work towards becoming Disability Smart. The criteria for Disability Smart align with the 'Disability Confident' scheme so will allow us to progress in this scheme too.
- The Council are also members of the BDF and have worked with our Human Resources team to signpost the BDF helpline and resources and training available.

In March 2022 the [Autism Wales](#) Autism Awareness training was also approved for a trial with our Human Resources team starting in April 2022. If successful, the training will then be rolled out to all service areas across the Council, including to Elected Members and the Councils Senior Leadership Team.

We have also begun initial actions and work to develop our external Disability Forum to ensure it is sustainable and most effective for members. The Disability Forum is a positive space open to all residents of RCT with a disability, caring responsibility or an interest in disability issues in RCT. The Forum is a place for members to bring any concerns or questions they have to Council officers.

### **Action 5 - Undertake workplace equality monitoring.**

As outlined in previous reports, an equality monitoring toolkit has been developed for all services in the Council to use. The toolkit highlights the importance of equality monitoring, the possible uses for data and best practice that should be followed when conducting monitoring. We are hopeful that this internal toolkit will be published in the Summer of 2022.

Following its implementation in late 2021, best practice equality monitoring fields have now been added to the new HR and Payroll system. These new fields mean that staff have the opportunity to be fully represented in their HR data, and gives the Council an opportunity to collect data on characteristics like non-binary identities, ethnicity and more. Following this implementation of new data fields, there will be a drive to obtain up-to-date staff information in Spring 2022.

### **Action 6 - Replicate existing good practice to reflect all protected characteristics.**

In 2021-2022 the Council marked a number of significant days either by raising awareness through articles and blogs on its internal intranet and with staff networks or by holding awareness raising events. Articles were written about the following, they appear in date order:

- Stephen Lawrence Day
- Lesbian Visibility Day
- Deaf Awareness Week
- International Day Against Homophobia, Biphobia and Transphobia
- Carers Week
- Windrush Day
- World Mental Health Day
- Baby Loss Awareness Week
- International Pronouns Day
- World Menopause Day
- Black History Month
- Trans Awareness Week



- Carers Rights Day
- International Day of People with Disabilities
- International Women's Day
- International Day for the Elimination of Racial Discrimination
- Transgender Day of Visibility

In addition to the above, a number of events were held across the Council to raise awareness and promote diversity and inclusion.

### **LGBTQIA+ inclusion**

We consulted with our LGBTQ+ staff network and decided to raise the Progress Flag on LGBTQ+ specific days across the Council. We had an LGBTQ+ Progress Flag flying at Llys Cadwyn in Pontypridd for the majority of the year to show how important we feel about LGBTQ+ inclusion in the Council. We will also be raising the trans, bi and Progress flag on all buildings across the Council on specific days and events to ensure people can see that we recognise that some groups within the LGBTQ+ community can face more discrimination than others.

In consultation with our LGBTQ+ staff network, we have looked at language around LGBTQ+ issues and adopted a new acronym as the staff network felt it would be more inclusive and welcoming to members of the community. The new acronym includes Intersex and Asexual people, making the new acronym used across Council documentation, LGBTQIA+.

We have also introduced, in a voluntary capacity, the use of pronouns in emails and presentations. This can send a powerful message of institutional inclusivity when viewed by members of the LGBTQIA+ community.

We have offered webinars and free events to our staff in relation to Bi Visibility and other LGBTQIA+ topics and shared resources, linking in with other authorities when relevant to increase awareness and committing to the larger LGBTQIA+ community in South Wales.

We are key partners of the Proud Councils partnership and through the works held during the pandemic, including online seminars, we have increased membership to the group with Powys County Council joining and we are talking to two other authorities about their membership.

In August 2021, Proud Councils ran a competition for young people aged 11-18 across Wales on the theme “Becoming Me” or “How adults can be allies of young LGBT+ people”.

### **Menopause Cafes**

Virtual Menopause cafes were launched and provide a space to learn more about menopause and what it’s like to experience it. The cafes provide a space to discuss menopause problems and symptoms, and tips and solutions to help manage these.

### **Race Equality**

As a Council, we recognised we needed to do more to further race equality in the workplace. During 2021-2022, we held a number of events to highlight Black history and improve cultural competence. These included:

- Black History and Beyond series exploring a number of areas such local Black history, Colonialism and racism.
- Windrush – an exploration of the Windrush generation
- A performance at Pontypridd Library of ‘Call Mr Robeson’ - By Tayo Aluko and friends.

In March 2022, Cabinet agreed to the Council signing the [BITC’s Race at Work](#) Charter. This demonstrates the Council’s commitment improving equality of opportunity in the workplace.

### **Senior Diversity Champions**

In 2021 Senior Diversity Champions were appointed to further diversity and inclusion in the workplace. These are:

Chris Bradshaw Chief Executive	Race Equality
Dave Powell Director of Corporate Estates	Disability Inclusion
Gaynor Davies Director of Education	Gender Equality
Simon Gale Director of Prosperity and Development	LGBTQIA+ Inclusion

All champions have met with respective staff network members and participated in events and question and answer sessions as well as being a visible presence to promote equality and diversity.

## **Staff Networks**

Our staff networks have continued to grow and develop and they played an instrumental role in providing peer support during the pandemic. Network meetings went on-line and this encouraged greater attendance with more regular meet ups. All of our networks, Allies, Disability and Carers and Perthyn, our LGBTQ+ staff network help promote and raise awareness of specific days to all staff to help create a better culture in the workplace.

At the end of 2020 we also launched Spotlight, our staff network for Black, Asian and Minority Ethnic staff. The Council employs small numbers of this group. It is therefore essential that we understand their experience of being a minority in the workplace.

In May 2021 we held a Staff Networks Day event where a number of guest speakers came to talk to staff network members on the theme of togetherness. A number of themes were explored on the day including:

- Being an Ally: Moving into action
- Defining Black in Unison
- ENFYS – Cardiff University LGBTQ+ staff network.

## **White Ribbon**

White Ribbon Day 2021 was marked in Rhondda Cynon Taf with a Candlelit Vigil held in Pontypridd town centre to remember every woman and girl who have lost their lives as a result of male violence.

The vigil, which took place outside the Council's Llys Cadwyn buildings in Taff Street, was organised in partnership with the local authority, emergency services, Cwm Taf Morgannwg Health Board and third sector domestic abuse support organisations and trade unions.

We also held a number of virtual sessions with staff to highlight awareness of the ['Signal for Help'](#). The Signal for Help had been prominent on social media and it was important to raise awareness to ensure our staff knew how to support appropriately if a Signal for Help was observed.

## **Overall Progress**

The Council continues to make significant progress in many of the equality objectives. As a consequence of the pandemic, much positive and innovative work has been done to improve the accessibility and inclusion of the services we provide across the borough.

Our work to deliver equality objectives contained in our Strategic Equality Plan helps us to demonstrate how we are contributing to [a more equal Wales](#) - 'a society that enables people to fulfil their potential no matter what their background or circumstances'. It also seeks to support all the well-being goals including a Wales of Cohesive Communities and a Prosperous Wales.

## **7. Equality Impact Assessments (EIA's)**

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

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

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

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

The table below includes a snapshot of EIA's carried out in 2021-2022.

## Equality Impact Assessments

<b>Policy/Procedure</b>	<b>Date</b>
21st Century Schools Programme - Proposals to improve education provision for Ysgol Gynradd Gymraeg Llyn-y-Forwyn	June 2021
21st Century Schools Programme - Proposals to reorganise primary schools, secondary schools and sixth form provision in the greater Pontypridd area	June 2021
Welsh in Education Strategic Plan	July 2021
21st Century Schools and Colleges programme – Mutual Investment Model (MIM) - update	July 2021
Proposals to establish primary education provision for the Llanilid housing development	July 2021
Unadopted roads	September 2021
Rhondda Cynon Taf Tourism Strategy	September 2021
Update report on electric vehicle charging strategy & implementation plan	November 2021
21st century schools programme – Proposals to improve English medium primary education provision for Glyncoch, Tonysguboriau and Maesybryn	December 2021
Consultation outcomes on the Education and Inclusion Service's draft strategic plan 2021-2024	December 2021
Review of learning support class provision for pupils with significant additional learning needs	December 2021
Regional employability framework	December 2021
Guidance for unpaid carers in the workplace	January 2022
Council fees and charges policy 2022-2023	February 2022
The Council's 2022-2023 revenue budget	February 2022
Consultation on the proposal to enhance Welsh medium learning support class provision for pupils with significant additional learning needs	March 2022
Library strategy and action plan 2022-2025	March 2022
Digital strategy 2022-2026	March 2022

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

<https://rctcbc.moderngov.co.uk/ieDocHome.aspx?bcr=1&LLL=0>

## **8. Employment Monitoring Data**

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

- people employed by the authority on 31 March each year by protected characteristic;
- men and women employed, broken down by:
  - job;
  - grade (where grading system in place);
  - pay;
  - contract type (including permanent and fixed term contracts);
  - working pattern (including full-time, part-time and other flexible working patterns).
- people who have applied for jobs with the authority over the last year;
- employees who have applied to change position within the authority; identifying how many were successful in their application and how many were not;
- employees who have applied for training and how many succeeded in their application;
- employees who completed training;
- employees involved in grievance procedures either as a complainant or as a person against whom a complaint was made;
- employees subject to disciplinary procedures;
- employees who have left an authority's employment.

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

This information is attached at Appendix 1 - Employment Monitoring Data.

## 9. Procurement

The Council operates the SPD (Single Procurement Document) which is part of the [National Procurement Website](#).

The SPD is a standard form, which replaces pre-qualification questionnaires, and should make the process of bidding for a public contract easier and contains a set of core questions commonly asked at the selection stage.

The SPD delivers a number of benefits:

- Increased efficiency for both suppliers and buyers, by allowing standard questions and keeping the number of questions to a minimum, and also by encouraging buyers to only seek information from suppliers if they can be clear about exactly how the information will be used;
- Greater standardisation of the selection stage, whilst also allowing for tailoring of questions to meet the specific requirements of the procurement;
- Increased transparency of the selection process and how responses will be evaluated – so that suppliers are able to work out easily whether or not they wish to bid for a particular opportunity, how to optimise their proposal and how to present it in an effective way;
- Improved opportunities for small-to-medium enterprises (SMEs) and local businesses to compete on a more equal footing as a result of a carefully considered question set that removes some of the barriers to entry for them.

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

## 10. Accessible Information

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

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

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

## **11. Future Work**

We will work towards further embedding and achieving the actions as outlined in the Strategic Equality Plan Action Plan 2019-2022. Next year it will be important that we continue to respond to emerging issues as a result of the Covid pandemic and review the recommendations in Welsh Government's draft Race Equality Action Plan.

## **12. Contact Details**

Rhondda Cynon Taf welcomes comments on all aspects of this report, both in what it contains and what it may not make clear enough about the work and progress in delivering equality and removing discrimination.

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

Melanie Warburton  
Diversity and Inclusion Manager  
Rhondda Cynon Taf Council  
Ty Elai  
Dinas Isaf East Industrial Estate  
Williamstown  
Tonypandy  
CF40 1NY

Telephone: 01443 444531

email: [equality@rctcbc.gov.uk](mailto:equality@rctcbc.gov.uk)



### **Employment Monitoring Data**

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

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

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

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

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

### **People Employed by Protected Characteristic**

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

## **EQUALITY MONITORING DATA FOR THE YEAR 2021-2022**

### **Gender**

The table below shows the gender breakdown of employees:

<b>Gender</b>	<b>Total</b>	<b>% of Workforce</b>
Male	2825	25.9%
Female	8099	74.1%
<b>Total</b>	<b>10924</b>	<b>100%</b>

This table clearly indicates that women make up the majority of the Council workforce, this has been consistent for a number of years.

### **Age**

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

<b>Age Group</b>	<b>Total</b>	<b>% of Workforce</b>
16-24	818	7.5%
25-34	2019	18.5%
35-44	2618	23.9%
45-54	2989	27.4%
55-64	2165	19.8%
65+	315	2.9%
<b>Total</b>	<b>10924</b>	<b>100%</b>

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

### **Disability**

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

<b>Identification</b>	<b>Total</b>	<b>% of Workforce</b>
Disabled	255	2.3%
Non Disabled	9007	82.5%
Prefer not to say	15	0.1%
Information not held	1647	15.1%
<b>Total</b>	<b>10924</b>	<b>100%</b>

Information is held on almost 85% of employees. A small percentage of employees have indicated that they are disabled but this is unlikely to give the true picture of disability in the workplace. Although the staff equality profile questionnaire gives the definition of disability, some employees with a 'defined' disability may not identify as having a disability.

## National Identity and Ethnicity

The table below shows the breakdown of employees by ethnicity:

<b>Ethnicity</b>	<b>Number</b>
Asian	6
Asian Bangladeshi	1
Asian British	9
Asian Chinese	4
Asian Cornish	1
Asian Indian	3
Asian Other	5
Asian Pakistani	2
Black	2
Black African	12
Black British	2
Black Other	2
Chinese	4
Gypsy/Romany/ Irish Traveller	1
Mixed Other	11
Mixed White & African	3
Mixed White & Asian	9
Mixed White & Black Caribbean	11
Not Known	42
Other Ethnic Group	28
Prefer Not To Say	20
White	3845
White - British	2780
White - Cornish	1
White - English	60
White - Irish	9
White - Northern Irish	1
White - Other	17
White - Scottish	7
White - Welsh	2293
Not Known	1733
<b>Total</b>	<b>10924</b>

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

<b>National Identity</b>	<b>Number of Employees</b>
African	1
American	1
Any other Asian background	2
Any other Mixed background	2
Any other White background	6
Australian	2
Bangladeshi	1
British	1699
British Virgin Islands	1
Burundi	1
Canadian	1
Chinese	7
Croatian	1
Dutch	1
English	191
European	11
German	1
Greek	2
Indian	4
Irish	16
Nigeria	2
Northern Ireland	1
Norwegian	1
Other	2
Polish	8
Portuguese	2
Romanian	2
Scottish	20
Spanish	2
Sri Lankan	2
Thai	1
Ukrainian	1
Welsh	4715
White and Asian	3
Not Known	4211
<b>Total</b>	<b>10924</b>

Information is held on 61% of employees with the majority of employees identifying themselves as Welsh followed by British.

## Religion or Belief

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

<b>Religion</b>	<b>Total</b>
Christian	2762
Muslim	16
Hindu	7
Buddhist	14
Sikh	1
Catholic	1
Other	95
<b>% of workforce identifying with a religion</b>	<b>26.5%</b>
None	3546
Prefer not to say	426
Information not held	4056
<b>Total</b>	<b>10924</b>

Information is held on 63% of employees.

## Sexual Orientation

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

<b>Sexual Orientation</b>	<b>Total</b>
Heterosexual	4434
Gay Man	58
Gay Woman/Lesbian	49
Bisexual	45
<b>% of workforce identifying a sexual orientation</b>	<b>42.0%</b>
Prefer not to say	276
Information not held	6062
<b>Total</b>	<b>10924</b>

Information is held on 45% of employees. This is the higher than reported last year (38%). As part of the Stonewall Diversity Champion's Programme, work has and will continue to encourage more employees to complete this category on equality monitoring forms.

## Pregnancy and Maternity

As at 31 March 2022 there were 146 employees on maternity leave. During the year 2021-2022, 284 employees had been on maternity leave during this period of time.

## **Gender Reassignment**

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

## **Regulation Nine - Gender Specific Information**

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

The number of employees employed at 31 March 2022 broken down by:

- Job
- Grade
- Pay
- Contract type
- Working pattern.

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

The following table/s provides the specific information required:

## Breakdown of Employees by Gender and Job

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

Job Family	Female	Male	Grand Total
Administrator	951	259	1210
Ancillary	1230	476	1706
Assistant Headteacher	40	31	71
Community and Social Care	1261	243	1504
Deputy Headteacher	80	40	120
Frontline and Customer Care	450	317	767
Headteacher	98	47	145
Middle Manager	187	94	281
School Support	1649	97	1746
Skilled Manual Worker	46	112	158
Strategic Manager	35	42	77
Supervisor	121	192	313
Teacher	1344	405	1749
Technical, Specialist & Professional	563	453	1016
Unqualified Teacher	44	17	61
<b>Total</b>	<b>8099</b>	<b>2825</b>	<b>10924</b>

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

## Breakdown of Employees by Gender & Grade

The Council operated the following grading systems as at 31 March 2022.

- Chief Officers (Head of Service and above)
- National Joint Council for Local Government Services
- Soulbury (including Heads of Service)
- Teachers/Education

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

### Employees by Gender & Grade – Chief Officers

Grade	Female	Male	Total
Chief Executive	0	1	1
Deputy Chief Executive & Group Director	0	1	1
Director Level 1	1	4	5
Director Level 2	2	3	5
Service Director Level 1	1	2	3
Service Director Level 2	3	8	11
Head of Service – Soulbury	4	1	5
Head of Service Level 1	11	7	18
Head of Service Level 2	5	8	13
<b>Total</b>	<b>27</b>	<b>35</b>	<b>62</b>

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

### Employees by Gender and Grade – National Joint Council

Grade	Female	Male	Total
GR1	208	62	270
GR2	799	96	895
GR3	456	131	587
GR4	676	212	888
GR5	834	413	1247
GR6	1126	257	1383
GR7	805	289	1094
GR8	326	147	473
GR9	272	143	415
GR10	256	175	431
GR11	188	104	292
GR12	177	70	247
GR13	139	71	210
GR14	57	15	72
GR15	36	37	73
GR16	2	0	2
GR17	16	2	18
GR18	0	0	0
<b>Total</b>	<b>6373</b>	<b>2224</b>	<b>8597</b>



## Employees by Gender and Grade – Teachers/Education

Grade	Female	Male	Total
Education Psychologists and Advisers	104	34	138
Leadership Group/Headteachers	81	38	119
Deputy & Assistant Headteachers	143	82	225
Teachers	1371	412	1783
<b>Total</b>	<b>1699</b>	<b>566</b>	<b>2265</b>

The figures above indicate that females make up 75% of the education profession.

Individual salary grades of Education is complex to summarise but on analysis there is a fairly even split of male/female across all salary points with no obvious discrepancies in respect of ability to move through the grades. The grades and salary points are based on nationally agreed pay scales and there are specific requirements for each grade and how employees move through them.

## Employees by Contract Type / Working Pattern

Contract Type	Female	Male	Total
Permanent Full Time	2602	1870	4472
Permanent Full Time Term Time	146	21	167
Permanent Part Time	1364	180	1544
Permanent Part Time Term Time	2002	86	2088
Temporary Full Time	437	214	651
Temporary Full Time Term Time	12	1	13
Temporary Part Time	108	44	152
Temporary Part Time Term Time	552	52	604
Casual	876	357	1233
<b>Grand Total</b>	<b>8099</b>	<b>2825</b>	<b>10924</b>

For permanent members of staff the breakdown of female/male is comparable to the overall workforce. Although 74.1% of the overall workforce is female, a much higher percentage of those females compared to males are working on part-time or term-time only basis.

## Applicants for Employment and Promotion

There were a total of 325 vacancies advertised during the year 2021-2022. The following table indicates the results of the recruitment monitoring for the same period.

## Applicants for Employment and Promotion by Protected Characteristic

	Applicants	Shortlisted	Appointed
Disabled	441	199	35
Female	3232	1971	633
LGB	491	142	48
Male	1345	909	292
Minority Ethnic	399	102	34
Non Binary	11	4	2
Transgender	11	4	0
Prefer not to say	20	8	2

## Leaving Employment

Information shows that a total of 1131 employees left the employment of the Council in 2021-2022, which included 5 employees who were made redundant. It should be noted that these employees were school based, where the decision on redundancy rests with the relevant school in accordance with School Governance Regulations. The tables below indicate the number of leavers and reasons for leaving during 2021-2022.

### Reasons for Leaving by Gender

Reason for Leaving	Female	Male	Total
Age Retirement	66	28	94
Death in Service	6	5	11
Dismissed	2	2	4
Early Retirement (Teachers)	2	0	2
End of Contract	105	49	154
Failed Probationary Period	5	2	7
Ill Health	25	3	28
Inability to Attend Work	0	1	1
Mutual Agreement	91	31	122
Redundant	5	0	5
Transfer to another Council	34	14	48
Voluntary	450	171	621
Voluntary early retirement and redundancy	21	2	23
Voluntary redundancy	8	3	11
<b>Total</b>	<b>820</b>	<b>311</b>	<b>1131</b>

## Reason for Leaving by Age

Reason for leaving	18-24	25-34	35-44	45-54	55-64	65+	Total
Age Retirement	0	0	0	0	36	58	94
Death in Service	0	0	3	3	3	2	11
Dismissed	1	0	0	2	1	0	4
Early retirement (Teachers)	0	0	0	0	2	0	2
End of Contract	33	50	29	21	20	1	154
Failed probationary period	4	3	0	0	0	0	7
Ill health	0	0	0	6	19	3	28
Inability to Attend Work	0	0	0	0	1	0	1
Mutual agreement	1	6	8	25	59	23	122
Redundant	0	1	1	0	3	0	5
Transfer to another Council	2	23	13	10	0	0	48
Voluntary	67	189	167	122	68	8	621
VER and redundancy	0	0	0	0	18	5	23
Voluntary redundancy	1	2	2	3	2	1	11
<b>Total</b>	<b>109</b>	<b>274</b>	<b>223</b>	<b>192</b>	<b>232</b>	<b>101</b>	<b>1131</b>

## Reason for Leaving by Disability

Reason for Leaving	Total
Age Retirement	1
End of Contract	10
Failed probationary period	1
Mutual agreement	8
Voluntary	17
Voluntary early retirement + redundancy	1
Voluntary redundancy	1
<b>Total</b>	<b>39</b>

### Reason for Leaving by Ethnicity

Reason	White	Ethnic Minority	Not Known	Total
Age retirement	78	1	15	94
Death in service	10	1	0	11
Dismissed	4	0	0	4
Early retirement (Teachers)	1	0	1	2
End of contract	117	4	33	154
Failed probationary period	3	1	3	7
Ill health	24	0	4	28
Inability to Attend Work	0	0	1	1
Mutual agreement	98	0	24	122
Redundant	4	0	1	5
Transfer to another Council	34	0	14	48
Voluntary	464	10	147	621
VER with redundancy	22	0	1	23
Voluntary redundancy	8	0	3	11
<b>Total</b>	<b>867</b>	<b>17</b>	<b>247</b>	<b>1131</b>

### Reason for Leaving by Religion or Belief

Reason	Christian	Hindu	Muslim	No Religion	Other	Prefer not to say	Sikh	Not Known	Total
Age Retirement	32	0	0	10	2	2	0	48	94
Death in Service	1	0	0	0	0	1	0	9	11
Dismissed	0	0	0	1	0	1	0	2	4
Early retirement (teachers)	1	0	0	0	0	0	0	1	2
End of contract	43	1	2	65	0	15	0	28	154
Failed probationary period	0	0	1	3	0	3	0	0	7
Ill health	7	0	0	3	3	1	0	14	28
Inability to Attend Work	0	0	0	0	0	0	0	1	1
Mutual agreement	29	0	0	14	0	3	0	76	122
Redundant	2	0	0	1	0	0	0	2	5
Transfer to another Council	12	0	0	11	0	0	0	25	48
Voluntary	136	0	1	210	2	35	1	236	621
VER with redundancy	8	0	0	5	0	0	0	10	23
Voluntary redundancy	2	0	0	3	0	0	0	6	11
<b>Total</b>	<b>273</b>	<b>1</b>	<b>4</b>	<b>326</b>	<b>7</b>	<b>61</b>	<b>1</b>	<b>458</b>	<b>1131</b>

## Reason for Leaving by Sexual Orientation

Reason	Hetero- sexual	Gay/ Lesbian	Bi- sexual	Prefer not to say	Not Known	Total
Age retirement	37	0	0	2	55	94
Death in service	0	0	0	1	10	11
Dismissed	1	0	0	1	2	4
Early retirement (Teachers)	1	0	0	0	1	2
End of contract	74	1	5	12	62	154
Failed probationary period	4	0	0	3	0	7
Ill health	9	0	0	1	18	28
Inability to Attend Work	0	0	0	0	1	1
Mutual agreement	31	0	0	4	87	122
Redundant	2	0	0	0	3	5
Transfer to another Council	15	1	0	1	31	48
Voluntary	208	6	6	25	376	621
VER with redundancy	11	0	0	0	12	23
Voluntary redundancy	2	0	0	0	9	11
<b>Total</b>	<b>395</b>	<b>8</b>	<b>11</b>	<b>50</b>	<b>667</b>	<b>1131</b>

## Training

Equality monitoring is normally carried out in respect of attendance at internal training courses only and has been undertaken by the use of equality monitoring forms that now monitor all protected characteristics. Sexual orientation and pregnancy and maternity were added during 2014-2015.

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

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

Due to the pandemic the delivery of formal training was reviewed, unfortunately it appears that equality monitoring was not undertaken in most cases due and also due to the change of system of recording, as a consequence information is only held for 27 employees for the period 2021-2022. This will be reviewed for next year with the introduction of the equality monitoring toolkit.

### Disciplinary & Grievance

Disciplinary and Grievance cases are recorded and monitored through the Vision System. There were a total of 122 cases covering disciplinary, grievance and dignity at work and disciplinary action resulting from sickness absence in 2021-2022. The tables below provide equality monitoring information for these cases:

#### Gender

	Total	Discipline	Sickness Absence	Grievance	Dignity at Work
Male	78	29	42	0	7
Female	44	20	17	0	7
<b>Total</b>	<b>122</b>	<b>49</b>	<b>59</b>	<b>0</b>	<b>14</b>

#### Age

	Total	Discipline	Sickness Absence	Grievance	Dignity at Work
16 – 24	5	4	1	0	0
25 – 34	16	12	4	0	0
35 – 44	29	13	13	0	3
45 – 54	32	8	20	0	4
55 – 64	34	8	19	0	7
65+	6	4	2	0	0
<b>Total</b>	<b>122</b>	<b>49</b>	<b>59</b>	<b>0</b>	<b>14</b>

#### Disability

	Total	Discipline	Sickness Absence	Grievance	Dignity at Work
Disabled	8	3	3	0	2
Non Disabled	98	37	51	0	10
Information not held	16	9	5	0	2
<b>Total</b>	<b>122</b>	<b>49</b>	<b>59</b>	<b>0</b>	<b>14</b>

### Ethnicity

	Total	Discipline	Sickness Absence	Grievance	Dignity at Work
Asian	1	1	0	0	0
Black	0	0	0	0	0
Chinese	0	0	0	0	0
Mixed	1	0	0	0	1
White	103	39	56	0	8
Other	0	0	0	0	0
Information not held	17	9	3	0	5
<b>Total</b>	<b>122</b>	<b>49</b>	<b>59</b>	<b>0</b>	<b>14</b>

### Religion or Belief

	Total	Discipline	Sickness Absence	Grievance	Dignity at Work
No Religion	43	25	17	0	1
Christian	19	5	11	0	3
Other	3	1	1	0	1
Prefer not to say	1	0	1	0	0
Information not held	56	18	29	0	9
<b>Total</b>	<b>122</b>	<b>49</b>	<b>59</b>	<b>0</b>	<b>14</b>

### Sexual Orientation

	Total	Discipline	Sickness Absence	Grievance	Dignity at Work
Heterosexual	32	17	15	0	0
Gay/Lesbian	1	0	0	0	1
Bisexual	1	0	0	0	1
Prefer not to say	1	0	1	0	0
Information not held	87	32	43	0	12
<b>Total</b>	<b>122</b>	<b>49</b>	<b>59</b>	<b>0</b>	<b>14</b>

### Gender Reassignment & Pregnancy and Maternity

There was 1 employee in these categories involved in disciplinary, sickness absence or grievance cases.





## CYNGOR BWRDEISTREF SIROL RHONDDA CYNON TAF

### BLWYDDYN Y CYNGOR 2022-23

### PWYLLGOR TROSOLWG A CHRAFFU

DYDDIAD: 21 Mawrth 2023

## ADRODDIAD CYFARWYDDWR - IECHYD A DIOGELWCH Y CYHOEDD, A GWASANAETHAU CYMUNED CYNLLUN GWEITHREDU STRATEGAETH HYBU'R GYMRAEG 2022-2027

### 1.0 DIBEN YR ADRODDIAD

- 1.1 Rhoi cyngor ar Gynllun Gweithredu Strategaeth Hybu'r Gymraeg 2022-2027 (Atodiad 1) i'r Pwyllgor Trosolwg a Chraffu gan ofyn am farn, sylwadau ac argymhellion y Pwyllgor mewn perthynas â'r cynllun gweithredu cyn iddo gael ei gymeradwyo gan Is-bwyllgor y Cabinet ar faterion y Gymraeg.

### 2.0 ARGYMHELLION

Dyma'r argymhellion i'r Aelodau:

- 2.1 Trafod y cynllun strategol ar gyfer Strategaeth Hybu'r Gymraeg 2022-2027 sy'n statudol, a chynnig unrhyw argymhellion cyn iddo gael ei gymeradwyo gan Is-bwyllgor y Cabinet ar faterion y Gymraeg.

### 3.0 RHESYMAU DROS YR ARGYMHELLION

- 3.1 Mae'n ofynnol i'r Cyngor baratoi Strategaeth Bum Mlynedd i hwyluso a hybu'r Gymraeg yn y sir o dan Safon 145 yr Hysbysiad Cydymffurfio sydd wedi'i gyhoeddi dan adran 44 o Fesur y Gymraeg (Cymru) 2011 (Atodiad 2).
- 3.2 Craffu ar y broses llunio cynllun gweithredu ar gyfer Strategaeth Hybu'r Gymraeg 2022-2027 a grybwyllwyd eisoes, a gafodd ei chymeradwyo gan Is-bwyllgor y Cabinet ar faterion y Gymraeg ym mis Hydref 2022.

### 4.0 CEFNDIR

- 4.1 Cymeradwyodd Is-bwyllgor y Cabinet ar faterion y Gymraeg gopi diwygiedig o Strategaeth Hybu'r Gymraeg (Atodiad 2) ar 25 Hydref 2022

fel sy'n ofynnol o dan Safon 145 o'r Hysbysiad Cydymffurfio a gafodd ei gyflwyno i Gyngor Bwrdeistref Sirol Rhondda Cynon Taf o dan Adran 44 o Fesur y Gymraeg (Cymru) 2011.

- 4.2 Yn 2021, daeth Strategaeth Hybu'r Gymraeg Bum Mlynedd gyntaf y Cyngor i ben.
- 4.3 Yn dilyn cymeradwyaeth ym mis Ebrill 2021 gan gyn Grŵp Llywio'r Cabinet ar faterion y Gymraeg, cafodd Nico Cyf, sefydliad allanol sy'n arbenigo mewn cynllunio iaith, ei gomisiynu er mwyn cynorthwyo'r Cyngor wrth lunio Strategaeth Hybu'r Gymraeg wedi'i diwygio ar gyfer 2022-2027. Cafodd y strategaeth newydd ei chymeradwyo gan Is-bwyllgor y Cabinet ar faterion y Gymraeg ar 25 Hydref 2022.
- 4.4 Comisiynwyd Nico Cyf i roi cymorth i'r Cyngor hefyd wrth lunio cynllun gweithredu sy'n cefnogi gweithredu'r Strategaeth. Cytunodd Is-bwyllgor y Cabinet ar faterion y Gymraeg y byddai raid i'r cynllun gweithredu fynd trwy'r broses graffu er mwyn derbyn argymhellion cyn i'r Is-bwyllgor ei gymeradwyo.

## **5.0 Y SEFYLLFA BRESENNOL / Y CYNNIG**

- 5.1 Fe fydd Cynllun Gweithredu 2022-2027 yn ail gynllun gweithredu Cyngor Bwrdeistref Sirol Rhondda Cynon Taf i gefnogi'r Cyngor wrth gyflawni'i Strategaeth Hybu'r Gymraeg. Bydd y cynllun yma'n barhad o'r cynllun gweithredu cyntaf (2016-2021)
- 5.2. Bwriad yr ail Strategaeth Bum Mlynedd ydy manteisio ar y gwaith y mae'r Cyngor a'i bartneriaid wedi'i wneud i hybu a hwyluso'r Gymraeg yn ystod y pum mlynedd diwethaf.
- 5.3 Bydd y cynllun gweithredu'n chwarae rhan wrth gefnogi amcan y strategaeth, sef cynyddu nifer y siaradwyr Cymraeg yn y Fwrdeistref Sirol yn unol ag ymgyrch Cymraeg 2050 Llywodraeth Cymru; y garreg filltir nesaf ydy cynnydd o 5% yn nifer y siaradwyr Cymraeg yng Nghyfrifiad 2021.
- 5.4 Hefyd, bydd y cynllun gweithredu'n cydfynd â thair prif thema genedlaethol sy'n cael eu nodi yn y Strategaeth, fel a ganlyn:

➤ Thema 1: Cynyddu nifer y siaradwyr Cymraeg

- Trosglwyddo'r iaith yn y teulu
- Y Blynyddoedd Cynnar
- Addysg statudol
- Addysg ôl-16
- Y gweithlu addysg, adnoddau a chymwysterau

➤ Thema 2: Cynyddu defnydd o'r Gymraeg

- Yn y gweithle
- Gwasanaethau
- Defnydd o'r Gymraeg yn gymdeithasol

➤ Thema 3: Creu amodau ffafriol – seilwaith a chyd-destun

- Y gymuned a'r economi
- Diwylliant a'r cyfryngau
- Cymru yn y byd ehangach
- Technoleg ddigidol
- Seilwaith ieithyddol modern
- Cynllunio iaith
- Gwerthuso ac ymchwil

5.5 Mae hefyd yn bwysig nodi y bydd partneriaid y Cyngor i gyd yn chwarae rhan allweddol wrth gyflawni'r ail Strategaeth Hybu'r Gymraeg, ac felly mae'r cynllun gweithredu wedi'i rannu'n ddwy. Mae rhan 1 yn amlinellu'r gweithgareddau a thargedau sy'n cael eu harwain gan y Cyngor, naill ai'n uniongyrchol neu drwy gomisiynu gwasanaethau eraill gan sefydliadau eraill; ac yn Rhan 2 o'r cynllun gweithredu mae cyfle i bartneriaid gyfrannu at lwyddiant y strategaeth gyffredinol.

5.6 Ni fydd yr un goblygiadau o ran monitro a chraffu ar gyfer Rhan 2 o'r cynllun gweithredu, ond fe fydd partneriaid yn cael eu gwahodd i roi'r wybodaeth ddiweddaraf ynglŷn â'r cynnydd bob blwyddyn.

## **6.0 GOBLYGIADAU O RAN CYDRADDOLDEB AC AMRYWIAETH / DYLETSWYDD ECONOMAIDD GYMDEITHASOL**

6.1 Mae asesiad Cydraddoldeb ac Amrywiaeth / Economaidd Gymdeithasol wedi'i gwblhau ar gyfer prif Strategaeth Hybu'r Gymraeg 2022-2027, ac mae modd bwrw golwg arno [yma](#).

## **7.0 YMGYNGHORI**

7.1 Cafodd ymgynghoriad cyhoeddus ei gynnal yn 2021 ar gyfer y brif strategaeth ynghyd â thrafodaethau â rhanddeiliaid a gwasanaethau allweddol drwy gydol cyfnod drafftio'r cynllun gweithredu newydd.

## **8.0 GOBLYGIADAU ARIANNOL**

8.1 Does dim goblygiadau ariannol sy'n gysylltiedig â'r adroddiad yma. Serch hyn, efallai bydd costau ac adnoddau sydd eu hangen ar wasanaethau er mwyn gwireddu'r Cynllun Gweithredu.

## **9.0 GOBLYGIADAU'R IAITH GYMRAEG**

- 9.1 Cafodd Asesiad Effaith y Gymraeg ei gwblhau ar gyfer prif Strategaeth Hybu'r Gymraeg 2022-2027 ac mae modd bwrw golwg arno [yma](#).

## **10.0 GOBLYGIADAU CYFREITHIOL A DEDDFWRIAETH BERTHNASOL**

- 10.1 Mesur y Gymraeg (Cymru) 2011 a Safonau Statudol ar gyfer y Gymraeg 2015 sy'n rheoleiddio'r gwaith yma. Mae'r strategaeth hefyd yn gysylltiedig â'r Strategaeth Mwy Na Geiriau (fframwaith strategol Llywodraeth Cymru ar gyfer gwasanaethau iechyd, gwasanaethau cymdeithasol a gofal cymdeithasol Cymraeg) a Chynlluniau Strategol y Gymraeg Mewn Addysg (o dan y Ddeddf Safonau a Threfniadaeth Ysgolion (Cymru) 2013).

## **11.0 CASGLIAD**

- 11.1 Byddai'r Strategaeth Hybu'r Gymraeg 2022-27 a'r Cynllun Gweithredu yn ychwanegu at y gwaith da gafodd ei wneud gan wasanaethau'r Cyngor a'n partneriaid yn rhan o'r strategaeth gyntaf. Cafodd hyn effaith gadarnhaol ar ddarparu gwasanaethau yn y Gymraeg i drigolion Rhondda Cynon Taf.
- 11.2 Dyma gyfle i'r Pwyllgor Craffu ystyried y cynllun gweithredu ac ymateb iddo cyn iddo gael ei drafod gan Is-bwyllgor y Cabinet ar faterion y Gymraeg.

## Cynllun Gweithredu i Hybu'r Gymraeg yn Rhondda Cynon Taf

Nod y Cynllun Gweithredu hwn yw adeiladu ar y seiliau a osodwyd gan Strategaeth Hybu 2017-2022 a'r gwaith a wnaed gan y Cyngor a'i bartneriaid i ddatblygu'r Gymraeg yn Rhondda Cynon Taf. Y nod yw cyflawni'r canlynol dros y 5 mlynedd nesaf:

- Cynyddu nifer y bobl sy'n gallu siarad Cymraeg 5%
- Cynyddu'r defnydd o'r Gymraeg ym mhob agwedd ar fywyd cymunedol a chyhoeddus
- Codi ymwybyddiaeth o bwysigrwydd y Gymraeg fel rhan hanfodol o hunaniaeth a chymeriad ardal Rhondda Cynon Taf.

Mae'r Cynllun Gweithredu yn adlewyrchu'r dull partneriaeth sy'n hanfodol i gyflawni'r nodau hyn. Mae dwy ran i'r Cynllun fel bod eglurder o ran swyddogaeth a chyfrifoldeb y Cyngor a swyddogaethau partneriaid y Gymraeg a'r cyswllt rhyngom wrth gyflawni nodau cyffredin Cymraeg 2050. Caiff y Cynllun Gweithredu ei adolygu'n flynyddol a byddwn yn ychwanegu targedau newydd neu'n addasu'r rhai presennol i wthio datblygiadau yn eu blaen dros y 5 mlynedd nesaf fel ein bod yn y safle gorau i allu rhagori ar ein nodau pan fo'n bosibl.

Mae **Rhan 1** yn nodi'r gweithgareddau a'r targedau y mae'r Cyngor yn gyfrifol am eu cyflawni o dan y blaenoriaethau thematig a nodwyd, un ai drwy eu cyflenwi'n uniongyrchol neu drwy gydweithio neu gomisiynu gwasanaethau gan sefydliadau partner.

Mae **Rhan 2** yn nodi'n fras gweithgareddau ein partneriaid sydd â chyswllt uniongyrchol neu anuniongyrchol â thargedau Rhan 1. Caiff ein partneriaid eu hariannu gan sefydliadau eraill fel Llywodraeth Cymru ac maen nhw'n gweithredu yn unol â'u cylchoedd gorchwyl eu hunain fel mudiadau.

## RHAN 1

CSCA – Agweddau hyrwyddo perthnasol sydd wedi'u cynnwys yma ar gyfer adrodd o dan Safonau 145 a 146, fel arall cyfeiriwch at Gynllun Gweithredu'r CSCA am fwy o fanylion ar Faes Strategol 1.

\*Mae'n bosibl bydd enwau swyddogion arwain/â chyfrifoldeb yn newid

### MAES STRATEGOL 1: CYNYDDU NIFER Y SIARADWYR CYMRAEG YN RHCT

<b>GWELEDIGAETH</b>	<p>Cynyddu canran a niferoedd siaradwyr Cymraeg Rhondda Cynon Taf</p> <p>Datblygu Rhondda Cynon Taf fel sir gwbl ddwyieithog; Bwrdeistref Sirol lle gall trigolion fyw, gweithio a chwarae, yn ogystal â chael mynediad at y gwasanaethau a'r cymorth sydd ei angen arnynt drwy gyfrwng y Gymraeg a'r Saesneg.</p>
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Meysydd blaenoriaeth	<ul style="list-style-type: none"> <li>• Trosglwyddo'r Gymraeg o fewn y teulu</li> <li>• Blynyddoedd Cynnar</li> <li>• Addysg Statudol</li> <li>• Addysg Ôl-16</li> <li>• Y gweithlu</li> </ul>
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MAES BLAENORIAETH	NOD	CAMAU GWEITHREDU	STRATEGAETH / CYNLLUN CYFLAWNI LLEOL NEU GENEDLAETHOL BERTHNASOL	CYFRIFOLDEB	DIWEDDARIAD BLYNYDDOL
Trosglwyddo'r Gymraeg o fewn y teulu	<b>Cynyddu nifer y teuluoedd sy'n dewis trosglwyddo'r iaith i'w plant</b>	Dadansoddi dilyniant data cyfrifiad 2011-2021 fel sail i ymyriadau ac ymgyrchoedd hyrwyddo perthnasol.	<u>Cynllun Strategol y CSCA 2022 - 2023</u>	Denise Humphries - Uwch Reolwr Prosiect Ysgolion yr 21ain Garrif	

Blynyddoedd Cynnar	<b>Cynyddu nifer y dysgwyr meithrin/ tair oed sy'n cael gofal plant ac addysg blynyddoedd cynnar drwy gyfrwng y Gymraeg</b>	Cynllun Strategol CSCA 2022-2032 RhCT		Gaynor Davies – Cyfarwyddwr Gwasanaethau Addysg a Chynhwysiant  Lisa Howell – Rheolwr Busnes Ysgolion yr 21ain Ganrif a Threfniadaeth Ysgolion	
		Mewn cydweithrediad â phartneriaid, datblygu a gweithredu strategaeth gyfathrebu a marchnata i hyrwyddo negeseuon cadarnhaol a chyson i drigolion Rhondda Cynon Taf ar fanteision bod yn ddwyieithog; manteision gofal plant ac addysg drwy gyfrwng y Gymraeg a'r adnoddau a'r cyfleoedd sydd ar gael.	CSCA - Cynllun Gweithredu Grŵp Marchnata	Lisa Howell – Rheolwr Busnes Ysgolion yr 21ain Ganrif a Threfniadaeth Ysgolion  Is-Grŵp Marchnata'r CSCA  Pencampwr Addysg Gymraeg Rhanbarthol	

		Gyda phartneriaid, sicrhau bod y llyfryn Bod Dwyieithog a'r wybodaeth dan sylw yn ogystal ag adnoddau ehangach yn cael eu dosbarthu mor eang â phosib, ynghyd â defnyddio a hyrwyddo deunyddiau partner.	<u>Cynllun Strategol CSCA 2022 - 2023</u>	Lisa Howell – Rheolwr Busnes Ysgolion yr 21ain Ganrif a Threfniadaeth Ysgolion  Is-Grŵp Marchnata'r CSCA  Pencampwr Addysg Gymraeg Rhanbarthol	
		Gweithio gyda phartneriaid fel y Rhaglen Iechyd Cydnerth/Dechrau'n Deg/Bwrdd Iechyd Prifysgol Cwm Taf/Cofrestryddion i dddosbarthu ac arddangos y llyfryn Bod yn Ddwyieithog a hyrwyddo'r ymgyrch.	<u>Cynllun Strategol CSCA 2022 - 2023</u>	Hannah Bebb - Swyddog Cynllun Graddedigion Ysgolion yr 21ain Ganrif	
		Sicrhau bod Cynnig Gofal Plant Cymru yn cael ei hyrwyddo'n effeithiol er mwyn cynyddu'r nifer sy'n manteisio ar y ddarpariaeth Gymraeg.	<u>Cynllun Strategol CSCA 2022 - 2023</u>  <u>Strategaeth Gofal Plant Cymru</u>	Denise Humphries – Uwch Reolwr Prosiect Ysgolion yr 21ain Ganrif (Gofal Plant a Phrosiectau Arbennig)	
Addysg statudol	<b>Cynyddu nifer y plant sy'n cael addysg Gymraeg yn</b>	CSCA 2022-2032 Rhondda Cynon Taf	<u>Cynllun Strategol CSCA 2022 - 2023</u>	Gaynor Davies – Cyfarwyddwr Gwasanaethau Addysg a Chynhwysiant	



	<b>Rhondda Cynon Taf</b>				
	<b>Hybu a chefnogi cyfleoedd i ddysgwyr ddefnyddio'r Gymraeg mewn cyd-destunau gwahanol</b>	Gweithredu CSCA 2022-2032 Rhondda Cynon Taf	<u>Cynllun Strategol CSCA 2022 - 2023</u>	Daniel Williams - Pennaeth Gwasanaeth Presenoldeb a Llesiant	
		Cynyddu gwaith gyda'r Siarter Iaith er mwyn nodi cyfleoedd i ddatblygu gweithgareddau i annog defnydd anffurfiol o'r iaith mewn cydweithrediad â phartneriaid.	<u>Cynllun Strategol CSCA 2022 - 2023</u>	Bethan Davies – Consortiwm Canolbarth y De (CSC)	
		Parhau i wella darpariaeth ar ôl ysgol/darpariaeth gwyliau drwy gyfrwng y Gymraeg.	Cynllun cyflawni YEPS	Bedwyr Harries - Rheolwr Gwasanaethau Ieuenctid	
		Cefnogi'r gwaith o ddatblygu a chryfhau'r Fforwm Ieuenctid Cymraeg gan y partneriaid Cymraeg fel bod gan bobl ifanc lais o ran nodi eu hanghenion a'u dyheadau ynghylch cyfleoedd iddyn nhw ddefnyddio'r Gymraeg mewn gwahanol gyd-destunau.  Cefnogi aelodau'r Fforwm Ieuenctid Cymraeg wrth ddod yn gynrychiolwyr ac eiriolwyr effeithiol dros eu cymunedau/grwpiau.	Cynllun cyflawni YEPS	Bedwyr Harries - Rheolwr Gwasanaethau Ieuenctid	

Addysg Ôl-16	<b>Hyrwyddo manteision sgiliau iaith Gymraeg ar gyfer y byd gwaith, hyfforddiant, prentisiaethau ac addysg bellach/addysg uwch</b>	Gweithredu CSCA 2022-2032 Rhondda Cynon Taf  Mewn cydweithrediad â phartneriaid, datblygu a hyrwyddo ystod ehangach o lwybrau dysgu cyfrwng Cymraeg i fyd gwaith, hyfforddiant, prentisiaethau ac addysg bellach/uwch ar gyfer pobl ifanc 14-19 oed.	<u>Cynllun Strategol CSCA 2022 - 2023</u>	Siân Woolson – Rheolwr Tîm Cyflogaeth, Addysg a Hyfforddiant  Martyn Silezin - Swyddog Strategaeth 14-19	
		Mewn cydweithrediad â phartneriaid, hyrwyddo cyfleoedd ar gyfer cyrsiau addysg bellach/addysg uwch cyfrwng Cymraeg a modiwlau ar gyfer disgyblion Rhondda Cynon Taf.	Cofrestru/ymrestru ar gyrsiau	Martyn Silezin - Swyddog Strategaeth 14-19	
		Cefnogi ac annog cyfranogiad yng ngweithgareddau Cymraeg cyn-gyflogaeth Cymunedau am Waith + i gyflwyno Cymraeg llafar a sgiliau Cymraeg sylfaenol.	Cynllun Cymunedau am Waith +	Eira Cook - Rheolwr Gwasanaethau Cymunedol – wedi'i gysylltu ag Addysg i Oedolion	
Gweithlu Addysg	<b>Hyrwyddo datblygiad a hyfforddiant sgiliau Cymraeg ar gyfer gweithlu gofal plant a</b>	Gweithredu CSCA 2022-2032 Rhondda Cynon Taf  Annog darparwyr gofal plant i arolygu proffil ieithyddol staff a gwirfoddolwyr i nodi anghenion hyfforddiant, lefelau diddordeb mewn gwella sgiliau, gan fanteisio ar	<u>Cynllun Strategol CSCA 2022 - 2023</u>  <b>Canlyniad Strategol 1 y CSCA</b>	Denise Humphries – Uwch Reolwr Prosiect Ysgolion yr 21ain Ganrif	

	<b>blynyddoedd cynnar RhCT</b>	gymorth priodol drwy raglenni fel Croesi'r Bont a Clebran.			
		Parhau i hyrwyddo a chefnogi cyfleoedd dysgu Cymraeg ar gyfer lleoliadau gofal plant a'r blynyddoedd cynnar a gweithio mewn partneriaeth â nhw i ddatblygu hyfforddiant cyfrwng Cymraeg. [Ystyried a ellid defnyddio'r ddarpariaeth fewnol bresennol CBSRhCT, e.e. hyfforddiant ymwybyddiaeth iaith/hyfforddiant Cymraeg Lefel 1]	<u>Cynllun Strategol CSCA 2022 - 2023</u>  Canlyniad Strategol 1 y CSCA	Denise Humphries – Uwch Reolwr Prosiect Ysgolion yr 21ain Ganrif	
		Hwyluso digwyddiadau rhwydweithio a rhannu gwybodaeth gyda darparwyr gofal plant cyfrwng Saesneg a phartneriaid allweddol er mwyn amlygu cyfleoedd i gyflwyno'r Gymraeg i'w lleoliadau a'u galluogi i gynnig darpariaeth Gymraeg i deuluoedd yn eu cymuned.	<u>Cynllun Strategol CSCA 2022 - 2023</u>  Canlyniadau Strategol CSCA 1 a 5	Denise Humphries – Uwch Reolwr Prosiect Ysgolion yr 21ain Ganrif	
	<b>Cynyddu nifer y staff addysgu sy'n gallu dysgu Cymraeg /drwy gyfrwng y Gymraeg</b>	Gweithredu CSCA 2022-2032 Rhondda Cynon Taf  Parhau i hyrwyddo a chefnogi cyfleoedd i'r gweithlu mewn ysgolion ddysgu/gwella sgiliau iaith Gymraeg.  Gweithio gydag ysgolion a phartneriaid i hyrwyddo a chefnogi cyfleoedd ar gyfer	<u>Cynllun Strategol CSCA 2022 - 2023</u>  Canlyniadau Strategol CSCA 1 a 7	Gaynor Davies – Cyfarwyddwr Gwasanaethau Addysg a Chynhwysiant  Chris Newcombe - Prif Bartner Gwella	

		ehangu'r gweithlu gofal plant dwyieithog ym maes dysgu/gwella sgiliau iaith Gymraeg fel Cam wrth Gam.			
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<b>Deddfwriaeth / strategaethau perthnasol</b>	<ul style="list-style-type: none"> <li>• Cymraeg 2050</li> <li>• Rheoliadau Safonau'r Gymraeg (Rhif 1) 2015</li> <li>• Llesiant Cenedlaethau'r Dyfodol 2015</li> <li>• Cynllun Strategol Cymraeg mewn Addysg 2022-2032</li> <li>• Cynllun Strategol Gwasanaethau Addysg a Chynhwysiant 2021-2024</li> <li>• Strategaeth Recriwtio'r Gymraeg</li> <li>• Cynllun Corfforaethol</li> <li>• Cynllun Datblygu Lleol</li> <li>• Strategaeth Dwristiaeth</li> <li>• Cynllun Cydraddoldebau Strategol</li> </ul>
<b>Partneriaid a chysylltiadau perthnasol</b>	<ul style="list-style-type: none"> <li>• Holl feysydd Gwasanaeth CBSRhCT</li> <li>• Y Fforwm Addysg Gymraeg</li> <li>• Ysgolion yn Rhondda Cynon Taf</li> <li>• Mudiad Meithrin</li> <li>• Cymraeg i Blant</li> <li>• RhAG</li> <li>• Dysgu Cymraeg Morgannwg</li> <li>• Bwrdd Iechyd Prifysgol Cwm Taf</li> <li>• Cwlwm</li> <li>• Yr Urdd</li> <li>• Menter Iaith</li> <li>• Fforwm Iaith Rhondda Cynon Taf</li> <li>• Fforwm Ieuenctid Cymraeg</li> <li>• Aelwyd Cwm Rhondda</li> <li>• Coleg y Cymoedd</li> <li>• Coleg Cymraeg Cenedlaethol</li> <li>• Met Caerdydd</li> <li>• Consortiwm Canolbarth y De</li> </ul>

- Gyrfa Cymru
- Colegau Cymru
- Cyngor Celfyddydau Cymru
- Llenyddiaeth Cymru
- Interlink

**MAES STRATEGOL 2 CYNyddU'R DEFNYDD O'R GYMRAEG YN RHCT**

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**MAES STRATEGOL 3 CREU AMODAU FFAFRIOL**

<b>GWELEDIGAETH</b>	<p>Cynyddu canran a nifer y siaradwyr Cymraeg yn RhCT</p> <p>Datblygu Rhondda Cynon Taf fel sir gwbl ddwyieithog. Bwrdeistref Sirol lle gall trigolion fyw, gweithio a chwarae, yn ogystal â chael mynediad i'r gwasanaethau a'r gefnogaeth sydd ei angen arnynt drwy gyfrwng y Gymraeg a'r Saesneg.</p>
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Tudalen 118

Meysydd thematig	<ul style="list-style-type: none"> <li>• Gweithle</li> <li>• Gwasanaethau</li> <li>• Defnyddio'r Gymraeg yn gymdeithasol / yn y gymuned</li> </ul> <p>Gan ddylanwadu ar y themâu canlynol o ran seilwaith a chyd-destun:</p> <ul style="list-style-type: none"> <li>• Cymuned ac Economi</li> <li>• Diwylliant a'r cyfryngau</li> <li>• Cymru a'r byd ehangach</li> <li>• Technoleg Ddigidol</li> <li>• Seilwaith ieithyddol</li> <li>• Cynllunio ieithyddol</li> <li>• Addysg ac ymchwil</li> </ul>
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MAES BLAENORIAETH	NOD	CAMAU GWEITHREDU	STRATEGAETH / CYNLLUN CYFLAWNI LLEOL NEU	CYFRIFOLDEB	DIWEDDARIAD BLYNYDDOL
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			<b>GENEDLAETHOL BERTHNASOL</b>		
Gweithle	<p><b>Cynyddu'r defnydd o'r Gymraeg yn y gweithle ar draws pob adran drwy gynyddu hyder a sgiliau ein staff</b></p> <p><b>Bydd hyn hefyd yn ymgorffori'r nodau thematig canlynol:</b></p> <p><b>Sicrhau bod y Cyngor yn chwarae ei rhan i sicrhau bod yr iaith wrth wraidd arloesedd technolegol i alluogi'r defnydd o'r Gymraeg ym mhob cyd-destun digidol.</b></p> <p><b>Sicrhau bod technoleg ac adnoddau iaith yn parhau i ddatblygu er mwyn cryfhau ein</b></p>	<p>Gan fod gofyn i bob aelod o staff newydd ymgymryd â hyfforddiant L1 Cymraeg, mynd ati i gynyddu lefelau recriwtio a chyfraddau dilyniant rhwng lefelau 1-5 drwy godi ymwybyddiaeth rheolwyr a staff o fanteision a chyfleoedd gweithlu dwyieithog.</p>	<p><u>Cynllun Gweithredu Safonau'r Gymraeg</u></p> <p><u>Adroddiad Monitro Blynyddol</u></p>	<p>Lisa Sheppard – Uwch Swyddog Cydymffurfio a Pholisi – y Gymraeg</p>	
		<p>Parhau i hyrwyddo cyfleoedd dysgu Cymraeg i staff ar draws holl Wasanaethau CBSRhCT ac aelodau etholedig.</p>	<p><u>Cynllun Gweithredu Safonau'r Gymraeg</u></p> <p><u>Adroddiad Monitro Blynyddol</u></p>	<p>Lisa Sheppard – Uwch Swyddog Cydymffurfio a Pholisi – y Gymraeg</p>	
		<p>Parhau i weithio gyda Dysgu Cymraeg i sicrhau cynifer o gyfleoedd â phosib i staff ddysgu a defnyddio'u sgiliau Cymraeg naill ai yn y gwaith neu yn y gymuned.</p>	<p><u>Cynllun Gweithredu Safonau'r Gymraeg</u></p> <p><u>Adroddiad Monitro Blynyddol</u></p>	<p>Lisa Sheppard – Uwch Swyddog Cydymffurfio a Pholisi – y Gymraeg</p>	
		<p>Sicrhau calendr o ddigwyddiadau bob blwyddyn i'r staff i godi ymwybyddiaeth o, a hyrwyddo adnoddau Cymraeg a chyfleoedd yn y gwaith a gyda phartneriaid eraill yn fewn y gymuned (o ofal plant cyfrwng Cymraeg, dysgu a gwella sgiliau Cymraeg, digwyddiadau, clybiau, grwpiau cymunedol ayyb).</p>	<p><u>Cynllun Gweithredu Safonau'r Gymraeg</u></p> <p><u>Adroddiad Monitro Blynyddol</u></p>	<p>Lisa Sheppard – Uwch Swyddog Cydymffurfio a Pholisi – y Gymraeg</p>	

	<b>seilwaith ieithyddol.</b>	Er mwyn annog y rhai sydd heb hyder yn eu sgiliau Cymraeg, cyflwyno cynllun cyfweiliad gwarantedig i siaradwyr Cymraeg ar Lefel 3 neu'n uwch ar gyfer swyddi lle mae sgiliau Cymraeg yn cael eu hysbysebu fel rhai hanfodol.	<u>Cynllun Gweithredu Safonau'r Gymraeg</u>  <u>Adroddiad Monitro Blynnyddol</u>	Richard Evans – Cyfarwyddwr Adnoddau Dynol  Steffan Gealy – Rheolwr Gwasanaethau Cymraeg – Rheolwr Gwasanaethau	
		Parhau i ddarparu a datblygu cefnogaeth dechnolegol ar gyfer siaradwyr Cymraeg a dysgwyr yn y Cyngor i allu darparu gwasanaethau drwy gyfrwng y Gymraeg - h.y. pecyn Cysgliad, apiau ar gyfer dysgu Cymraeg ayb ar holl liniaduron/dyfeisiau'r Cyngor.	<u>Adroddiad Monitro Blynnyddol</u>	Lisa Sheppard – Uwch Swyddog Cydymffurfio a Pholisi – y Gymraeg	
		Hyrwyddo'r gofrestr o enwau lleoedd Cymraeg ac enwau strydoedd fel adnodd y gellir ei ddefnyddio i alluogi i bobl ddysgu mwy am eu hamgylchedd a hanes yr ardal.	<u>Adroddiad Monitro Blynnyddol</u>	Lisa Sheppard – Uwch Swyddog Cydymffurfio a Pholisi – y Gymraeg	
Gwasanaethau	<b>Cynyddu'r ystod o wasanaethau sy'n cael eu cynnig i siaradwyr Cymraeg a chynyddu'r defnydd o wasanaethau Cymraeg</b>	Yn ystod unrhyw asesiad neu adolygiad mewnol o wasanaethau, mapio'r ddarpariaeth Gymraeg i nodi ac i fynd i'r afael â bylchau a meysydd blaenoriaeth. Bydd hyn yn darparu gwaelodlin ac yn galluogi'r Cyngor i fynd ati i hyrwyddo'r gwasanaethau sydd	Hunanwerthusiadau'r Gwasanaethau  Asesiadau effaith ar y Gymraeg	Lisa Sheppard – Uwch Swyddog Cydymffurfio a Pholisi – y Gymraeg	



	<b>Bydd hyn hefyd yn ymgorffori'r nodau thematig canlynol:</b>	ar gael drwy gyfrwng y Gymraeg ac i dargedu ymdrechion mewn meysydd penodol i ehangu'r ddarpariaeth.			
	<b>Sicrhau bod cynllunio a hyrwyddo ieithyddol yn ystyriaeth graidd i holl waith cynllunio</b>	Diweddaru canllawiau ar gynllunio a llunio polisiâu pan fydd ymchwil a data newydd ar gael er mwyn llywio penderfyniadau'n well fel eu bod yn cael yr effaith orau bosibl ar anghenion siaradwyr Cymraeg a defnydd o'r iaith.	Asesiadau Effaith ar y Gymraeg - prosesau a chanllawiau	Lisa Sheppard – Uwch Swyddog Cydymffurfio a Pholisi – y Gymraeg	
	<b>polisiâu'r Cyngor, gan ehangu ein dealltwriaeth o ddwyieithrwydd ac anghenion siaradwyr Cymraeg a sicrhau'r</b>	Hwyluso'r broses o rannu data ac ymchwil newydd i lywio gwaith cynllunio polisi cydweithwyr.	Asesiadau Effaith ar y Gymraeg - prosesau a chanllawiau  Storfa Ddata RhCT	Lisa Sheppard – Uwch Swyddog Cydymffurfio a Pholisi – y Gymraeg  Bea Jeffries – Dadansoddwr Data Cymunedol	
	<b>gefnogaeth orau bosibl.</b>	Ystyried sut gallai tloidi digidol effeithio ar allu pobl i ymgysylltu â'r Gymraeg a rhoi camau ar waith i liniaru hyn i sicrhau bod holl drigolion Rhondda Cynon Taf yn gallu manteisio ar gyfleoedd i fwynhau, dysgu a siarad Cymraeg	Asesiadau Effaith ar y Gymraeg - prosesau a chanllawiau  Proses Asesu Effaith Cydraddoldeb  Hunanwerthusiadau'r Gwasanaethau	Lisa Sheppard – Uwch Swyddog Cydymffurfio a Pholisi – y Gymraeg  Melanie Warburton – Rheolwr Amrywiaeth a Chynhwysiant	
	<b>Parhau i adeiladu ar ein sylfaen dystiolaeth o'r Gymraeg a siaradwyr Cymraeg yn RhCT er mwyn cefnogi gwaith polisi'r Cyngor a</b>	Hwyluso digwyddiad rhwydweithio gyda swyddogion y Cyngor a phartneriaid y	<u>Adroddiad Monitro Blynnyddol</u>	Lisa Sheppard – Uwch Swyddog Cydymffurfio a	

	<p><b>chyflawniad y strategaeth hon.</b></p> <p><b>Sicrhau bod y Cyngor yn chwarae ei ran i sicrhau bod yr iaith wrth wraidd arloesedd technolegol i alluogi'r defnydd o'r Gymraeg ym mhob cyd-destun digidol.</b></p> <p><b>Sicrhau bod yr iaith yn elfen greiddiol o ran cefnogi'r strwythur economaidd-gymdeithasol yn Rhondda Cynon Taf</b></p>	<p>Gymraeg, partneriaid yn y gymuned a'r trydydd sector. Bydd hwn yn gyfle i ddod â phobl ynghyd i archwilio ffyrdd o gydweithio ar wahanol lefelau, a fydd, yn eu tro, yn darparu ac yn cyfoethogi cyfleoedd i drigolion Rhondda Cynon Taf ymgysylltu â'r Gymraeg, i siarad neu i ddysgu Cymraeg, ac i weithio neu wirfoddoli drwy gyfrwng y Gymraeg.</p>		<p>Pholisi – y Gymraeg</p> <p>Scott Thomas – Swyddog Prosiect yr Eisteddfod</p>	
Defnyddio'r Gymraeg yn gymdeithasol / yn y gymuned	<p><b>Gyda'n partneriaid: (i) cynyddu defnydd o'r Gymraeg yn gymdeithasol ac o fewn cymunedau</b></p>	<p>Cyfleu'r 3 neges graidd yma ar draws holl feysydd gwasanaeth RhCT fel nod cyffredinol y strategaeth hon i wella cyfleoedd i drigolion Rhondda Cynon Taf ddefnyddio'r Gymraeg.</p>	<p>Adborth Aseidiadau Effaith ar y Gymraeg</p>	<p>Lisa Sheppard – Uwch Swyddog Cydymffurfio a Pholisi – y Gymraeg</p>	

	<p><b>(ii) cefnogi ffyrdd o wreiddio arferion cadarnhaol o ddefnyddio'r iaith</b></p> <p><b>(iii) cynyddu cyfleoedd i bobl ddysgu ac ymarfer yr iaith yn eu cymunedau.</b></p> <p><b>Bydd hyn hefyd yn ymgorffori'r nodau thematig canlynol:</b></p> <p><b>Sicrhau bod y Gymraeg yn cael ei diogelu fel rhan annatod o'n diwylliant cyfoes.</b></p> <p><b>Sicrhau bod y Gymraeg yn rhan annatod o'n hymdrechion i groesawu ac integreiddio'r rhai sy'n symud i Gymru a RhCT.</b></p> <p><b>Sicrhau bod y Cyngor yn</b></p>				
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	<b>chwarae ei ran i sicrhau bod yr iaith wrth wraidd arloesedd technolegol i alluogi'r defnydd o'r Gymraeg ym mhob cyd-destun digidol.</b>				
		Darparu cyfleoedd anffurfiol ac annog defnyddio'r Gymraeg mewn Canolfannau Cymunedol a Lleoliadau Cymunedol.	Cynllun Cyflawni RhCT Gyda'n Gilydd	Syd Dennis – Rheolwr Gwasanaeth – Rhondda Cynon Taf Gyda'n Gilydd	
		Hyrwyddo cyfleoedd i grwpiau cymunedol Cymraeg gael mynediad at adnoddau a chyllid cymunedol.	Cynllun Cyflawni RhCT Gyda'n Gilydd	Syd Dennis – Rheolwr Gwasanaeth – Rhondda Cynon Taf Gyda'n Gilydd	
		Datblygu cyfleoedd i hyrwyddo'r Gymraeg i newydd-ddyfodiaid, gan dynnu sylw at y ffaith bod y Gymraeg yn iaith sy'n perthyn i bawb yma yn Rhondda Cynon Taf	Cynllun Cyflawni RhCT Gyda'n Gilydd  Prosiect geirfa Cymraeg/Wcreineg i ffoaduriaid Wcráin – astudiaeth achos.	Syd Dennis – Rheolwr Gwasanaeth – Rhondda Cynon Taf Gyda'n Gilydd  Lisa Sheppard – Uwch Swyddog Cydymffurfio a Pholisi - y Gymraeg	

		Ar lefel gymdogaeth/ward, tynnu partneriaid o wasanaethau eraill (diwylliannol, chwaraeon, y Gymraeg ayyb) a phartneriaid allanol y Gymraeg at ei gilydd i gynorthwyo'r gymuned i gyflawni eu dyheadau.	Cynllun Cyflawni RhCT Gyda'n Gilydd	Syd Dennis – Rheolwr Gwasanaeth – Rhondda Cynon Taf Gyda'n Gilydd	
		Yn adolygiad 2022-23 o'r ddarpariaeth gwasanaethau, mapio'r ddarpariaeth Gymraeg i nodi a mynd i'r afael â bylchau a meysydd blaenoriaeth.	Cynllun Cyflawni Gwasanaethau Cymunedau Am Waith +	Eira Cook - Rheolwr Gwasanaethau Cymunedol	
		Datblygu ymgyrch wedi'i thargedu ar gyfer y grŵp oedran 16-24 i hyrwyddo cyfleoedd gwaith dwyieithog, pwysigrwydd pob lefel o sgiliau Cymraeg a llwybr iaith Gymraeg i mewn i waith.	Cynllun Cyflawni Gwasanaethau Cymunedau Am Waith +	Siân Woolson – Rheolwr Tîm Cyflogaeth, Addysg a Hyfforddiant  Eira Cook - Rheolwr Gwasanaethau Cymunedol	
		Cefnogi ac annog cyfranogiad yng ngweithgareddau Cymraeg cyn-gyflogaeth Cymunedau am Waith + i gyflwyno Cymraeg llafar a sgiliau Cymraeg sylfaenol.	Cynllun Cyflawni Gwasanaethau Cymunedau Am Waith +	Eira Cook - Rheolwr Gwasanaethau Cymunedol	
	[Cysylltiadau â chanlyniad	Dadansoddi gwasanaethau er mwyn nodi bylchau mewn darpariaeth cyfrwng Cymraeg	Cynllun Cyflawni Gwasanaethau Hamdden a YEPS	Lisa Sheppard – Uwch Swyddog Polisi a	

	strategol 5 y CSCA: Cynyddu cyfleoedd i bobl ifanc ddefnyddio'r Gymraeg mewn cyd-destunau gwahanol.]	ym maes gweithgareddau chwaraeon a hamdden - a blaenoriaethu meysydd i'w gwella.		Chydymffurfio – y Gymraeg	
		Gweithio gyda phartneriaid i flaenoriaethu'r gwaith o ehangu gwersi nofio Cymraeg ar draws canolfannau hamdden Rhondda Cynon Taf.	Cynllun Cyflawni Gwasanaeth Hamdden a YEPS	Gavin Bennett – Rheolwr Gweithrediadau Hamdden  Jonathan Phillips – Rheolwr Asedau Hamdden  Yr Urdd	
		Gweithio gyda phartneriaid i ehangu'r ddarpariaeth Gymraeg mewn canolfannau hamdden (e.e. gymnasteg).	Cynllun Cyflawni Gwasanaeth Hamdden a YEPS	Gavin Bennett – Rheolwr Gweithrediadau Hamdden	
		Llais y Gymuned Fel rhan o'r adolygiad o'r Gwasanaethau Diwylliannol (Ailosod y Deial), cynnal sgwrsiau creadigol gyda grwpiau cymunedol, dadansoddi data sydd ar gael i fapio anghenion a	Cynllun Cyflawni Gwasanaethau Celfyddydau, Diwylliant a Llyfrgelloedd	Caroline O'Neill – Pennaeth Celfyddydau, Diwylliant a Llyfrgelloedd	

		nodi bylchau yn y ddarpariaeth Gymraeg. Rhoi cynlluniau ar waith i ehangu'r ddarpariaeth cyfrwng Cymraeg yn unol â'r canfyddiadau.			
		Ystyried sut i ehangu'r arlwy Cymraeg mewn gwahanol raglenni megis Take pArt, Cymunedau am Waith +, gan ddod â'r celfyddydau'n agosach at wahanol grwpiau cymunedol Cymraeg.	Cynllun Cyflawni Gwasanaethau Celfyddydau, Diwylliant a Llyfrgelloedd	Caroline O'Neill – Pennaeth Celfyddydau, Diwylliant a Llyfrgelloedd	
		<b>Cysylltiadau â phartneriaid</b> Gweithio gyda phartneriaid i gefnogi a hyrwyddo digwyddiadau a phrosiectau creadigol ac artistig (e.e. Parti Ponty, Artistiaid Cymunedol)  Archwilio cyfleoedd i gydweithio gyda phartneriaid i gynnig amrywiaeth ehangach o gyfleoedd i ddefnyddio'r Gymraeg drwy weithgareddau cymunedol.	Cynllun Cyflawni Gwasanaethau Celfyddydau, Diwylliant a Llyfrgelloedd	Caroline O'Neill – Pennaeth Celfyddydau, Diwylliant a Llyfrgelloedd	
		<b>Gwaith rhanbarthol</b> - datblygu a chynhyrchu theatr Gymraeg i fynd ar daith ar draws y rhanbarth ac yn genedlaethol, mewn trafodaeth â phartneriaid rhanbarthol i edrych ar y	Cynllun Cyflawni Gwasanaethau Celfyddydau, Diwylliant a Llyfrgelloedd	Caroline O'Neill – Pennaeth Celfyddydau, Diwylliant a Llyfrgelloedd	

		manteision a'r cyfleoedd i rannu adnoddau.			
		<p><b>Yr Eisteddfod Genedlaethol 2024</b> Llunio rhaglen ddiwylliannol sy'n arwain at yr Eisteddfod a fydd yn:</p> <ul style="list-style-type: none"> <li>• Ymgysylltu â chymunedau a chodi ymwybyddiaeth o'r iaith a'r cyfleoedd cysylltiedig</li> <li>• Cynnig prosiectau artistig i wahanol grwpiau cymunedol</li> </ul> <p>Ystyried sut gellir cynnal y gweithgareddau hyn mewn cymunedau y tu hwnt i 2024</p>	Cynllun Cyflawni Gwasanaethau Celfyddydau, Diwylliant a Llyfrgelloedd	Caroline O'Neill – Pennaeth Celfyddydau, Diwylliant a Llyfrgelloedd	
		<b>Ewch i weld:</b> Fel rhan o'r gwaith ehangach o adolygu darpariaeth Gymraeg y Cyngor, sicrhau amrywiaeth o gyfleoedd Cymraeg/dwyieithog fel rhan o'r rhaglen hon, a chynnwys partneriaid Cymraeg i helpu i hyrwyddo hyn i'n cymunedau.	Cynllun Cyflawni Gwasanaethau Celfyddydau, Diwylliant a Llyfrgelloedd	Caroline O'Neill – Pennaeth Celfyddydau, Diwylliant a Llyfrgelloedd	
		<b>Noson Allan:</b> hyrwyddo'r cynllun hwn ymhlith pobl ifanc drwy YEPS a'r fforwm ieuencid Cymraeg/ aelwyd Rhondda / chweched dosbarth mewn ysgolion a'u hannog i fanteisio ar y cynllun.	Cynllun Cyflawni Gwasanaethau Celfyddydau, Diwylliant a Llyfrgelloedd	Caroline O'Neill – Pennaeth Celfyddydau, Diwylliant a Llyfrgelloedd	



		<b>Hwyluso'r Gymraeg:</b> Defnyddio hwyluswyr a chynorthwywyr sy'n siarad Cymraeg yn ystod digwyddiadau celfyddydol sy'n cael eu cynnal yn y Gymraeg neu Saesneg (e.e. Teuluoedd yn Gyntaf; gweithgareddau Take pArt) i ddarparu ar gyfer cyswllt Cymraeg yn ystod y digwyddiad.	Cynllun Cyflawni Gwasanaethau Celfyddydau, Diwylliant a Llyfrgelloedd	Caroline O'Neill – Caroline O'Neill – Pennaeth Celfyddydau, Diwylliant a Llyfrgelloedd	
		<b>Technoleg:</b> Archwilio sut y gallai technoleg newydd hwyluso darpariaeth Gymraeg/ddwyieithog (fel System Sibrwd Theatr Genedlaethol ar gyfer cyfieithu mewn digwyddiadau).	Cynllun Cyflawni Gwasanaethau Celfyddydau, Diwylliant a Llyfrgelloedd	Caroline O'Neill – Pennaeth Celfyddydau, Diwylliant a Llyfrgelloedd	
		Datblygu cyfleoedd i gynyddu gwaith ymgysylltu / hyrwyddo, a gweithgareddau Cymraeg o fewn cymunedau lleol. Er enghraifft: cynyddu'r ddarpariaeth Gymraeg mewn digwyddiadau Adrodd Stori ac arddangosfeydd Crefftau (gan gynnwys ar-lein).	Cynllun Cyflawni Gwasanaethau Celfyddydau, Diwylliant a Llyfrgelloedd	Nick Kelland – Prif Lyfrgellydd	
		Eisteddfod Genedlaethol 2024: mewn cydweithrediad â phartneriaid yn y Cyngor ac yn	Cynllun Cyflawni Llyfrgelloedd RhCT	Nick Kelland – Prif Lyfrgellydd	

		allanol, archwilio cyfleoedd i hyrwyddo adnoddau archif, datblygu arddangosfeydd a gweithgareddau ymgysylltu Cymraeg, sicrhau cyfleoedd Cymraeg cynaliadwy a pharhaus o fewn cymunedau lleol.			
		Datblygu ymgyrch ar y cyfryngau cymdeithasol i hyrwyddo'r amrywiaeth eang o adnoddau Cymraeg sydd ar gael o fewn y gwasanaeth.	Cynllun Cyflawni Llyfrgelloedd RhCT	Nick Kelland – Prif Lyfrgellydd	
		Codi ymwybyddiaeth ymhlith rhanddeiliaid allweddol o adnoddau a chefnogaeth berthnasol sydd ar gael i godi proffil y Gymraeg a chynyddu'r cyswllt â siaradwyr a dysgwyr Cymraeg yn eu busnesau a'u digwyddiadau.	Cynllun Cyflawni Ffyniant a Datblygu	Derek James – Cyfarwyddwr Gwasanaethau – Ffyniant a Datblygu	
		Datblygu ymgyrch i ddenu ymwelwyr a thrigolion fel ei gilydd i'r Gymraeg a'i hanes yn RhCT.	Cynllun Cyflawni Ffyniant a Datblygu	Derek James – Cyfarwyddwr Gwasanaethau – Ffyniant a Datblygu  Rheolwr Strategol – Twristiaeth a Digwyddiadau	

		<p>Profiad gwaith / lleoliadau: Mewn cydweithrediad â'r partneriaid perthnasol, datblygu strategaeth/cynllun i arwain i fyny at Eisteddfod Genedlaethol 2024 i godi ymwybyddiaeth rhanddeiliaid allweddol er mwyn sicrhau'r budd mwyaf posibl a sicrhau cyfleoedd cynyddol i ddefnyddio'r Gymraeg o fewn lleoliadau'r Cyngor a busnesau ac atyniadau twristiaeth lleol. (Mewn partneriaeth â swyddog Eisteddfod y Cyngor).</p>	<p>Cynllun Cyflawni Ffyniant a Datblygu</p>	<p>Derek James – Cyfarwyddwr Gwasanaethau – Ffyniant a Datblygu</p> <p>Rheolwr Strategol – Twristiaeth a Digwyddiadau</p> <p>Chris Richards – Atyniadau Ymwelwyr a Rheolwr Treftadaeth</p> <p>Scott Thomas – Swyddog Prosiect yr Eisteddfod</p>	
		<p>Prentisiaethau / gwirfoddoli: – cysylltu â phartneriaid i archwilio cyfleoedd i ddarparu profiad i bobl ifanc trwy gyfrwng y Gymraeg mewn rolau sy'n gysylltiedig â thwristiaeth, gan dynnu sylw at bwysigrwydd sgiliau dwyieithog i'r diwydiant.</p>	<p>Cynllun Cyflawni Ffyniant a Datblygu</p>	<p>Derek James – Cyfarwyddwr Gwasanaethau – Ffyniant a Datblygu</p> <p>Rheolwr Strategol – Twristiaeth a Digwyddiadau</p> <p>Chris Richards – Atyniadau Ymwelwyr a Rheolwr Treftadaeth</p> <p>Siân Woolson –</p>	

				Rheolwr Tîm Cyflogaeth, Addysg a Hyfforddiant	
		Prentisiaethau - gyda phartneriaid, archwilio cyfleoedd i gynnig profiadau i bobl ifanc drwy gyfrwng y Gymraeg mewn meysydd allweddol.	Polisi Graddedigion a Phrentisiaethau	Siân Woolson – Rheolwr Tîm Cyflogaeth, Addysg a Hyfforddiant  Bedwyr Harries – Rheolwr Gwasanaethau Ieuencid	
		Darparu hyfforddiant ymwybyddiaeth iaith, gwybodaeth ac adnoddau wedi'u teilwra ar gyfer cynghorwyr gyfaoedd er mwyn eu galluogi i hyrwyddo gwerth sgiliau dwyieithog ar gyfer y gweithle.	Cynllun Cyflawni Cyflogaeth Addysg a Hyfforddiant	Siân Woolson – Rheolwr Tîm Cyflogaeth, Addysg a Hyfforddiant	
		Cynllun Graddedigion / Prentisiaethau - gyda phartneriaid, archwilio cyfleoedd i gynnig profiad i bobl ifanc drwy gyfrwng y Gymraeg mewn meysydd allweddol fel gwasanaethau cyhoeddus, gofal iechyd, blynyddoedd cynnar.	Cynllun Cyflawni Cyflogaeth Addysg a Hyfforddiant	Siân Woolson – Rheolwr Tîm Cyflogaeth, Addysg a Hyfforddiant	

		Ymchwilio i gyfleoedd i ehangu darpariaeth cyfrwng Cymraeg yng ngoleuni llwyfannau dysgu rhithiol/hybrid, yn ogystal â phosibiliadau gweithio'n rhanbarthol neu mewn partneriaethau ehangach.	Cynllun Cyflawni Addysg Oedolion	Val Clarke – Uwch Swyddog Cyflogadwyedd Dysgu Cymunedol	
		Mewn cydweithrediad â phartneriaid, casglu gwybodaeth am yr holl gyfleoedd sydd ar gael i ddysgu Cymraeg yn RhCT, a hyrwyddo a marchnata'r rhain ar draws pob platfform er mwyn i drigolion Rhondda Cynon Taf gael gwybod am yr hyn sydd ar gael iddynt. Nodi bylchau yn y ddarpariaeth a cheisio mynd i'r afael â'r rhain gyda phartneriaid.	Cynllun Cyflawni Addysg Oedolion	Val Clarke – Uwch Swyddog Cyflogadwyedd Dysgu Cymunedol  Cymraeg i Oedolion  Grwpiau cymunedol	
		<b>Llais y Gymuned</b> Gweithio gyda phwyllgor cymunedol Canolfan Gartholwg i gynllunio rhaglen i gynyddu cyfleoedd i ddefnyddio ac ymarfer y Gymraeg yn anffurfiol ac i wella hyder.	Cynllun Cyflawni Addysg Oedolion	Val Clarke – Uwch Swyddog Cyflogadwyedd Dysgu Cymunedol  Jayne Rogers – Cydlynnydd Digwyddiadau Gartholwg  Menter Iaith	

<b>Deddfwriaeth / strategaethau perthnasol</b>	<ul style="list-style-type: none"> <li>• Cymraeg 2050</li> <li>• Rheoliad safonau'r Gymraeg (Rhif 1) 2015</li> <li>• Llesiant Cenedlaethau'r Dyfodol 2015</li> <li>• Cynllun Strategol Cymraeg mewn Addysg 2022-2032</li> <li>• Cynllun Strategol Gwasanaethau Addysg a Chynhwysiant 2021-2024</li> <li>• Strategaeth Recriwtio'r Gymraeg</li> <li>• Cynllun Corfforaethol</li> <li>• Cynllun Datblygu Lleol</li> <li>• Strategaeth Dwristiaeth</li> <li>• Cynllun Cydraddoldebau Strategol</li> </ul>
<b>Partneriaid a chysylltiadau perthnasol</b>	<ul style="list-style-type: none"> <li>• Holl feysydd Gwasanaeth CBSRhCT</li> <li>• Cynghorau Tref a Chymuned</li> <li>• Fforwm Iaith Rhondda Cynon Taf</li> <li>• Y Fforwm Addysg Gymraeg</li> <li>• Ysgolion yn Rhondda Cynon Taf</li> <li>• Mudiad Meithrin</li> <li>• Cymraeg i Blant</li> <li>• RhAG</li> <li>• Dysgu Cymraeg Morgannwg</li> <li>• Bwrdd Iechyd Prifysgol Cwm Taf</li> <li>• Cwlwm</li> <li>• Yr Urdd</li> <li>• Menter Iaith RhCT</li> <li>• Fforwm Iaith Rhondda Cynon Taf</li> <li>• Fforwm Ieuenctid Cymraeg</li> <li>• Aelwyd Cwm Rhondda</li> <li>• Eisteddfod y Rhondda</li> <li>• Gŵyl Gelfyddydau Cwm Rhondda</li> <li>• Coleg y Cymoedd</li> <li>• Coleg Cymraeg Cenedlaethol</li> <li>• Met Caerdydd</li> <li>• Consortiwm Canolbarth y De</li> </ul>

- Gyrfa Cymru
- Adran Gwaith a Phensiynau'r DU
- Colegau Cymru
- Eisteddfod Genedlaethol Cymru
- Cyngor Celfyddydau Cymru
- Llenyddiaeth Cymru
- Merched y Wawr
- Papurau Bro
- Theatrau, orielau a chanolfannau celfyddydol
- Clwb y Bont
- Interlink

## RHAN 2 Y CYNLLUN GWEITHREDU

### PARTNERIAID – CYDWEITHIO A CHYD-HYRWYDDO

MAES BLAENORIAETH	NOD	CAMAU GWEITHREDU	CYFRIFOLDEB	DIWEDDARIAD BLYNYDDOL
<b>Maes Strategol 1 - Blynyddoedd Cynnar / Gweithlu [CSCA]</b>		<p>Parhau i gynghori, cefnogi a chydweithio gyda CBSRhCT er mwyn:</p> <ul style="list-style-type: none"> <li>• sicrhau cynnydd yn nifer y plant sy'n cael mynediad at/mynychu cylchoedd Ti a Fi a Chylchoedd Meithrin ar draws y sir</li> <li>• sicrhau cynnydd mewn darpariaeth Gymraeg mewn lleoliadau Dechrau'n Deg ledled y sir</li> <li>• sicrhau cynnydd yn y gyfradd drosglwyddo o'r blynyddoedd cynnar i addysg cyfrwng Cymraeg</li> <li>• gweithio gyda'r Cyngor a'i bartneriaid i feithrin ac ehangu sgiliau'r gweithlu gofal plant yn y sir.</li> </ul>	<b>Mudiad Meithrin</b>  <b>[CSCA]</b>	
<b>MS1 / MS2 / MS3</b>		<p>Parhau i gynghori, cefnogi a chydweithio â CBSRhCT i hyrwyddo ac ehangu'r ystod o weithgareddau Cymraeg sy'n cael eu cynnig ar gyfer plant a phobl ifanc y tu hwnt i'r dosbarth mewn gweithgareddau:</p> <ul style="list-style-type: none"> <li>• chwarae (Chwarae yn Gymraeg)</li> <li>• chwaraeon (e.e. nofio, gymnasteg, cyfranogiad Fel Merch)</li> <li>• celfyddydau cymunedol, clybiau, gweithgareddau gwyliau, Eisteddfod</li> <li>• datblygu arweinwyr cymunedol ifanc</li> <li>• gwirfoddoli a hyfforddiant</li> <li>• prentisiaethau</li> <li>• cyfleoedd preswyl</li> </ul>	<b>Yr Urdd</b>	



		<p>Ar y cyd â CBSRhCT, nodi ble gellir rhannu adnoddau a lleoliadau priodol er mwyn ehangu mynediad.</p> <p>Gweithio gyda'r Cyngor a phartneriaid ehangach i godi ymwybyddiaeth o'r Gronfa i Bawb er mwyn sicrhau llefydd yng ngwersylloedd yr Urdd i blant na fyddai fel arall yn cael cyfle i fynd ar wyliau haf.</p>		
<b>MS1 / MS2 / MS3</b>		<p>Yn yr adolygiad o Gynllun Datblygu Strategol y Gymraeg ar gyfer Coleg y Cymoedd 2018-2023, chwilio am gyfleoedd pellach i gysoni agweddau o'r cynllun ar gyfer 2023 a thu hwnt â CSCA CBSRhCT a'r Strategaeth Hybu 5 mlynedd.</p> <p>Parhau i weithio gyda CBSRhCT i hyrwyddo cyfleoedd gyda llwybrau Cymraeg i waith a manteision y Gymraeg o ran cyflogadwyedd fel sgil yn y gweithle.</p>	<b>Coleg y Cymoedd</b>	
<b>MS1 / MS2 / MS3</b>		<p>Parhau i gynghori, cefnogi a chydweithio gyda'r Cyngor i:</p> <ul style="list-style-type: none"> <li>• hybu ac ehangu cyfleoedd i staff a thrigolion Rhondda Cynon Taf i ddysgu Cymraeg</li> <li>• nodi ble y gellir rhannu adnoddau a lleoliadau priodol er mwyn galluogi pobl i ddysgu Cymraeg yn eu cymunedau eu hunain</li> </ul> <p>Gweithio gyda'r Cyngor a phartneriaid ehangach i godi ymwybyddiaeth o Gronfa Ariannol Wrth Gefn Dysgu Cymraeg i gynorthwyo gyda chostau fel gofal plant, teithio neu adnoddau wrth ddysgu Cymraeg.</p>	<b>Dysgu Cymraeg Morgannwg</b>	
<b>MS1 / MS2 / MS3</b>		<p>Mae'r Bwrdd Iechyd yn cydnabod bod awdurdodau lleol yn bartner hanfodol o ran darparu gofal iechyd a gofal cymdeithasol i'w phoblogaeth a bod cynnig gofal di-dor yn y Gymraeg rhwng gofal sylfaenol, eilaidd a gofal cymdeithasol i'r rhai sydd ei angen yn golygu bod angen gweithio mewn partneriaeth agos â nhw. O'r herwydd, bydd y Bwrdd Iechyd yn parhau i weithio gyda CBSRhCT</p>	<b>Bwrdd Iechyd Prifysgol Cwm Taf</b>	

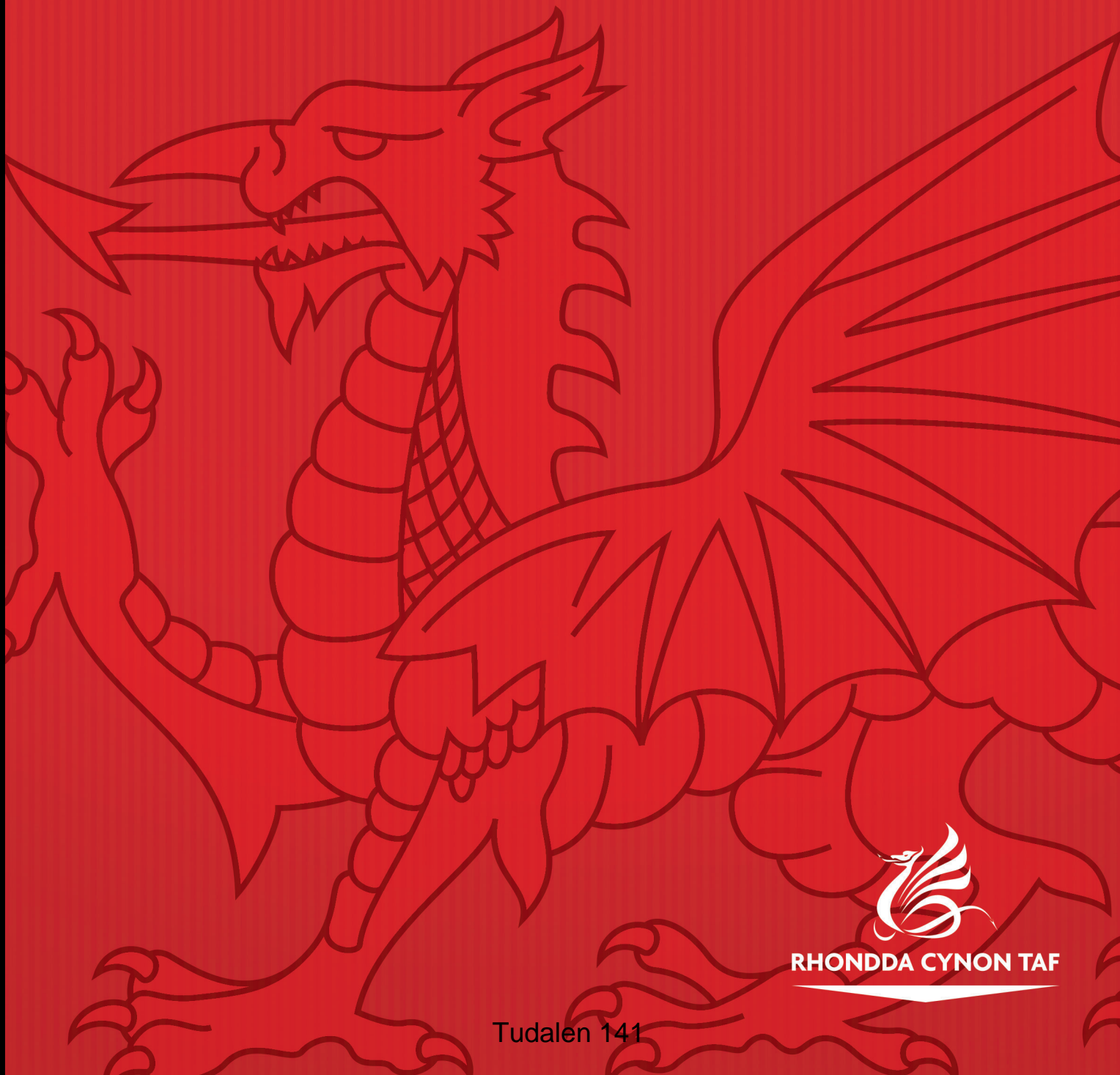
		<p>fel partner craidd ar Fforwm Mwy na Geiriau, er mwyn cysoni egwyddorion allweddol Mwy na Geiriau gyda nodau'r strategaeth 5 mlynedd o gynyddu gwasanaethau Cymraeg i breswylwyr a defnyddio'r iaith yn y gweithle; a cheisio gwreiddio arferion da'r Cynnig Gweithredol ar lefel ehangach yn RhCT.</p> <p>Parhau i weithio gyda phartneriaid i hyrwyddo gyrfaedd o fewn y GIG i siaradwyr Cymraeg a phobl ifanc sy'n gadael yr ysgol yn RhCT a'r rhanbarth ehangach fel rhan o gynllun 5 mlynedd y Bwrdd Iechyd ei hun i gynyddu nifer yr ymgynghoriadau clinigol yn Gymraeg a'i brosesau cynllunio'r gweithlu er mwyn cynyddu ei weithlu dwyieithog.</p>		
<b>MS1 / MS2 / MS3</b>		<p>Gweithio gyda'r Cyngor a phartneriaid ehangach i hyrwyddo cyfleoedd i bobl ifanc ddefnyddio'r Gymraeg yn anffurfiol (e.e. cyfleoedd i wirfoddoli; prosiectau cymunedol; prosiectau mewn ysgolion).</p> <p>Trafod gyda CBSRhCT rôl Menter Iaith RhCT wrth gynorthwyo gyda'r gwaith o gynnal 'Gwaddol' Eisteddfod Genedlaethol 2024 o fewn cymunedau RhCT i'r dyfodol.</p> <p>Trafod gyda'r Cyngor sut i sicrhau y gall digwyddiadau Parti Ponty/Nadolig/Dydd Gŵyl Dewi roi cyfleoedd i wireddu nodau allweddol y Strategaeth Hybu drwy hyrwyddo'r iaith, codi ymwybyddiaeth a dod â chymunedau ynghyd i gymdeithasu ac i ddefnyddio'r iaith mewn amrywiaeth o gyd-destunau.</p> <p>Cryfhau llais pobl ifanc Rhondda Cynon Taf drwy weithio gyda phartneriaid i sicrhau bod y Fforwm Ieuenctid Cymraeg yn effeithiol ac yn gynhwysol er mwyn clywed lleisiau, dyheadau ac anghenion pobl ifanc Rhondda Cynon Taf a'u bod yn chwarae rhan weithredol wrth gynllunio cyfleoedd priodol.</p> <p>Parhau i arloesi gyda thechnoleg i hyrwyddo cyfleoedd ar blatfformau amrywiol a thargedu gwahanol gynulleidfaoedd (gwefan/ Prosiect Medrau /AMAM Cymru ayb)</p>	<b>Menter iaith</b>	



Tudalen way

# Strategaeth Hybu'r Gymraeg

2022 - 2027



RHONDDA CYNON TAF



## **Strategaeth Hybu'r Gymraeg 2022-2027**

Hybu'r Gymraeg a hwyluso'r defnydd ohoni  
yn Rhondda Cynon Taf

Wedi'i pharatoi yn unol â gofynion Safon 145,  
Rheoliadau Safonau'r Gymraeg (Rhif 1) 2015.

This document is available in English

## **Strategaeth Hybu'r Gymraeg**

### **Trosolwg**

Dyma strategaeth 5 mlynedd Cyngor Bwrdeistref Sirol Rhondda Cynon Taf ar gyfer hybu'r Gymraeg. Mae wedi'i pharatoi yn unol â gofynion Safon 145, Rheoliadau Safonau'r Gymraeg (Rhif 1) 2015. Mae'n disodli strategaeth hybu gyntaf y Cyngor a oedd yn cwmpasu'r cyfnod 2017-2022. Cafodd y strategaeth newydd hon ei chymeradwyo gan Is-bwyllgor y Cabinet ar faterion y Gymraeg ar xx xx 2022.

Mae'r Strategaeth hon yn esbonio sut bydd y Cyngor yn hybu'r Gymraeg ac yn hwyluso'r defnydd ohoni yn ehangach yn ardal Rhondda Cynon Taf a bydd ei gweithrediad yn destun craffu rheolaidd gan Is-bwyllgor y Cabinet ar faterion y Gymraeg.

### **Rhagor o wybodaeth**

Am ragor o wybodaeth ynglŷn â'r strategaeth hon, cysylltwch â:

Uned Gwasanaethau Cymraeg [swyddogiaith@rctcbc.gov.uk](mailto:swyddogiaith@rctcbc.gov.uk)

## Cynnwys

1	<b>Gair o gyflwyniad gan yr Aelod o'r Cabinet</b>	<b>4</b>
2	<b>Ein Gweledigaeth</b>	<b>5</b>
3	<b>Cyd-destun</b>	<b>6</b>
4	<b>Y Gymraeg yn Rhondda Cynon Taf</b>	<b>10</b>
5	<b>Meysydd blaenoriaeth y strategaeth</b>	<b>15</b>



## **Gair o gyflwyniad gan yr Aelod o'r Cabinet**

Mae'n bleser gennyf gyflwyno ail strategaeth Cyngor Bwrdeistref Sirol Rhondda Cynon Taf ar gyfer hybu'r Gymraeg.

Mae'r strategaeth hon yn barhad o strategaeth 2017-2022, cyfnod a welodd heriau aruthrol, gydag effeithiau llifogydd a phandemig Covid-19 yn ffocws annatod i'n hymdrechion fel Cyngor. Ond roedd hefyd yn gyfnod lle gwelsom sefydlogi a thwf o ran yr iaith Gymraeg.

Mae'r strategaeth hon yn adeiladu ar y gwaith a wnaed gennym ni a'n partneriaid i hybu a hyrwyddo'r iaith dros y pum mlynedd diwethaf. Ynnddi mae nodau newydd sy'n ymateb i anghenion a heriau newydd. Yn ogystal, mae'n eistedd ochr yn ochr â'n Cynllun Strategol Cymraeg mewn Addysg 2022-2032 fel ein bod ni, fel Cyngor, yn chwarae ein rhan yn llawn wrth anelu at weledigaeth Llywodraeth Cymru o sicrhau miliwn o siaradwyr Cymraeg erbyn 2050.

Mae twf addysg Gymraeg yn hollbwysig i gynyddu niferoedd siaradwyr a bydd y Strategaeth Hybu yn ategu ein CSCA newydd gan sicrhau cyfleoedd y tu allan i furiau'r ysgol i blant a phobl ifanc ddefnyddio'u Cymraeg yn gymdeithasol ac yna wrth iddynt barhau â'u taith i fyd gwaith a hyfforddiant.

Mae'r iaith Gymraeg yn perthyn i bawb ac mae ein trigolion wedi mynegi eu hawydd am fwy o gyfleoedd i siarad yr iaith, i glywed ac i ddysgu'r iaith yn eu cymunedau. Felly, mae'r strategaeth hon wedi'i llunio gyda dyheadau ein trigolion yn ganolog iddi.

Wrth gwrs, mae hanes hir a chyfoethog i'r iaith ers canrifoedd yn y cymoedd hyn, o groesawu'r Eisteddfod Genedlaethol gyntaf i Aberdâr yn 1861, i gynnal Eisteddfod Genedlaethol 2024 yma yn y sir. Rydym yn estyn croeso cynnes i weddill Cymru i ymuno â ni i ddathlu'r Gymraeg yn Rhondda Cynon Taf a'r holl gyfleoedd cymdeithasol, diwylliannol ac economaidd a ddaw yn sgil hynny. Bydd cynnal Gwaddol Eisteddfod Genedlaethol 2024 i'r dyfodol yn allweddol ac mae'r strategaeth hon yn chwarae rhan bwysig drwy sicrhau bod y cyfleoedd hynny yn gwreiddio ac yn ffynnu, fel bod y Gymraeg yn cyfoethogi bywydau holl drigolion Rhondda Cynon Taf.

**Y Cynghorydd Rhys Lewis**

**Aelod o'r Cabinet ar faterion Addysg, Cyfranogiad Pobl Ifainc a'r Gymraeg**

## Ein Gweledigaeth

Ein gweledigaeth yw datblygu Rhondda Cynon Taf yn sir gwbl ddwyieithog. Bwrdeistref Sirol lle mae modd i drigolion fyw, gweithio a chwarae, yn ogystal â manteisio ar wasanaethau a chymorth, trwy gyfrwng y Gymraeg a'r Saesneg. Ardal lle mae dwyieithrwydd yn cael ei hybu'n gwbl naturiol ac mae'r iaith Gymraeg yn cael ei diogelu er mwyn i genedlaethau'r dyfodol ei defnyddio a'i mwynhau.

Mae'r Gymraeg yn perthyn i bawb ac rydym am gynnwys y rheini nad ydynt yn siarad yr iaith wrth i ni gyd ymfalchïo ynddi a'i hanes yn yr ardal hon, a'i chyfraniad at ein diwylliant, ein heconomi a'n hunaniaeth.

**Er mwyn chwarae ein rhan ni yn y weledigaeth genedlaethol o filiwn o siaradwyr Cymraeg erbyn 2050 bydd angen sicrhau cynnydd o 5% neu fwy ar ffigur 2021 o siaradwyr Cymraeg yn Rhondda Cynon Taf<sup>1</sup>.**

Byddwn yn mynd ati dros y 5 mlynedd nesaf i sicrhau mwy a mwy o gyfleoedd i ddefnyddio'r iaith ac i glywed yr iaith drwy amrywiaeth o weithgareddau gan adrodd yn rheolaidd ar gynnydd.

### Gwireddu'r weledigaeth

Mae ein blaenoriaethau strategol ar gyfer cyflawni'r weledigaeth yn dilyn tri maes strategol Llywodraeth Cymru yn ei strategaeth hithau ar gyfer y Gymraeg, sef Cymraeg 2050: miliwn o siaradwyr. Er mwyn cyflawni'r Strategaeth byddwn yn mabwysiadu cynllun gweithredu (i'w baratoi/gytuno wedi i ganlyniadau Cyfrifiad 2021 ddod i law) gyda thargedau yn cwmpasu'r holl flaenoriaethau strategol. Bydd y cynllun gweithredu yn ddogfen fyw, a bydd modd ei haddasu yn hawdd ac yn rheolaidd, gan ein galluogi ni i fod yn hyblyg, yn flaengar ac yn ymatebol wrth weithredu'r strategaeth dros y 5 mlynedd. Byddwn yn cydweithio â phartneriaid lleol a chenedlaethol i wireddu'r nodau yn y Strategaeth Hybu hon. Mae **adran 5** yn manylu ar sut byddwn ni'n trefnu ein gwaith.

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<sup>1</sup> Byddwn yn diwygio'r strategaeth hon i sicrhau mwy o eglurder ar y ganran hon a'r niferoedd cysylltiedig pan fydd ffigurau Cyfrifiad 2021 ar gael inni.

## Cyd-destun

Mae'r Strategaeth Hybu yn bodoli mewn cyd-destun polisi ehangach ar gyfer ffyniant cymunedau a'r Gymraeg.

### Mesur y Gymraeg

Mae llunio strategaeth 5 mlynedd i hybu'r Gymraeg yn Rhondda Cynon Taf yn ofyniad statudol o dan Reoliadau Safonau'r Gymraeg (Rhif 1) 2015 (Safonau'r Gymraeg 145 a 146). Mae gofyn i'r Cyngor:

- Lunio a chyhoeddi strategaeth 5 mlynedd sy'n esbonio sut mae'r Cyngor yn bwriadu mynd ati i hybu'r Gymraeg a hwyluso defnyddio'r Gymraeg yn ehangach yn yr ardal
- Cynnwys targed ar gyfer cynyddu neu gynnal nifer y siaradwyr Cymraeg yn yr ardal erbyn diwedd y cyfnod o 5 mlynedd
- Egluro sut mae'r Cyngor yn bwriadu cyrraedd y targed hwnnw.

Mae Safonau'r Gymraeg yn eu cyfanrwydd yn fframwaith statudol i ymestyn y defnydd o'r Gymraeg gan y Cyngor yn y pum maes canlynol:

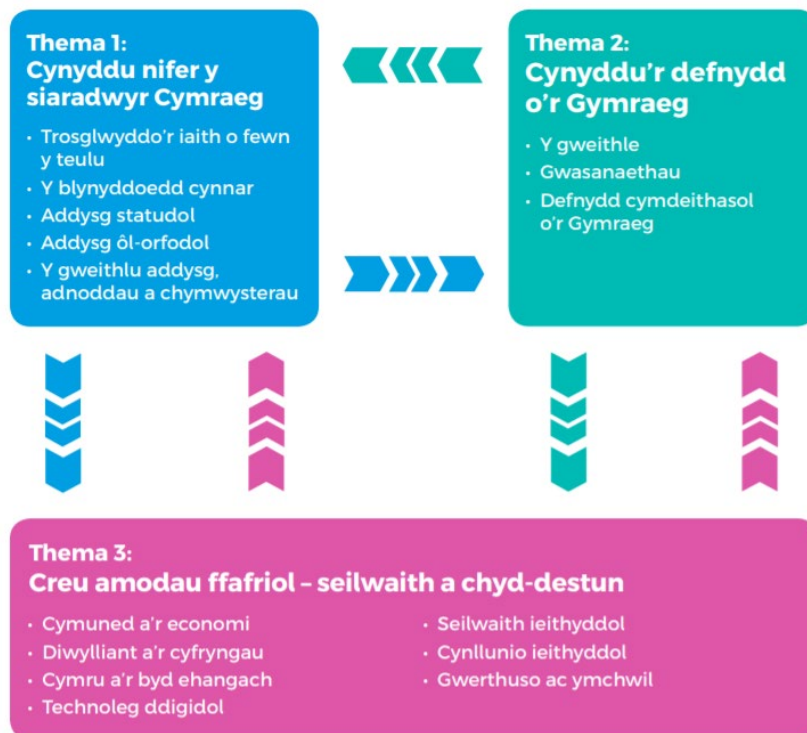
- Cyflenwi gwasanaethau
- Llunio polisiâu sy'n hybu'r Gymraeg
- Gweithredu trwy gyfrwng y Gymraeg
- Cadw cofnodion am y Gymraeg
- Hybu'r Gymraeg.

Mae llunio strategaeth hybu yn ofyniad o dan y dosbarth olaf hwn o safonau ond mae'r safonau llunio polisi yn allweddol i'r cyd-destun ehangach mae'r strategaeth yn bodoli ynddo. Bwriad y safonau llunio polisi yw creu cyfleoedd i ddefnyddio'r Gymraeg a pheidio â thrin y Gymraeg yn llai ffafriol na'r Saesneg ym mhob penderfyniad polisi a wneir gan y Cyngor.

Gall asesu effeithiau penderfyniadau polisi amlygu effaith positif a fyddai'n galluogi'r Cyngor i gynyddu'r effaith positif honno o ran y Gymraeg. Y gobaith gyda'r strategaeth hon yw y bydd yn amlygu cysylltiadau a chyfleoedd uniongyrchol ac anuniongyrchol i feysydd polisi eraill y Cyngor.

### Cymraeg 2050: miliwn o siaradwyr

Mae Cymraeg 2050, sef strategaeth Llywodraeth Cymru i gyrraedd miliwn o siaradwyr Cymraeg erbyn 2050 drwy hybu a hwyluso'r Gymraeg, yn strategaeth gynhwysfawr



Mae Strategaeth Hybu Rhondda Cynon Taf ar gyfer 2022-2027 yn crisialu'r hyn y bydd y Cyngor yn ei wneud i gefnogi'r weledigaeth hon ac rydym felly wedi diweddarau'r strategaeth gyda'n blaenoriaethau wedi'u trefnu yn ôl tri maes thematig Cymraeg 2050. Byddwn yn gweithio fesul pum mlynedd at y nodau hyn gan bennu gweithgareddau yn y tri maes blaenoriaeth.

### Cynllun Strategol Cymraeg mewn Addysg 2022-2032

Mae llunio Cynllun Strategaeth Cymraeg mewn Addysg (CSCA) yn ofyniad statudol, a'r nod yw cynyddu nifer y disgyblion sy'n derbyn addysg Gymraeg yn y sir. Mae'r CSCA yn amlinellu'n fwy penodol sut bydd y Cyngor yn mynd ati i gynyddu canran dysgwyr Blwyddyn 1 mewn addysg Gymraeg rhwng 8% a 12% sef cynnydd o 506 o ddysgwyr (yn 2019) i ffigur rhwng 720 a 825 o ddysgwyr erbyn 2032. Mae hyn yn gyfraniad uniongyrchol at darged hirdymor y strategaeth genedlaethol o sicrhau miliwn o siaradwyr Cymraeg erbyn 2050.

I gyd-fynd â'r targed hwn ar gyfer y 10 mlynedd nesaf, mae'r cynllun strategol yn amlinellu sut bydd y Cyngor yn mynd ati i gyflawni nifer o ganlyniadau penodol sy'n cynnwys y blynyddoedd cynnar, addysg drochi, darpariaeth well i ddysgwyr ag anghenion dysgu ychwanegol, mwy o gyfleoedd anffurfiol i ddisgyblion ddefnyddio'r iaith yn yr ysgol, mwy o ddysgwyr yn astudio ar gyfer cymwysterau yn Gymraeg a chynyddu nifer y staff sy'n gallu dysgu yn Gymraeg.

Mae'r cynllun strategol hefyd yn pwysleisio pwysigrwydd marchnata a hyrwyddo addysg Gymraeg a dwyieithrwydd yn Rhondda Cynon Taf yn ogystal â chydweithio'n agos â phartneriaid.

Mae cyswllt agos iawn felly rhwng y CSCA a'r Strategaeth Hybu ac yn benodol â Thema 1 o ran cynyddu nifer y siaradwyr. Mewn gwirionedd dim ond drwy CSCA cryf ac uchelgeisiol y bydd modd i'r Cyngor lwyddo i gyflawni'r ymrwymiad hwn ond mae'n hollbwysig i'r Strategaeth Hybu weithio law yn llaw i sicrhau'r cyfleoedd gorau i gynyddu defnydd. Er mwyn osgoi dyblygu ni fydd y strategaeth hon yn ailadrodd camau gweithredu'r CSCA ond dylid ystyried y CSCA fel prif arf Thema 1.

## **Mwy na Geiriau**

Mwy na geiriau yw'r fframwaith strategol ar gyfer gwasanaethau Cymraeg mewn iechyd, gwasanaethau cymdeithasol a gofal cymdeithasol. Lanswyd y fframwaith gwreiddiol yn 2012, a fframwaith olynol yn 2016. Mae Mwy na Geiriau yn amlygu'r ffaith bod gofal ac iaith yn mynd law yn llaw ac y gallai ansawdd gofal gael ei beryglu drwy fethiant i gyfathrebu gyda phobl yn eu hiaith gyntaf. Yn ganolog i'r fframwaith yw egwyddor y Cynnig Rhagweithiol, sef bod gwasanaethau Cymraeg yn cael eu cynnig yn hytrach na bod pobl yn gorfod gofyn amdanynt.

Mae gan y Cyngor gamau mewn lle i wireddu disgwyliadau'r fframwaith o safbwynt ei wasanaethau cymdeithasol a gofal ac mae'n brif bartner ar y Fforwm Mwy na Geiriau lleol sy'n dwyn partneriaid ynghyd i rannu arferion da a sicrhau cynnydd yn y camau gweithredu.

## **Llesiant Cenedlaethau'r Dyfodol**

Nod Cynlluniau Llesiant lleol yw cynnig agwedd fwy cyfannol o gynllunio a darparu gwasanaethau cyhoeddus yng Nghymru, gan gynnwys ffordd well o integreiddio'r deddfau, y dyletswyddau a'r fframweithiau cynllunio perthnasol.

Mae'r Strategaeth Hybu yn chwarae rhan greiddiol wrth i'r Cyngor gyflawni un o'r nodau llesiant yn benodol, sef 'Cymru â diwylliant bywiog lle mae'r Gymraeg yn ffynnu'. Serch hynny, mae'n bwysig cydnabod bod cyswllt agos iawn rhwng yr iaith a'r nodau llesiant eraill, a phwysigrwydd partneriaethau a fframweithiau ehangach.

Yn ganolog i Gynllun Corfforaethol Rhondda Cynon Taf mae **Pobl, Lleoedd a Ffyniant** a'r bwriad gyda nod llesiant 'diwylliant bywiog lle mae'r Gymraeg yn ffynnu' yw rhoi ffocws ar sicrhau mwy o gyfleoedd i bobl ym maes y celfyddydau a diwylliant; denu pobl ifanc at brofiadau cadarnhaol ym maes diwylliant a chwaraeon a sicrhau bod mwy o gyfleoedd i drigolion ddefnyddio'r Gymraeg. Fel rhan o hyn mae'r Cyngor yn bwriadu cynnal mwy o ddigwyddiadau diwylliannol a chwaraeon mewn parciau ledled y fwrdeistref a chynllunio'n ofalus ar gyfer Eisteddfod Genedlaethol 2024 a'i gwaddol. Bydd yn hyrwyddo Rhondda Cynon Taf fel cyrchfan i ymwelwyr ac yn sicrhau mynediad cyfartal i'r Gymraeg ar draws pob gwasanaeth.

Mae dangosyddion cenedlaethol ynghlwm â'r Ddeddf Llesiant sy'n mesur cynnydd yn nhermau niferoedd siaradwyr Cymraeg a bydd y data hyn yn allweddol wrth olrhain cynnydd gyda'r strategaeth hon:

- Y ganran o bobl sy'n siarad Cymraeg yn feunyddiol ac sy'n gallu siarad mwy nag ychydig eiriau o Gymraeg (Dangosydd Cenedlaethol 36)
- Nifer y bobl a all siarad Cymraeg (Dangosydd Cenedlaethol 37)

Wrth gwrs, mae nifer helaeth o'r dangosyddion cenedlaethol eraill sy'n ymwneud â chymunedau cydlynus, ffyniant, iechyd, cynhwysiant digidol ac yn y blaen, oll yn chwarae eu rhan i sicrhau gwell cyfleoedd i bobl ddefnyddio'r Gymraeg yn yr ardal.

### **Eisteddfod Genedlaethol 2024**

Un o brif uchafbwyntiau'r 5 mlynedd nesaf o ran hybu'r Gymraeg fydd ymweliad yr Eisteddfod Genedlaethol â Rhondda Cynon Taf yn 2024. Er mwyn sicrhau'r budd cymunedol gorau posibl yn y blynyddoedd yn arwain at yr Eisteddfod yn 2024 a'r gwaddol a ddaw yn ei sgil i'r ardal, rydym wedi penodi Swyddog Eisteddfod. Ar y cyd â swyddogion yr Eisteddfod Genedlaethol a Chadeirydd y Pwyllgor Gwaith bydd ein Swyddog yn cydlynu rhaglen o weithgareddau i weithio'n agos ag ysgolion, grwpiau cymunedol a'r sector preifat. Y nod yw adeiladu perthynas hir a pharhaol rhwng y Cyngor a chymunedau lleol gan gynyddu cyfleoedd yn y sir i ddysgu a defnyddio'r Gymraeg gyda mwy o gyfleoedd artistig a chreadigol.

Bydd gan ein trigolion le canolog yn y gwaith wrth ddod yn wirfoddolwyr ac yn bencampwyr ar gyfer eu hardaloedd i'n helpu i gyflwyno'r Eisteddfod i bob cwr o'r sir ac i deimlo'n rhan werthfawr o'u cymunedau lleol. Ein gobaith yw cynnal y brwdfrydedd y tu hwnt i 2024 gan barhau i ddatlu a hyrwyddo hanes, diwylliant a threftadaeth Rhondda Cynon Taf fydd yn ei dro yn hwb i dwristiaeth a'r economi lleol.

## Y Gymraeg yn Rhondda Cynon Taf

### Cymuned o gymunedau

Mae Bwrdeistref Sirol Rhondda Cynon Taf yn cwmpasu ardal eang iawn – mae'r sir yn ymestyn o Fannau Brycheiniog yn y gogledd i gyrion Caerdydd yn y de. Oddi mewn i'r sir mae tair ardal benodol sef Taf Elái, Cynon a'r Rhondda. Er nad oes pellter maith rhwng yr ardaloedd fel yr hed y frân, mae'r tair ardal yn annibynnol ac yn wahanol iawn i'w gilydd, yn gymysgedd o ardaloedd trefol, rhannol drefol a gwledig.

Rhondda Cynon Taf yw'r trydydd awdurdod lleol mwyaf yng Nghymru o ran poblogaeth (241,873 yn ôl amcangyfrif y Llywodraeth yn 2020), ac yn ôl ffigurau'r Llywodraeth, Rhondda Cynon Taf yw un o'r siroedd mwyaf difreintiedig yng Nghymru ac mae nifer uchel o ardaloedd y sir – yn y gogledd a chanol y sir yn bennaf – ymhlith y 10% o'r ardaloedd mwyaf difreintiedig yng Nghymru. Mae hyn yn gosod heriau sylfaenol i'r awdurdod lleol o ran iechyd, lles, cyflogaeth a sgiliau pobl yr ardal.

Mae 6 thref yn y sir a 62 o bentrefi, er bod natur fwy trefol i rai o'r pentrefi hynny. Dwy dref fawr sydd yn y sir sef Aberdâr a Phontypridd sydd â thua 30,000 o drigolion yr un, ac mae'r ddwy dref hon wedi gweld buddsoddiad mawr o ran adeiladwaith, strwythur a datblygiadau cymunedol.

Yn ôl StatsCymru, yn seiliedig ar ffigurau 2018, rhagwelir bydd poblogaeth Rhondda Cynon Taf yn cynyddu i 248,098 erbyn 2032. Yr her i'r sir o ran tyfu niferoedd siaradwyr yw'r ffaith y rhagwelir gostyngiad yn y gyfradd genedigaethau (er enghraifft amcangyfrifir bod 2,831 o blant 5 oed yn y sir yn 2021, yn syrthio i 2,621 o blant 5 oed erbyn 2032).

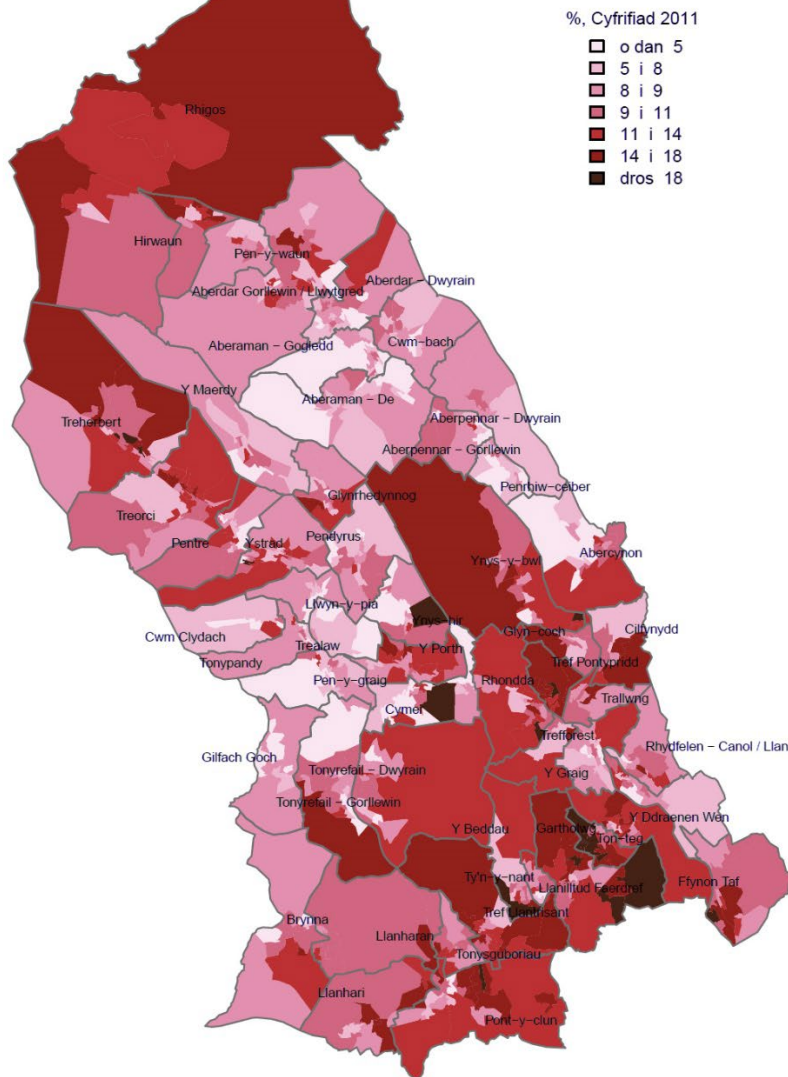
### Siaradwyr Cymraeg

Yn ôl ffigurau Cyfrifiad 2011, roedd gan y sir **27,779** o siaradwyr Cymraeg, sy'n cynrychioli **12.3%** o'r boblogaeth ond bydd rhaid aros ychydig eto nes bydd ffigurau Cyfrifiad 2021 ar gael er mwyn cael darlun clir o gynnydd a'r meysydd y bydd angen i ni fynd i'r afael â nhw, gan ddiweddarau'r strategaeth hon yn unol â hynny.

Mae'r map sy'n dilyn yn rhoi darlun mwy gweledol o ble mae siaradwyr Cymraeg Rhondda Cynon Taf yn ôl ffigurau Cyfrifiad 2011 fesul ward. Mae'r manau coch mwy tywyll yn dynodi nifer uwch o siaradwyr Cymraeg na'r rhannau golau. Mae 14 ward allan o'r 36 â chanrannau uwch na'r cyfartaledd sirol (12.3%) o siaradwyr Cymraeg gyda chlystyrau mwy o gymunedau a chanrannau uwch yn ne'r sir, tra bod pocedi o ganrannau uwch yng nghymunedau gogleddol y Sir.

## Rhondda Cynon Taf

Tabl: Sgiliau yn y Gymraeg  
KS207WA0014 (Gallu siarad, darllen ac ysgrifennu Cymraeg)



Dangosir canrannau o fewn ardaloedd cynnyrch Cyfrifiad 2011, o fewn adrannau etholiadol

Crëwyd gan Hywel Jones. Cywirwyd newidynnau KS208WA0022-27

Yn cynnwys data Ystadegau Gwladol © Hawlfraint y Goron a hawl cronfa ddata 2013; Yn cynnwys data Arolwg Ordians © Hawlfraint y Goron a hawl cronfa ddata 2013

## Gweithlu

Mae Cyngor Bwrdeistref Sirol Rhondda Cynon Taf yn gyflogwr mawr yn yr ardal ac yn ymrwymedig i sicrhau cyfleoedd i'r holl weithlu feithrin ymwybyddiaeth o'r iaith, ei dysgu a gwella eu sgiliau Cymraeg. Mae hyn hefyd yn ffordd uniongyrchol i ni chwarae ein rhan yn y gwaith o gynyddu niferoedd ein siaradwyr Cymraeg.

Mae'r tabl syml isod yn crisialu'r gwaith a wnaed hyd yma:



<b>Staff y Cyngor – sgiliau Cymraeg</b> (nid yw'r ffigurau'n cynnwys staff sy'n gweithio mewn ysgolion)	<b>2017-2018</b>	<b>2020-2021</b>
Dim sgiliau Cymraeg	66.99%	44.40%
Sgiliau Lefel 1	22.12%	39.64%
Rhugl	5.69%	8.69%

(gwelwyd cynnydd hefyd ym mhob un o'r lefelau eraill, 2-5)

Er bod cynyddu sgiliau Cymraeg y gweithlu wedi'i gwmpasu gan ofynion safonau eraill o dan Reoliadau Safonau'r Gymraeg 2015, mae'n wir dweud bod y gwaith hwn yn allweddol i gynyddu nifer ein siaradwyr a'r defnydd o'r Gymraeg erbyn 2050.

### **Llais trigolion Rhondda Cynon Taf: “dysgu” “ymarfer” “defnyddio”**

Rhwng mis Medi a Hydref 2021, cynhaliwyd ymgynghoriad cyhoeddus â thrigolion Rhondda Cynon Taf ar ddatblygu'r strategaeth newydd i hybu'r Gymraeg.

Gofynnwyd i drigolion beth fyddai'n eu helpu i ddefnyddio mwy o'r Gymraeg. Yr ateb mwyaf cyffredin oedd “mwy o gyfleoedd i'w defnyddio” (55.6%). Dywedodd 15.7% o'r ymatebwyr y byddai “cyfle i ddyysgu” yn eu helpu i ddefnyddio'r iaith, a 10.7% yn nodi “mwy o hyder”. Ymhlith yr hyn a nodwyd gan ymatebwyr, roedd nodi pa aelodau o staff sy'n siarad Cymraeg mewn siopau/caffis/bwytyai a “mwy o bobl i siarad gyda nhw”.

Gofynnwyd i drigolion ble roedden nhw'n defnyddio'r Gymraeg, gyda 53.4% yn dweud yn y cartref a 50% yn y gwaith.

Gofynnwyd a fyddai'r ymatebwyr, neu rywun roedden nhw'n eu hadnabod â diddordeb mewn dysgu'r iaith neu wella eu sgiliau. Nododd mwyafrif clir (59%) eu bod nhw, neu rywun roedden nhw'n eu hadnabod â diddordeb mewn dysgu neu wella sgiliau, gyda 13% arall yn nodi “efallai”.

O ran y meysydd lle byddai pobl am weld rhagor o wasanaethau drwy gyfrwng y Gymraeg, nododd 65.2% o'r ymatebwyr fod angen mwy o wasanaethau Cymraeg ym maes Gwasanaethau Ieuencid. Yn ail daeth Blynyddoedd Cynnar ynghyd a Thwristiaeth a Pharciau (59.6%) a nododd 55.6% fod angen mwy o wasanaethau Chwaraeon a Hamdden yn Gymraeg.

O ran pa feysydd fyddai'n cael y budd gorau o'r gwasanaethau hyn, y prif themâu ddaeth i'r amlwg ym marn yr ymatebwyr oedd addysg, blynyddoedd cynnar a gwasanaethau ieuencid, gan awgrymu bod caffael iaith fel plentyn a normaleiddio defnydd o'r iaith i blant a phobl ifanc yn hanfodol i'r ymatebwyr. Ymhlith ymatebion eraill roedd yr angen i roi lle amlwg i'r Gymraeg wrth i'r Cyngor ymwneud â phobl ynghyd â hyrwyddo diwylliant yn ogystal â'r iaith.

Ymhlith rhai o'r sylwadau, cafwyd:

“Dydw i ddim yn teimlo bod digon o gyfleoedd i ddefnyddio'r iaith y tu allan i'r ystafell ddsbarth”

“Mae fy nghymuned leol i'w gweld yn falch i ddefnyddio'r iaith”

Pan ofynnwyd iddynt sut y gellid cynyddu nifer y siaradwyr Cymraeg yn Rhondda Cynon Taf, nodwyd

- Gwersi iaith am ddim neu am gost isel
- Rhoi'r Gymraeg yn gyntaf fel yr iaith ddiodyn ar gyfer gwasanaethau cyhoeddus
- Ehangu ysgolion Cymraeg mewn ardaloedd lleol i leihau'r angen i deithio
- Amlygu'r Gymraeg mewn siopau a chaffis
- Cefnogaeth i rieni disgyblion mewn addysg Gymraeg
- Gwreiddio'r Gymraeg mewn mannau cymunedol a gweithgareddau yn y gymuned
- Anogaeth i staff ac ymwelwyr mewn siopau, caffis ac ati i ddefnyddio'r Gymraeg wrth ddechrau sgwrs.

Mewn arolwg arall a gynhaliwyd yn 2021, RhCT Gyda'n Gilydd, arolwg Helpu Cymunedau i Ffynnu, holwyd trigolion beth hoffent weld mwy ohono yn eu cymunedau. Mewn ymateb i'r cwestiwn hwnnw, nododd 42% mai eu dymuniad oedd gweld rhagor o gyfleoedd i ddysgu, i ddefnyddio ac i ymarfer y Gymraeg yn lleol yn eu cymunedau.



Felly mae awydd trigolion Rhondda Cynon Taf i fyw mewn cymunedau lle mae'r Gymraeg yn rhan o'u bywydau bob dydd yn eglur, a nod y strategaeth hon yw ymateb i ddyheadau pobl yn y meysydd dan sylw. Mae'r strategaeth yn ymrwmo'r Cyngor i ateb y galwadau hyn, sydd hefyd yn gydnaws â'r weledigaeth yn genedlaethol. Yn yr adran nesaf, rydym yn egluro seiliau thematig y strategaeth.

## Meysydd Blaenoriaeth y Strategaeth

Fel y nodwyd, mae ein strategaeth ar gyfer hybu'r Gymraeg yn Rhondda Cynon Taf yn seiliedig ar awydd ein trigolion i weld mwy o gyfleoedd i ddysgu'r iaith, i ymarfer yr iaith a'i defnyddio yn eu cymunedau.

Mae'r strategaeth wedi'i strwythuro o gwmpas 3 thema blaenoriaeth Cymraeg 2050 sef cynyddu nifer y siaradwyr Cymraeg; cynyddu'r defnydd o'r Gymraeg a sicrhau amodau ffafriol i'r Gymraeg.

### Thema 1: Cynyddu nifer y siaradwyr Cymraeg

Yn ôl y Llywodraeth, mae dau brif ddull o sicrhau miliwn o siaradwyr:

- trosglwyddo'r Gymraeg o un genhedlaeth i'r llall o fewn y teulu
- datblygu a chynnal sgiliau drwy addysg a hyfforddiant, o'r blynyddoedd cynnar hyd at ddarpariaeth yn y Gymraeg i oedolion.

Rydym yn cydnabod cyfraniad pwysig trosglwyddo iaith o fewn y teulu ond hefyd yn pwysleisio pa mor allweddol yw'r system addysg fel y prif ddull o greu siaradwyr Cymraeg newydd yn ardal Rhondda Cynon Taf. Felly bydd y strategaeth hon yn gweithio law yn llaw â'n Cynllun Strategaeth Cymraeg mewn Addysg ar gyfer 2022-2032. Ochr yn ochr â'r CSCA a chyfleoedd i bobl ddysgu'r iaith yn y gymuned, byddwn yn trefnu ein gweithgareddau i ateb y nodau cenedlaethol oddi mewn i'n cyd-destun lleol ni.

1. **Trosglwyddo'r iaith o fewn y teulu:** cynyddu anogaeth a chefnogaeth i deuluoedd drosglwyddo'r iaith yn y cartref.

2. **Y blynyddoedd cynnar:** ehangu darpariaeth drwy gyfrwng y Gymraeg yn y blynyddoedd cynnar fel pwynt mynediad i addysg cyfrwng Cymraeg.

3. **Addysg statudol:** cynnal a chryfhau system addysg statudol sy'n cynyddu'r nifer o siaradwyr Cymraeg hyderus.

4. **Addysg ôl-orfodol:** cefnogi a hyrwyddo darpariaeth sy'n cynyddu cyfraddau dilyniant ac yn cefnogi pawb, ni waeth pa mor rhugl eu Cymraeg, i ddatblygu sgiliau yn yr iaith i'w defnyddio'n gymdeithasol ac yn y gweithle.

5. **Y gweithlu addysg, adnoddau a chymwysterau:** cefnogi mesurau i gynyddu a gwella:

- y gweithlu addysg a hyfforddiant sy'n gallu addysgu'r Gymraeg ac addysgu drwy gyfrwng y Gymraeg
- yr adnoddau a'r cymwysterau sydd eu hangen i gefnogi cynnydd yn y ddarpariaeth.

## Thema 2: Cynyddu'r defnydd o'r Gymraeg

Rydym am i'r defnydd o'r Gymraeg fod yn rhan arferol o fywyd bob dydd, fel bod siaradwyr ar bob lefel yn teimlo'n hyderus i'w defnyddio mewn sefyllfaoedd ffurfiol ac anffurfiol. Rydym am weld pob dysgwr yn gadael yr ysgol gyda'r gallu i ddefnyddio'r Gymraeg yn gymdeithasol ac yn y gweithle. I gefnogi'r datblygiadau ym myd addysg, mae angen i ni ddarparu cyfleoedd i ymarfer a defnyddio'r iaith yn rheolaidd.

Mae angen cyfleoedd ar bobl i ddefnyddio'r Gymraeg mewn lluoedd o sefyllfaoedd gwahanol sy'n adlewyrchu'r amrywiaeth yn eu ffordd o fyw. Yn y pen draw, y weledigaeth yw bod pobl yn defnyddio'r iaith ar bob cyfle, a bod y cyfleoedd ar gael ym mhob man.

Bydd hyn yn golygu targedu cymorth mewn ffordd sy'n cydnabod gwahanol anghenion gwahanol bobl. Er enghraifft bydd gan siaradwyr newydd, neu rieni/gofalwyr heb sgiliau Cymraeg sy'n anfon eu plant i ysgolion Cymraeg, anghenion gwahanol i siaradwyr rhugl, hyderus. P'un a ydynt wedi'u magu gyda'r Gymraeg ers yn fabanod, neu wedi dysgu yn yr ysgol neu fel oedolion, iaith i bawb yw'r Gymraeg, a byddwn yn anelu at roi cyfleoedd i bawb ddefnyddio'r iaith.

Nodau:

**6. Y gweithle:** cynyddu'r defnydd o'r Gymraeg yn y gweithle ar draws pob adran o'r Cyngor drwy gynyddu hyder a sgiliau ein staff.

**7. Gwasanaethau:** cynyddu ystod y gwasanaethau a gynigir i siaradwyr Cymraeg, a chynyddu'r defnydd o wasanaethau Cymraeg.

**8. Defnydd cymdeithasol o'r Gymraeg:** gan weithio gyda'n partneriaid yn lleol, cefnogi sefydlu arferion cadarnhaol o ran defnyddio'r iaith, ynghyd â chyfleoedd ffurfiol ac anffurfiol i ddefnyddio'r Gymraeg yn gymdeithasol.

## Thema 3: Creu amodau ffafriol i'r Gymraeg

Er mwyn cefnogi'r ymdrechion i gynyddu nifer y siaradwyr Cymraeg a'r defnydd o'r Gymraeg, mae angen creu amodau addas ac amgylchedd lle gall y Gymraeg a'i siaradwyr ffynnu.

Mae'r economi'n hanfodol er mwyn creu'r amodau cymdeithasol priodol i ddefnyddio'r Gymraeg. Er nad ydym yn gallu rheoli pob ffactor sy'n dylanwadu ar dwf economaidd, mae yna bethau y gallwn ddylanwadu arnynt. Er enghraifft,

- y pwys a roddir ar y Gymraeg
- swyddi sector cyhoeddus yn y Cyngor
- sicrhau bod y Gymraeg yn cael ei gweld fel sgil gwerthfawr
- cyfleoedd i ddefnyddio'r sgiliau hyn.

I gynyddu nifer y bobl sy'n siarad Cymraeg, datblygu eu hyder i wneud hynny, a hwyluso'r defnydd o'r Gymraeg mewn amryw o leoliadau, mae angen cefnogaeth

adnoddau digidol, cyfryngau amrywiol, gwasanaethau cyfieithu sy'n manteisio i'r eithaf ar y dechnoleg ac adnoddau ieithyddol diweddaraf. Mae'r rhain i gyd yn elfennau sy'n adlewyrchu ac yn cynnal statws y Gymraeg fel iaith fyw, ac maent yn hollbwysig ar gyfer siaradwyr Cymraeg ar bob lefel.

Er mwyn i'r strategaeth lwyddo, rhaid i ni rannu'r cyfrifoldeb am gynllunio ieithyddol gyda'n partneriaid, a thrwy hynny datblygu'r capasiti a'r arbenigedd yn y maes hwn a gwella'r ddealltwriaeth o ddwyieithrwydd.

Ein gweledigaeth yw gweld y Gymraeg yn rhan arferol o fywyd bob dydd, gydag ewyllys da tuag ati a mwy o bobl yn ei defnyddio. Rydym am i'r Gymraeg fod yn berthnasol i bawb waeth a ydynt yn siarad Cymraeg, Saesneg neu iaith arall. Fel rhan o hyn, mae angen i ni wneud mwy i ddatlu'r Gymraeg fel rhan allweddol o'n diwylliant cyfoes.

Nodau:

**9. Cymuned a'r economi:** sicrhau bod y Gymraeg yn elfen amlwg wrth i'r Cyngor gefnogi seilwaith economaidd-gymdeithasol ardal Rhondda Cynon Taf.

**10. Diwylliant a'r cyfryngau:** sicrhau bod y Gymraeg yn cael ei gwarchod fel rhan annatod o'n diwylliant.

**11. Cymru a'r byd ehangach:** sicrhau bod y Gymraeg yn rhan ganolog o'n hymdrechion i groesawu a chymhathu pobl sy'n symud i Gymru ac i'r ardal hon. Chwilio am gyfleoedd i ddatlu ac ymgysylltu â'n diaspora Cymraeg.

**12. Technoleg ddigidol:** sicrhau bod y Cyngor yn chwarae ei ran wrth sicrhau bod y Gymraeg wrth wraidd arloesi mewn technoleg ddigidol i'w gwneud yn bosibl defnyddio'r Gymraeg ym mhob cyd-destun digidol.

**13. Seilwaith ieithyddol:** sicrhau bod seilwaith y Gymraeg (darpariaethau technolegol ac adnoddau iaith) yn parhau i ddatblygu ar gyfer cyflawni'r strategaeth hon.

**14. Cynllunio ieithyddol:** sefydlu gwaith cynllunio ieithyddol a hybu'r iaith yn lleol fel elfennau hanfodol o waith polisi'r Cyngor, gan ddeall dwyieithrwydd ac anghenion siaradwyr Cymraeg yn well a'u cefnogi.

**15. Gwerthuso ac ymchwil:** parhau i adeiladu ar ein tystiolaeth a data am y Gymraeg a'i siaradwyr yn Rhondda Cynon Taf fel sail ar gyfer asesu effeithiolrwydd y strategaeth hon a datblygiadau polisi'r Cyngor o ran y Gymraeg.

## Gweithredu

Er bod y strategaeth hon yn ymwneud â'r meysydd y mae gan y Cyngor ddylanwad uniongyrchol drostynt, mae sicrhau llwyddiant yn dibynnu ar gydweithio ymron pob maes. Mae nifer o'n partneriaid yn rhannu'r un blaenoriaethau â ni ac felly byddwn yn chwilio am bob cyfle i gyfuno ymdrechion a chefnogi eraill er mwyn cynyddu cyfleoedd i ddefnyddio'r Gymraeg ar draws y fwrdeistref.

## **Mesur Effaith**

Er mwyn gallu mesur effeithiolrwydd ein gweithgareddau, a datblygu polisïau yn y dyfodol ar sail tystiolaeth, mae'n hanfodol ein bod yn adnabod dangosyddion allweddol a pharhau i ddatblygu ein rhaglen o ddadansoddi data ac ymchwil ar gyfer y Gymraeg yn Rhondda Cynon Taf. Byddwn hefyd yn cydweithio â phartneriaid i sicrhau ein bod yn deall effaith ein holl weithgareddau ar dwf y Gymraeg yn yr ardal a'r defnydd ohoni gan gasglu tystiolaeth ansoddol a meintiol i olrhain cynnydd.

Tudalen wag





## RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

MUNICIPAL YEAR 2022-23

### OVERVIEW AND SCRUTINY COMMITTEE

21 MARCH 2023

#### CORPORATE DECARBONISATION STRATEGY AND ACTION PLAN

#### REPORT OF THE SERVICE DIRECTOR DEMOCRATIC SERVICES & COMMUNICATIONS

##### **1.0 PURPOSE OF THE REPORT**

- 1.1 The purpose of this report is to provide members of the Overview and Scrutiny Committee an opportunity to pre-scrutinise the draft Corporate Decarbonisation Strategy and embedded Action plan (**Appendix b**) before formal adoption at the [Climate Change Cabinet Sub Committee on the 23<sup>rd</sup> March 2023](#)

##### **2.0 RECOMMENDATIONS**

It is recommended that Members:

- 2.1 Determine any comments and recommendations the Committee wish to present as a formal response to the Climate Change Cabinet Sub Committee in respect of these proposals; And in doing so authorise the Service Director Democratic Services & Communications to report those matters to the Sub-Committee before a final determination upon the report contained in Appendix A.

##### **3.0 REASONS FOR RECOMMENDATIONS**

- 3.1 To ensure the Overview & Scrutiny has further opportunity to comment on the proposals detailed in **Appendix A** to this report.

##### **4.0 BACKGROUND**

4.1 The report attached at **Appendix A** outlines the Officer recommendations for the Climate Change Cabinet Sub-Committee to consider the Council's Draft Decarbonisation Strategy and Action Plan in response to the nationally declared climate and nature emergencies.

4.2 The Draft Strategy and Action plan (**Appendix B**) serves to provide a clear pathway and defined timescales to enable the Council to become Carbon Neutral by 2030 and to encourage the County Borough to move as close as practicable towards the Carbon Neutral ambition by the same date. The Strategy and Action Plan will also contribute towards the Welsh Government's carbon ambitions for a Net Zero public sector by 2030 and the target of a Net Zero Wales by 2050.

4.3 Members of the Overview and Scrutiny Committee previously determined at their meeting on the 25<sup>th</sup> January 2023 that when considering the Decarbonisation Strategy and Action Plan, that the **Five Calls to Action** and the **Questions senior Leaders and those who scrutinise them may want to ask** that were presented in the Audit Wales: Public Sector Readiness for Net Zero Carbon by 2030 report are also considered by the Committee. The Five Calls to Action and questions are as follows:

- Strengthen your leadership and demonstrate your collective responsibility through effective collaboration
- Clarify your strategic direction and increase your pace of implementation
- Get to grips with the finances you need
- Know your skills gaps and increase your capacity
- Improve data quality and monitoring to support your decision making

1. *Are we treating the climate crisis and the need to decarbonise as a real emergency'?*
2. *Can we demonstrate that decarbonisation is at the core of day-to-day business decisions and operations?*
3. *Is the urgency and scale of the challenge well communicated by senior leaders and understood throughout our organisation?*
4. *Do we have specific and effective scrutiny and governance arrangements for managing the journey to net zero?*
5. *Do we understand the main barriers to progress and how well are we collaborating to overcome them?*

## **5.0 PRE SCRUTINY**

5.1 Members are reminded that the purpose of pre scrutiny activity is to contribute and inform decisions of the Cabinet before they are determined. The Overview and Scrutiny Committee continues to have

the opportunity to explore and comment on a number of reports in advance of Cabinet's consideration to bring a different perspective to the decisions made and enabling Cabinet decisions to be more informed.

- 5.2 A report summarising the discussion and any recommendations made by Overview and Scrutiny will be put forward and considered by Climate Change Cabinet Sub-Committee at their meeting on 23<sup>rd</sup> March 2023

## **6.0 EQUALITY AND DIVERSITY IMPLICATIONS / SOCIO-ECONOMIC DUTY**

- 6.1 The appropriate impact assessments to accompany this decision will be presented to the Cabinet for consideration when determining this matter.

## **7.0 CONSULTATION**

- 7.1 There are no consultation requirements emanating from the recommendations set out in this report. Members are advised to consider the feedback of the consultation initiated by Cabinet in respect of these proposals.

## **8.0 FINANCIAL IMPLICATIONS**

- 8.1 There are no financial implications aligned to this report.

## **9.0 WELSH LANGUAGE IMPLICATIONS**

- 9.1 There are no Welsh language implications as a result of the recommendations set out in the report. The appropriate Welsh Language impact assessments to accompany this decision will be presented to the Cabinet for consideration when determining this matter.

## **10.0 LEGAL IMPLICATIONS AND LEGISLATION CONSIDERED**

- 10.1 The report has been prepared in accordance with paragraph Part 4 of the Constitution (Overview & Scrutiny Procedure Rules).

## **11.0 CONCLUSION**

- 11.1 Any comments and feedback to the Climate Change Cabinet Sub-Committee will ensure that the Overview & Scrutiny Committee fully evaluates the effectiveness of its overview and scrutiny function.

**RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL**

**CLIMATE CHANGE CABINET SUB-COMMITTEE**

**23<sup>rd</sup> March 2023**

**CORPORATE DECARBONISATION STRATEGY AND ACTION PLAN**

**REPORT OF THE DIRECTOR OF CORPORATE ESTATES IN DISCUSSION WITH  
THE CABINET MEMBER FOR CLIMATE CHANGE AND CORPORATE SERVICES**

**Author(s): Anthony Roberts, Head of Energy & Carbon Reduction, and  
Paul Dukes, Principal Carbon Reduction Officer**

**1. PURPOSE OF THE REPORT**

- 1.1 The purpose of the report is to enable Members to consider, review and approve the adoption of the draft Corporate 'Decarbonisation Strategy' and embedded 'Action Plan', the aim of which is to provide a clear pathway, with defined timescales, to assist the Council in delivering upon its target of achieving Carbon Neutral status by 2030.

**2. RECOMMENDATIONS**

It is recommended that Members:

- 2.1 Note and comment upon the contents of this report and the Council's draft Decarbonisation Strategy and Action Plan (*in Appendix b*).
- 2.2 Consider the draft Decarbonisation Strategy and Action Plan as providing the pathway for the Council to:
- a) Meet its stated carbon reduction targets as published in the Council's Climate Change Strategy 2022-2025
  - b) Contribute in response to the nationally declared climate and nature emergencies.
- 2.3 Agree to maintain and prioritise the Decarbonisation debate, to increase and/or vary the speed and scope of the Council's Decarbonisation work, and to recognise the need for all stakeholders to work together to make a positive difference.
- 2.4 Agree to receive regular updates on progress and to amend the action plan as appropriate to ensure we remain on target to meet our ambitions.

### **3. REASONS FOR RECOMMENDATIONS**

- 3.1 To provide a clear pathway and defined timescales to enable the Council to become Carbon Neutral by 2030 and to encourage the County Borough to move as close as practicable towards the Carbon Neutral ambition, by the same date.
- 3.2 To contribute towards the Welsh Government's carbon ambitions for a NZ public sector by 2030 and the target of a Net Zero Wales by 2050.

### **4. BACKGROUND**

- 4.1 In 2017, the Welsh Government set out its own carbon reduction ambitions for the public sector by 2030 and this is reflected by RCTCBC's own carbon neutral commitments that are reflected in the Council's Climate Change Strategy 2022-2025 (*see 4.5 below*).
- 4.2 The Council has made progress in many aspects of its work, to adapt to and mitigate the effects of Climate Change, including a reduction in the Council's Carbon Footprint of around 1,200tCO<sub>2</sub>e in 2021/22 from the equivalent 2019/20 baseline (*the effects the 'Covid-19 Pandemic' mean that the data for 2020/21 has been set aside for the purposes of this report*).
- 4.3 Over the past three years, the Council have calculated and reported its carbon emissions, under the Welsh Government Public Sector Net Zero Reporting Scheme. The annual reporting process has provided insight into the emissions profile of the Council's operations and services. The ongoing reporting process has developed into a sound basis to inform the development of future work to drive the Council's efforts to become a Carbon Neutral Council by 2030.
- 4.4 In March 2019, the Welsh Government published 'Prosperity for All: A Low Carbon Wales' which includes Policy 20: *To support the public sector to baseline, monitor and report progress towards carbon neutrality*. Considering this, in early 2022, the Council engaged with the Carbon Trust to assist in the development of a Corporate Decarbonisation Strategy and Action Plan which are the subject of this report.
- 4.5 The draft Strategy and Action Plan was developed, with assistance from the Carbon Trust, and is designed to deliver results on commitments made within the Council's Climate Change Strategy 2022-2025 (*also referred to as the 'CCS' or 'Think Climate RCT'*). Whilst the CCS is a County Borough-wide Strategy, the targets and ambitions identified therein are cross referenced within the Action Plan that is included in the Corporate Decarbonisation Strategy, and it is intended that the ambitions of Corporate Decarbonisation Strategy will help underpin and support the wider ambitions of the CCS.

## **5. THE DEVELOPMENT PROCESS**

5.1 The Council's Decarbonisation Strategy (*as set out in Appendix b*) seeks to provide a strategic overview of the key priority areas for action across all Council Service Areas. This plan will guide future policy direction and set out clear measures to aid the Council in delivering upon its targets and ambitions as laid out in the Climate Change Strategy 2022-2025.

The purpose of the Strategy is to set out specific, high reaching actions to:

- Reduce the Council's operational emissions, i.e. emissions generated from buildings, transport and staff vehicle use.
- Reduce the Council's supply chain emissions, i.e. emissions generated from the Council procurement of goods and services.
- Maximise Council land use for its sequestration potential and the self-generation of renewable electricity.

5.2 The Strategy is built upon the four priority areas for decarbonisation, namely, Transport, Buildings, Supply Chain & Land Use, as set out in Welsh Government's 'Net Zero Carbon Status by 2030: A Public Sector Route Map'. Informed by this, the Decarbonisation Strategy has presented key headline commitments to drive decarbonisation up to 2030. The commitments are Council specific and are aligned with those set out in the Climate Change Strategy.

5.3 The Strategy has been developed collaboratively with support across multiple service areas. A series of workshops were held with Officers from across the Council, focussed around the four stated categories. The workshops provided an opportunity for Service Areas to promote their current and ongoing carbon reduction measures and identify / assess the feasibility of further interventions that could be taken forward in support of decarbonising the Council's services and operations.

5.4 It was clear from the workshop feedback that we need to do more, and at pace, to make sure that all our services and all our staff are contributing to reducing carbon emissions across all aspects of the Council's business, so that every aspect of our work contributes to the reductions in the Council's Carbon Footprint.

5.5 Utilising 2019/20 as the baseline year, a range of pathway modelling scenarios were predicted, using the Science Based Target initiative methodology (SBTi), and are presented to highlight the Council's expected emissions trajectory, from 2019 through to 2030.

5.6 The Strategy looks at a range of emissions pathways, that have been modelled to represent the range of options considered achievable to meet what can be foreseen as 'a scale for Carbon Neutrality'.

5.7 In consideration of this initial assessment, we will need to closely monitor our performance, with the Plan being considered for use as a 'live document', which will be updated regularly. This will give the opportunity to assess the scale of action with each review and allow for the action plan to be updated, to take account of improvements in future technologies and enhanced methods of delivery.

- 5.9 The pathway modelling underscores the scale of the challenge ahead. The Actions contained within the Strategy's 'Action Plan' are thus of paramount importance in driving the Council's efforts to meet the 2030 targets. Likewise, the 'Action Plan' covers the overarching strategic aims for each of the four themes. The Plan categorises actions into those that should be achieved in the near-term (*i.e. to the end of calendar year 2025*) and further ambitions that should be achieved over the longer-term (*i.e. out to the target of 2030*). As with the Strategy's development, the Actions contained therein are cross-service related and will require adoption by each Service Area, as required.

## **6. EQUALITY AND DIVERSITY IMPLICATIONS / SOCIO-ECONOMIC DUTY**

- 6.1 A Socio-Economic Impact Assessment has been completed and the main considerations are listed below.
- 6.2 Under the Equality Duty (set out in the Equality Act 2010), local authorities are required to have 'due regard' to the need to eliminate unlawful discrimination, as well as to advance equality of opportunity and foster good relations between people who share a protected characteristic and those who do not.
- 6.3 In line with the Equality Act 2010, Rhondda Cynon Taf County Borough Council is committed to working towards achieving the Well-Being goal of a more equal Wales, as set out by the Well-Being of Future Generations Act (*also refer to item 12*), and ensuring equal access to its services and opportunities, no matter background or circumstance.
- 6.4 The Decarbonisation Strategy will aim to support the alleviation of poverty and deprivation, improve access to employment opportunities, improve access to skills and to develop improved infrastructure and healthier communities. The Council will ensure that decisions taken in support of the Decarbonisation Agenda will advocate for disability and accessibility equality in the roll out of related works, in line with the Council's Equality and Diversity Policy.

## **7. WELSH LANGUAGE IMPLICATIONS**

- 7.1 A Welsh Language Impact Assessment has been completed and the main considerations are listed below.
- 7.2 Public bodies must work to achieve all seven well-being goals put in place by the Well-Being of Future Generations Act (*also refer to item 12*), with achieving a Vibrant Culture and Thriving Welsh Language being one of the seven goals. The Welsh Government's ambition is to see the number of people able to enjoy speaking and using the Welsh language to reach a million by the year 2050, for further information see the Cymraeg 2050 Welsh Language Strategy. The Council intends to support this ambition by providing the conditions to facilitate an increase in the use of the Welsh Language.



- 7.3 Under the Welsh Language (Wales) Measure 2011, RCTCBC has a duty to comply with specific standards in respect of the delivery of Welsh language services. To ensure that we meet the requirements of the Measure, we have undertaken a Welsh Language Impact Assessment to assess the likely effects of the Decarbonisation Strategy on the Welsh language, both within our workforce and in the community, so that we can mitigate any negative impacts and enhance the positive impacts.
- 7.4 The Council will ensure that decisions taken in support of decarbonisation will support the aims and ambitions of the Council's Welsh Language Promotional Strategy.
- 7.5 Due to the high level and diverse nature of the Decarbonisation Strategy & Action Plan, assessing the detail of the likely effects of the strategy for staff and potentially residents on Welsh Language will be further addressed in implementations that are undertaken to deliver the actions required to meet the Council's decarbonisation ambitions.

## **8. CLIMATE CHANGE IMPLICATIONS**

- 8.1 The intent of this report is in furthering the ambitions for the Council's Climate Change Agenda, and if the potential as described herein and contained in Appendix b is realised, the outcomes could deliver a significant contribution towards tackling climate change.

## **9. CONSULTATION / INVOLVEMENT**

- 9.1 Workshops have been held with key officers across the Council to help develop and inform the draft Strategy and Action Plan. The draft Strategy and Action Plan was also presented to the Senior Leadership Team on 11<sup>th</sup> January 2023 for their comments and endorsement.

## **10. FINANCIAL IMPLICATION(S)**

- 10.1 The costs for engaging The Carbon Trust to help develop the Decarbonisation Strategy and Action Plan have been met from within existing budgets.
- 10.2 It is recommended, that moving forward, an agreed programme of work to deliver the Council's Decarbonisation Strategy and Action Plan should be incorporated into Medium Term Financial Planning arrangements to ensure resource requirements are reviewed, challenged, and projected for.



# Decarbonisation Strategy (2023 – 2025)

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

March 2023



**The Carbon Trust's mission is to  
accelerate the move to a decarbonised future.**

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# Contents

- 1. Executive Summary ..... 2
- 2. Introduction and context..... 7
- 3. Action Plan ..... 12
- 4. Net zero target ..... 29
- 5. Enablers and resources ..... 35
- 6. Governance approach..... 39
- 7. Route Map Timeline..... 41
- Appendices ..... 42

# 1. Executive Summary

## 1.1. Ambition

Rhondda Cynon Taf County Borough Council (RCTCBC) is committed to supporting the Welsh Government's target of a net zero public sector by 2030. The Council has now set its target to align with the Science Based Target Initiative's net zero definition to mitigate at least 90% of Council emissions by 2030, and balance residual emissions with greenhouse gas (GHG) removals.

By working across the Council's internal operations, staff in all departments can play their part in reducing emissions both in their work and by supporting carbon reduction initiatives. Emissions from the supply chain will be tackled by continuing the ongoing engagement with suppliers and working in partnership to calculate the carbon impact of goods and services provided to the Council.

The Council has a large portfolio of land assets in its ownership and has developed plans to increase the amount of carbon dioxide this land sequesters. By improving the quality of peatland and quantity of woodland, and increasing the amount of renewable energy generated on this land through large scale wind and solar farms, the Council aims to balance its residual emissions.

The scale of the challenge to achieve net zero should not be underestimated, and even with the carbon reductions the Council has already achieved and projects we plan to implement in the next decade, more still needs to be done to reach the target. The Council plans to reduce emissions through energy efficiency measures, switching to low carbon transport and heating, and increasing the amount of energy generated and carbon sequestered on its land. The Action Plan within this Strategy states clear actions for the next few years and the longer-term ambitions which give direction for the longer term. The Action Plan will be used as a live document which will be updated regularly, and the scale of action increased with each review.

## 1.2. Carbon footprint

The Council's carbon footprint as reported in the Welsh Government Public Sector Net Zero Reporting (Net Zero Reporting) has been used within this Strategy. Emissions for the baseline year of 2019/20 were 125,702 tCO<sub>2</sub>e.

The Net Zero Reporting approach has evolved over in recent years, with the scope increased to include homeworking and staff commuting. Over the three years since the baseline, emissions of the Council have dropped, with a significant dip in 2020/21 due to the Covid-19 pandemic. In particular, 2020/21 saw reduced commuting and business travel, and reduced carbon intensity of purchased goods & services (e.g. less construction procured goods). Emissions for 2021/22 were 120,907 tCO<sub>2</sub>e, with renewable energy use equivalent to 7,439 tCO<sub>2</sub>e.

RCTCBC 2019/20 Carbon Footprint Baseline	Operational emissions	Supply chain emissions
	34,528 tCO <sub>2</sub> e	91,174 tCO <sub>2</sub> e

## 1.3. Pathway scenarios

To better understand the Council's emissions pathway, the carbon footprint has been separated into Operational emissions, Supply chain impacts, and Land Use & Renewables contributions.

A range of pathways have been modelled from the baseline 2019/20 carbon footprint; these consider the future expected carbon intensity of the electricity grid. Trajectories to 2030 have been developed for Business As Usual, and an expected pathway range (high/low intervention scenarios) is based on the initiatives within the Action Plan. Using the Science Based Target initiative (SBTi), a net zero target is shown as a 90% reduction on the 2019/20 baseline.

As can be seen in the operational emissions pathway, even after the actions planned and the grid decarbonisation have been accounted for, there is still a gap to target to achieve net zero emissions in 2030.

## 2030 Emissions

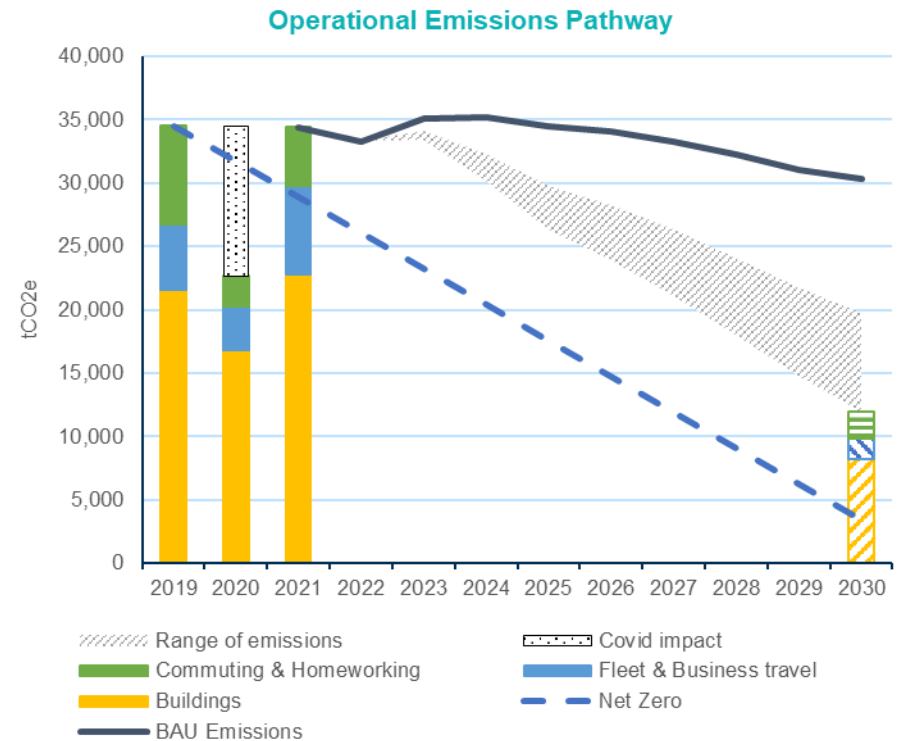
In 2030:

- The operational emission pathway estimates 11,949 tCO<sub>2</sub>e residual emissions – **this does not meet the 90% mitigation target of 3,453 tCO<sub>2</sub>e**; this demonstrated the challenge to meet net zero and the need to do more to bridge the gap
- The supply chain will be engaged and able to accurately report on their emissions contributions – this will allow the supply chain emissions pathway and target to be updated
- Renewable energy generation capacity is targeted to be over 20MW

## Operational emissions

Operations emissions are attributed to heat and electricity use in buildings and streetlighting, fuel use from owned fleet and business travel, and commuting and homeworking apportioned emissions. These are all Scope 1 & 2 emissions, with

selected Scope 3 emissions where there is operational control (e.g. business travel,

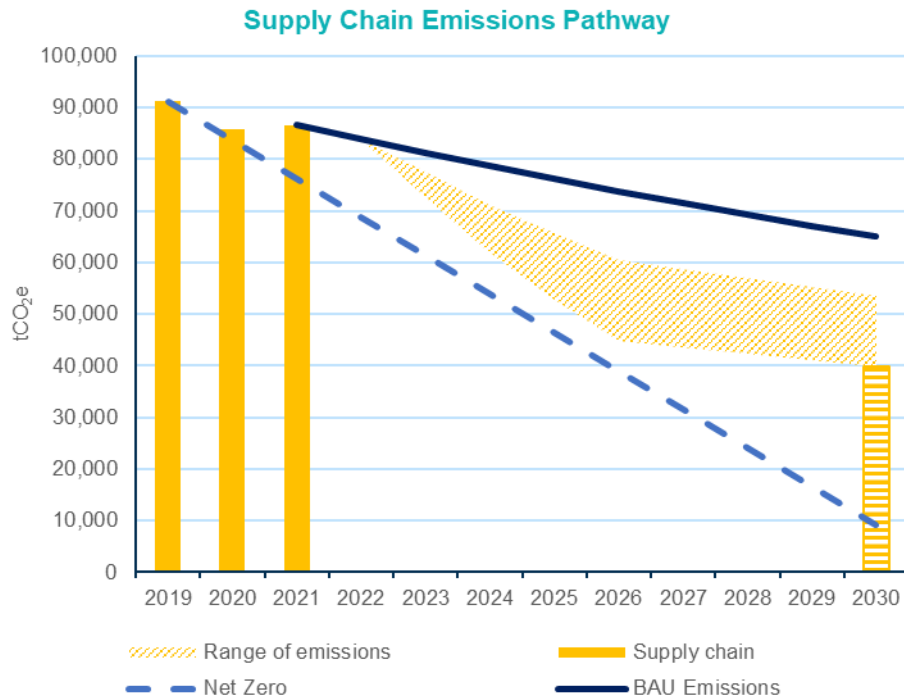


upstream energy).

## Supply Chain

Supply chain emissions are indirect Scope 3 emissions associated with purchasing goods, services and capital assets.

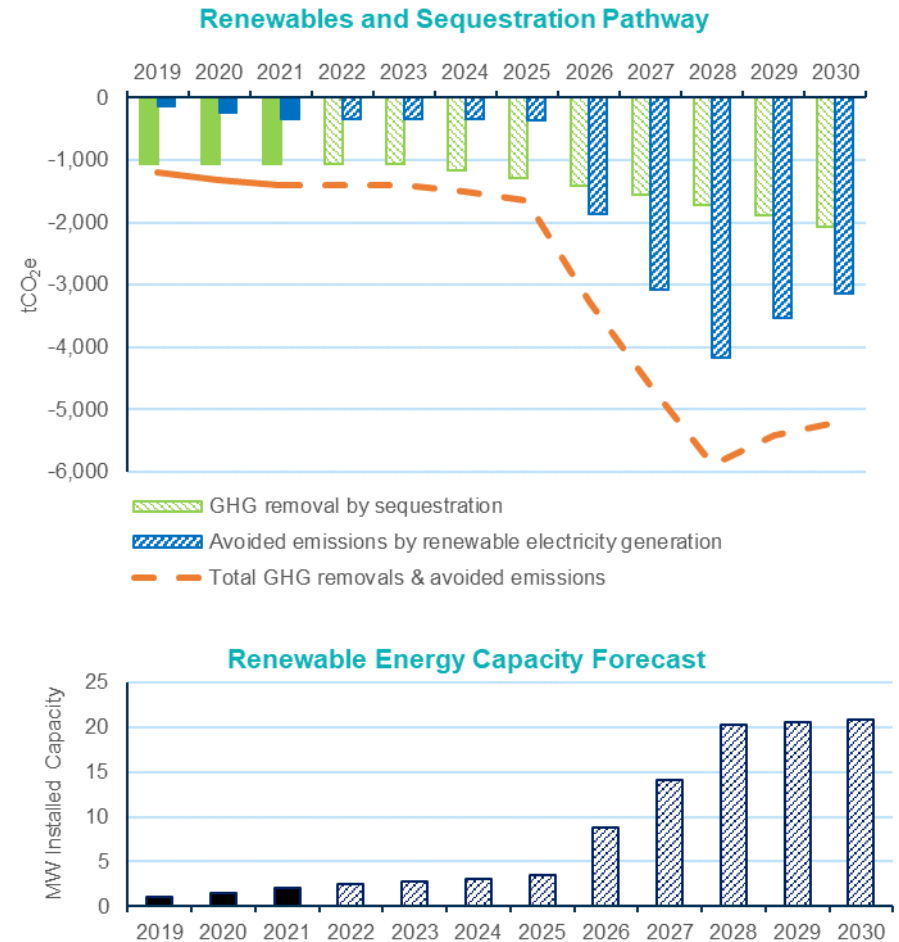
The supply chain emissions pathway is highly estimated, with the baseline footprint data calculated from procurement spend data rather than supplier specific emissions. The approach, footprint, and pathway will evolve in the coming years as data improves – this is expected to include a baseline adjustment and re-targeting for 2030.



**Land Use & Renewables**

Through dual reporting, the Council’s wider efforts for decarbonisation can be reported alongside the carbon footprint. This includes active GHG removals from

sequestration (e.g. peatland restoration), and grid-connected renewable power



generation schemes.



## 1.4. Headline Aims

There are 46 initiatives within the Action Plan; to summarise these, the following headline aims up to 2030 have been drawn out.

<b>OPERATIONAL</b>	<b>Buildings</b>	<ul style="list-style-type: none"> <li>• Improve energy efficiency of all buildings</li> <li>• Maximise renewable energy generation and low carbon heating across the estate</li> </ul>
	<b>Transport</b>	<ul style="list-style-type: none"> <li>• Increase the number of electric vehicles in the Council fleet</li> <li>• Ensure that over half of all journeys are taken by public transport, bike or walking, or by electric vehicles</li> </ul>

<b>SUPPLY CHAIN</b>	<b>Goods &amp; Services</b>	<ul style="list-style-type: none"> <li>• Improve carbon accounting for all purchased goods, services and construction</li> <li>• Only procure supplies and services from businesses that are striving to reduce their carbon emissions and, in doing so, actively support low carbon and local suppliers as part of our wider transition to net zero</li> </ul>
	<b>Capital Assets</b>	<ul style="list-style-type: none"> <li>• Work with key suppliers to evaluate and reduce emissions from building and infrastructure projects</li> </ul>

<b>LAND USE &amp; RENEWABLES</b>	<b>Sequestration</b>	<ul style="list-style-type: none"> <li>• Assess the condition of peatlands across the county and rewet where required to improve quality of land</li> <li>• Encourage natural regeneration and increase afforestation of woodland and hedgerows</li> </ul>
	<b>Renewables</b>	<ul style="list-style-type: none"> <li>• Increase renewable energy generated from Council land and buildings from the 2021/22 baseline (2MW) to 20MW by 2025</li> </ul>

scale of delivery / intervention has been used. For both 2025 and 2030, the expected pathway is above the net zero target line.

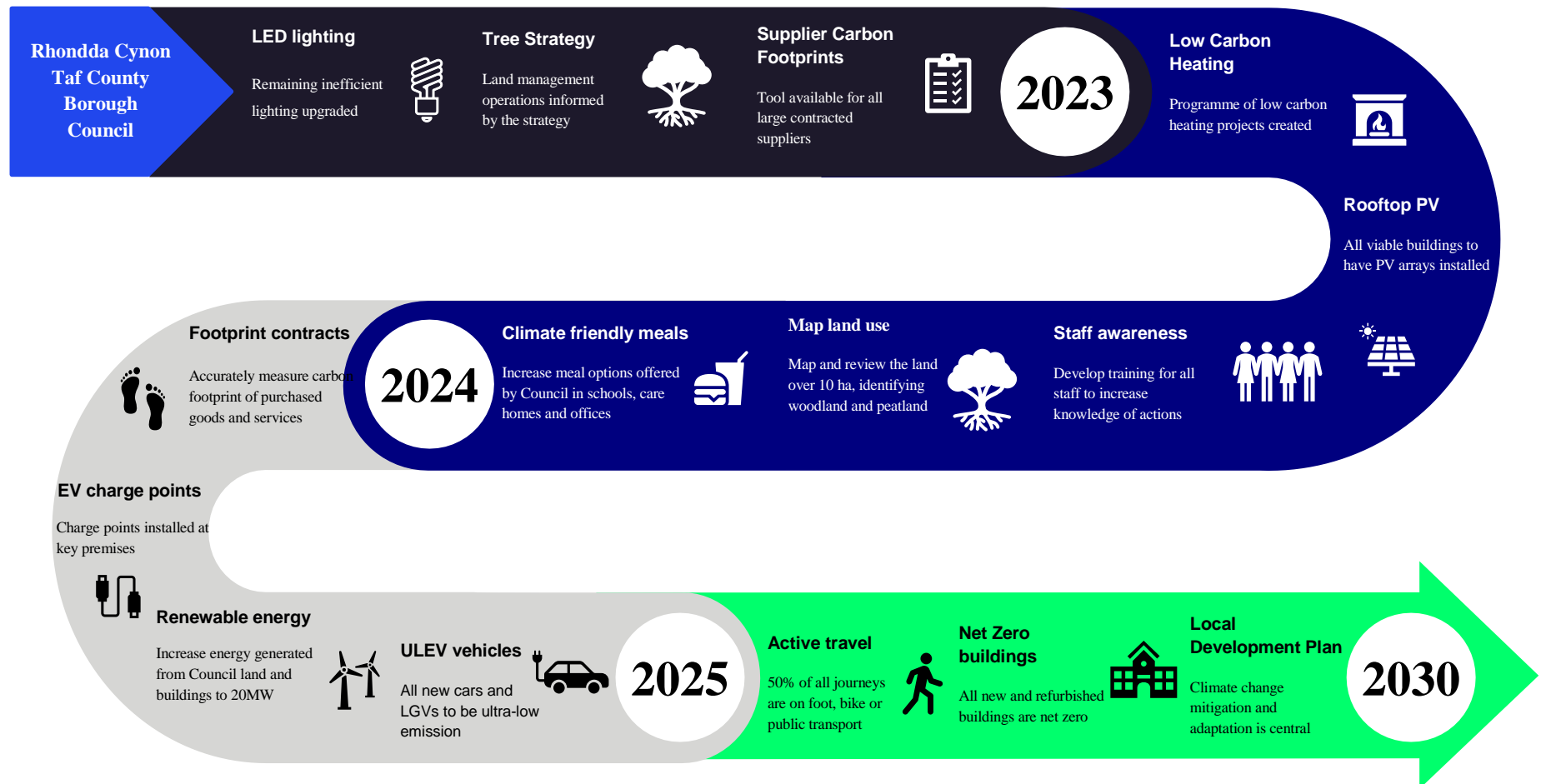
RCTCBC emission pathway	2025	2030
Operational emissions	26,354 tCO <sub>2</sub> e	11,949 tCO <sub>2</sub> e
Supply chain emissions	52,808 tCO <sub>2</sub> e	39,759 tCO <sub>2</sub> e
Total GHG removals and avoided emissions	-1,644 tCO <sub>2</sub> e	-5,220 tCO <sub>2</sub> e

The emissions pathways set the expected operational, supply chain and avoided emissions as follows. Where there is an emissions pathway ‘range’ – the higher

## 1.5. Next Steps

A visual timeline of action is shown by the route map below, with an interim date of the end of 2025 set to align with the next Welsh carbon budget. By 2030, RCTCBC aims to meet the SBTi's definition of net zero for their operational emissions.

This Strategy will undergo a review process in 2025 to re-assess the Action Plan progress and the pathway. This review will enable consideration to be given to the technological advancements which will assist decarbonisation progress, and reduce any reliance on offsetting to achieve net zero.



## 2. Introduction and context

### 2.1. Drivers for decarbonisation

#### Wales and Welsh Government legislation

Wales has been at the forefront of environmental, social and governance improvements, accounting for the impact climate change will have on future generations and enshrining in law mitigation and adaptation measures to reduce the worst consequences of global heating.

**The Well-Being of Future Generations (Wales) Act, 2015**, requires public bodies listed in the Act to work together to improve the “social, economic, environmental and cultural wellbeing of Wales.” The Act sets out seven well-being goals, with the aim of addressing several challenges including climate change to ensure that future generations have a good quality of life.

The **Environment (Wales) Act, 2016**, promotes the sustainable management of natural resources in Wales, balancing the competing priorities of building the necessary infrastructure and protecting vital ecosystems. The Act requires Welsh Ministers to set decarbonisation targets and carbon budgets - an essential first step in reducing greenhouse gas emissions. The revision to the Act (Amendment of 2050 Emissions Target) Regulations 2021, sets the target for Wales to achieve **net zero by 2050**.

In 2019, Welsh Ministers and the Senedd **declared a climate emergency**, reaffirming Wales’ commitment and determination to tackle the climate crisis. Subsequently, the Welsh Government published **Prosperity for All: A Climate Conscious Wales** – a climate change adaptation plan which outlines policies and proposals for decarbonisation to meet the goals of the first carbon budget.

To achieve net zero by 2050, a series of 5-year carbon budgets between 2016 and 2050 have been agreed upon by the Welsh Government in **Net Zero Wales: Carbon Budget 2**, published in 2021. This outlines 123 policies and proposals to meet the second of these carbon budgets (2021-2025), by reducing the required 37% of emissions compared to the second carbon budget baseline.

Net Zero Wales also commits the **public sector to achieve net zero by 2030**. In line with this commitment, the **Welsh Government Net Zero Strategic Plan (2022)** sets the approach for their own operational and supply chain emissions. Welsh Government also have modelled their pathway to fall short of a net zero 90% minimum mitigation – this further demonstrates the challenge to meet net zero, and the need to maximise delivery and further develop the approach to bridge the gap.

Welsh ministers have the ambition for public bodies and community enterprises in Wales to develop over 100MW of new renewable capacity by 2026. They also have the aim for 1GW of electricity generated in Wales to be locally owned by 2030, and for all new energy developments to have an element of local ownership.

#### Regional and local area energy planning

Collaboration will form a key part in achieving the Council's and the Government’s ambitions for net zero. RCTCBC, along with nine neighbouring local authority areas form the Cardiff Capital Region. **The Cardiff Capital Region Energy Strategy**, supported by the Welsh Government Energy Service, sets the strategic approach to deliver on the region’s ambitions for decarbonising its energy system. The Council is now developing its Local Area Energy Plan to identify projects and target development priorities for local net zero energy.

#### RCTCBC corporate policies

RCTCBC have committed to becoming net zero in their **Corporate Plan 2020-24** ‘**Making a difference**’. The Corporate Plan acknowledges that delivering our Climate Change commitment is one of the greatest challenges the Council faces. The Corporate Plan commits to delivering three main priorities, all of which will contribute to and benefit from tackling climate change:

The Council's asset strategy is set out in the **Corporate Asset Management Plan**



*RCTCBC's priorities for 2020 - 2024*

for **Property Assets for 2018/2023** and incorporates initiatives for energy efficiency and estate rationalisation which benefit carbon emissions.

The internal **Carbon Reduction Programme for FY2022/23** is part of an annual planning cycle that has been in place for over a decade. This yearly investment programme ensures sustained momentum and a protected budget for energy and carbon reduction.

The most recent revisions to the [Procurement Strategy 2021-24](#) have included a raft of measures around understanding and measuring carbon emissions in the supply chain. One of its key projects has been to engage with suppliers to improve product and service carbon footprinting.

The Council have developed an **Energy Management Strategy** which sets out measures staff and Building Managers should follow in Council buildings, in relation to heating and cooling temperatures.

The Council have developed numerous policies and schemes to promote the Sustainable Transport Hierarchy including:

- The Cycle 2 Work scheme
- Car Salary Sacrifice Scheme including electric vehicle leasing
- Electric Vehicle Charging Strategy
- Active Travel scheme

## RCT County Borough-wide policies

The Council have ambitions for the whole of RCT county borough to become net zero soon after 2030 and has recently published their overarching [Climate Change Strategy 'Think Climate RCT'](#) (2022) which shows the Council's position on their own internal and County Borough-wide carbon emissions. This county borough strategy sets initiatives and commitments for RCTCBC as an organisation which have been taken forward to align with this Strategy.

The **Climate change engagement plan** is the communications strategy for the whole county borough. As the majority of RCTCBC staff (79%) also live in the county, this strategy will be relevant to them.

## 2.2. Carbon neutral and net zero

Previously, RCTCBC committed to becoming carbon neutral by 2030. However, net zero is considered the more ambitious target and is the one set by Welsh Government for the public sector. The technical definition of net zero is still emerging, however, Welsh Government has utilised the SBTi definition within their Net Zero Strategic Plan.

The main difference between net zero and carbon neutral, based on common definitions as set out below, is the approach to residual emissions and offsetting.



**Carbon neutral** covers Scope 1 and 2 (operational emissions) and is covered by the PAS2060 standard. There is no requirement for a defined reduction target, with neutrality achieved by offsetting greenhouse gas emissions.



**Net zero**, as defined by the Science Based Targets initiative (SBTi), covers Scopes 1, 2 and 3 and demands emissions reductions in line with limiting global heating to 1.5°C. Furthermore, 90% of the baseline footprint must be reduced with only 10% of the baseline footprint being removed through GHG removals.

### 2.3. Council operations

The scale of the Council's operations can be defined as follows, with figures correct as of August 2022.



359 sites



600+ fleet vehicles



10,829 full time members of staff



Covering 423 km<sup>2</sup> of land



79% staff live in RCT

## 2.4. RCTCBC recent progress

### Energy efficiency and renewables

RCTCBC is strongly committed to understanding and reducing its carbon emissions, spending almost **£10 million on energy conservation projects since 2009**. As a result, all streetlights in RCT have been converted to LED or equivalent, saving 84% of the reported carbon; energy efficient lighting has been installed in over 805 council-owned buildings; 2MW of roof-mounted solar arrays have been installed on schools and corporate buildings; innovative hydrogen fuel cells have been installed in sites throughout RCT; and 100% of RCTCBC's electrical energy supply comes from renewable sources.

At Taff's Well Thermal Spring, two **heat pumps** have been installed to provide low carbon heat for the nearby Taff's Well Park Pavilion and local Ffynnon Taf Primary School.

In addition, so far, two viable **hydro schemes** have been identified and are currently being considered by the Climate Change Cabinet Sub-committee.

### Transport

This year, the Council published its **Ultra Low Emissions Vehicles (ULEV) Transition Plan**, to outline the Council's plan to transition 293 fleet vehicles from Internal Combustion Engine (ICE) to Ultra Low Emissions Vehicles (ULEV) over the next six years. This report sits alongside a fleet review, grey fleet review, and EV charging infrastructure report, all of which were produced for RCTCBC by the Welsh Government Energy Service.

A pilot has been introduced in the **social care sector** to transition to a fleet of electric vehicles.

Furthermore, RCTCBC is currently trialling the use of **hydrotreated vegetable oil** (HVO), sometimes known as renewable diesel, for their fleet. A report will be developed in due course to summarise the findings.

## Procurement of goods and services

In order to **decarbonise the Council's supply chain**, RCTCBC's standard procurement documents have been updated to reflect the increased interest in reporting emissions and standard sustainability questions are now asked during all tender exercises.

The **Contract Strategy** template document (which gets populated prior to any work taking place) has also been updated and will require each service area that wishes to procure goods or services to show that the carbon impact of their purchase has been considered.

RCTCBC are developing a first-of-its-kind, simple **toolkit for suppliers** to report the carbon footprint of their goods and services, which has garnered much interest from the Welsh Local Government Association, Business Wales and the Welsh Government. In the meantime, the Welsh Government's Sustainable Risk Assessment Toolkit will be used for upcoming Transport and Social Care contracts.

## Land use, tree planting and nature

The RCT county borough has one of the **highest percentages of tree coverage** in Great Britain.

RCTCBC are delivering both **tree planting** in rural and urban areas, and **natural tree regeneration** to increase carbon sequestration, among other co-benefits, in the county. In 2022, the Council spent £100,000 on tree planting, which is due to increase this year.

An **audit** is being undertaken to understand the speed of natural regeneration based on a 2009 baseline. It will only include patches of land over 10 hectares, in line with the Welsh Government Net Zero Reporting requirements. This also sets the threshold to define 'woodland' as land with over 20% tree coverage.

A **study of peatland conditions** is also ongoing, supported by a grant from Natural Resource Wales awarded in September 2022, to analyse the potential for peatland restoration. This includes a feasibility project at Cwmparc, to be complete in 2023. To raise **public awareness** of the Council's natural resources, RCTCBC has produced webpages including, Let's Talk Trees, Let's Talk Nature, and Let's Talk Wildflowers.

## 2.5. Carbon footprint and baseline

The baseline year for the Council is the financial year 2019/20; this aligns with the Welsh Government’s initial commitment to a net zero public sector, and the first year of Net Zero Reporting. The carbon footprint has been separated into Operational emissions (Scope 1-3 directly controlled), Supply Chain impacts (indirectly controlled), and Land Use & Renewables contributions (GHG removal and avoided emissions).

RCTCBC’s baseline carbon footprint for 2019/20 was 125,702 tCO<sub>2</sub>e. Considering REGO certified electricity, exported renewables and land-based sequestration (9,180 tCO<sub>2</sub>e), the net emissions were 113,721 tCO<sub>2</sub>e.

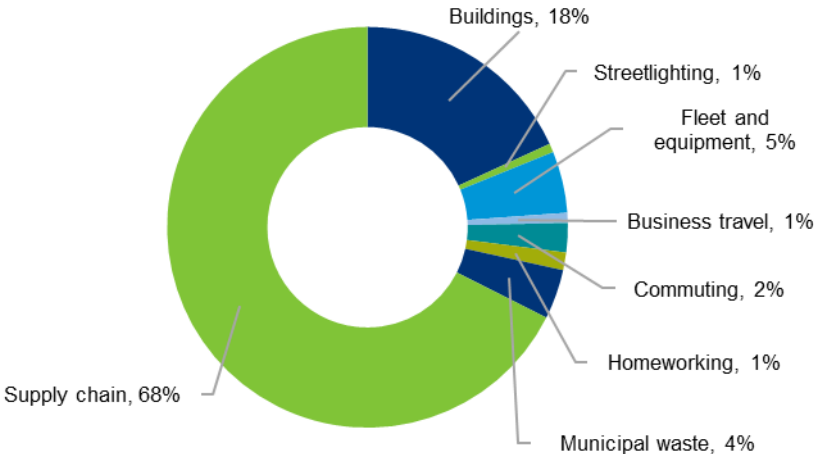
Operational emissions represent 31% of RCTCBC’s total emissions with 17% of the footprint arising from emissions from building use (primarily gas and electricity) and 10% of the footprint arising from emissions from transport.

Emissions from the supply chain account for 69% of the total footprint. Emissions from procured goods and services have been calculated using economic proxy factors to calculate emissions based on spend data. This is a highly estimated approach and there is a need to engage suppliers and increase the accuracy of future supply chain emission accounting.

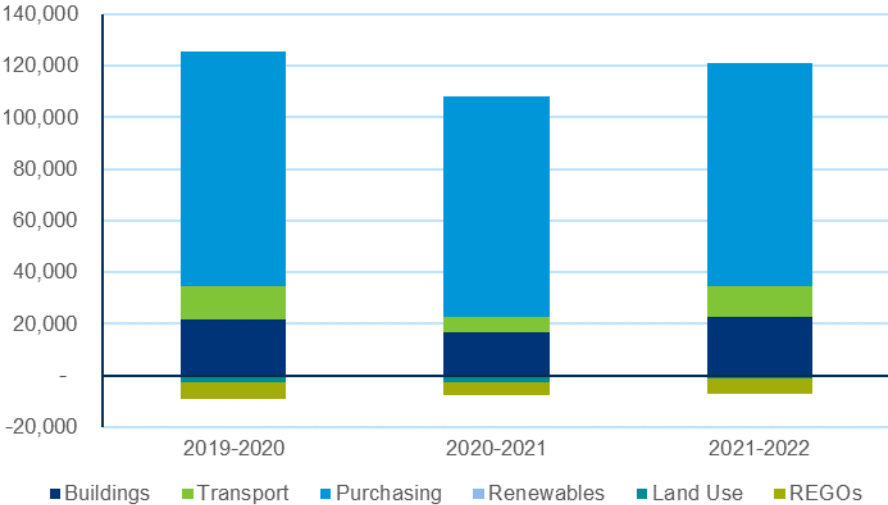
Emissions for the previous two reporting years are shown alongside the baseline. Retrospective adjustments have been made to the baseline year and 2020/21 to account for homeworking and staff commuting which was added to the scope of Net Zero Reporting in 2022.

Further details on the carbon footprints can be found [online](#) and in the Welsh Government Public Sector Net Zero Reporting.

RCTCBC Carbon Footprint 2019/20



RCTCBC Carbon Footprints 2019 - 2022



### 3. Action Plan

This section of the Strategy forms the ‘Action Plan’ for RCTCBC. This forms the basis of a live document which will be reviewed and updated as actions are achieved and stages completed. The Action Plan includes:

- overarching strategic aims for each theme;
- near-term actions to the end of 2024/25; and,
- longer-term ambitions to 2030.

The carbon impact in 2030 uses the Future Energy Scenario’s Falling Short pathway for the carbon intensity of the electricity grid, a conservative pathway for emissions modelling.

An asterisk next to an action indicates that it was inspired by, or drawn directly from, RCTCBC’s Think Climate strategy: [Making Rhondda Cynon Taf Carbon Neutral by 2030](#). For the exact page reference, see Appendix 4.

The Action Plan is structured into the three emission pathway areas and their main related themes. Initiatives have been codified within the Action Plan table, and broadly prioritised over the next three years. The table shows the structure of the Action Plan initiatives, and an outline estimate of timescales.

\* Note that highlighted initiatives and commitments are linked back to [Climate Change Strategy ‘Think Climate RCT’](#)

		2023	2024	2025
OPERATIONAL	Buildings	B2 B6	B3 B13	B1 B4 B5 B7 B8 B9 B10 B11 B12
	Transport		T6	T1 T2 T2 T3 T4 T7 T8 T9 T10
SUPPLY CHAIN	Goods & Services	S1 S2 S3 S4 S6 S7	S5 S8	S9 S10
LAND USE & RENEWABLES	Sequestration	L1 L4 L8	L2 L5	L3 L6 L7 L9
	Renewables			R1 R2 R3 R4



## 3.1. Operational

### Buildings

This emissions category includes all buildings owned by RCT Council, whether operated by the Council or leased to a third party. Building emissions arise from the use of heating fuels (natural gas and LPG), electricity, and water consumption. In the financial year 2021/22, emissions from buildings account for 18% of RCTCBC's total carbon footprint.

#### Aims:

1. Improve energy efficiency of all buildings
2. Maximise renewable energy generation and low carbon heating across the estate

#### Ambitions to 2030

- By 2030, all buildings will have an energy efficiency equivalent to DEC rating of B.
- By 2030, rooftop PV will be installed on all viable buildings.
- Further develop the use of hydrogen for fuel cells in Council buildings (and vehicles), as part of the hydrogen economy development. [\* Think Climate, page 5]
- Work with third-sector organisations to ensure the sustainability of community facilities/venues in RCTCBC (EPC B by 2030), reduce the impact of rising energy prices and improve energy efficiency. This includes Council buildings leased to third-sector groups. [\* Think Climate, page 16]
- Complete all new builds and refurbishments for the Council's building estate in line with net zero standards by 2030, through the Sustainable Communities for Learning programme where applicable, and aim for low carbon heating systems.

#### Actions out to March 2025

Actions out to March 2025		Target delivery date (FY)	Accountable Officer/ Service Area (for delivering action)	Funding Source	2030 Carbon reduction
B1	Where appropriate, upgrade the remaining inefficient lighting to LED	2025	<b>Officer:</b> Director of Corporate Estates <b>Service Area:</b> Corporate Estates	Internal	405 tCO <sub>2</sub> e
B2	Create a programme for low carbon heat projects, prioritising LPG-fired, failing and inefficient boilers, and leased buildings *	2023	<b>Officer:</b> Director of Corporate Estates <b>Service Area:</b> Corporate Estates	n/a	n/a
B3	Develop costed proposals for low carbon heat projects to install in 2023/24 as further funding becomes available. Focus on high carbon emitters and sites with existing underfloor heating *	2024	<b>Officer:</b> Director of Corporate Estates <b>Service Area:</b> Corporate Estates	n/a	n/a
B4	Install low carbon heat projects developed as a result of actions B2 and B3	2025	<b>Officer:</b> Director of Corporate Estates <b>Service Area:</b> Corporate Estates	Internal, UK	7,460 tCO <sub>2</sub> e
B5	Write a policy outlining the ‘whole building’ approach to maximise energy efficiency – look at insulation improvements when carrying out other works, fabric first, following CIBSE AM17 best practice for heat pumps. This could form part of the Energy Management Strategy update, with the inclusion of a more specific policy to follow.	2025	<b>Officer:</b> Director of Corporate Estates <b>Service Area:</b> Corporate Estates	Internal	n/a
B6	Carry out rooftop solar PV screening for all viable remaining buildings, including leased buildings, and create a programme of works *	2023	<b>Officer:</b> Director of Corporate Estates	n/a	n/a

Actions out to March 2025		Target delivery date (FY)	Accountable Officer/ Service Area (for delivering action)	Funding Source	2030 Carbon reduction
B7	Install roof mounted solar on viable buildings, including all schools *	2025	<b>Service Area:</b> Corporate Estates	Internal, Wales funding	216 tCO <sub>2</sub> e
			<b>Officer:</b> Director of Corporate Estates <b>Service Area:</b> Corporate Estates		
B8	Re-roofing projects to consider installing solar mounts on appropriately orientated roofs, ready for PV install at a later date	2025	<b>Officer:</b> Director of Corporate Estates <b>Service Area:</b> Corporate Estates	Internal	n/a
B9	Optimise property portfolio by reducing the number of Council-owned or leased buildings, as more staff move to hybrid working	2025	<b>Officer:</b> Director of Corporate Estates <b>Service Area:</b> Corporate Estates	Internal	2,128 tCO <sub>2</sub> e
B10	Ensure 80% of the energy used at our Bryn Pica Materials Recycling Facility comes from renewable sources by 2025 *	2025	<b>Officer:</b> Director of Frontline Services <b>Service Area:</b> AMGEN	Internal	32 tCO <sub>2</sub> e
B11	Work with third-sector organisations to ensure the sustainability of community facilities/venues in RCTCBC (EPC C by 2025) reduce the impact of rising energy prices and improve energy efficiency. This includes Council buildings leased to third-sector groups. *	2025	<b>Officer:</b> Director of Corporate Estates <b>Service Area:</b> Corporate Estates	Internal, Wales funding	n/a

Actions out to March 2025		Target delivery date (FY)	Accountable Officer/ Service Area (for delivering action)	Funding Source	2030 Carbon reduction
B12	Provide training for Building Managers – following on from the Energy Policy and previous guidance given to Building Managers	2025	<b>Officer:</b> Director of Corporate Estates  <b>Service Area:</b> Corporate Estates	Internal	388 tCO <sub>2</sub> e
B13	Provide specific training for staff on how to operate and work in their buildings efficiently	2024	<b>Officer:</b> Director of Corporate Estates  <b>Service Area:</b> Corporate Estates	Internal	582 tCO <sub>2</sub> e

## Transport

As of August 2022, the Council operates over 600 vehicles from cars to refuse collection vehicles. Transport emissions arise from vehicles owned by RCT Council (also known as fleet vehicles), emissions arising from hired vehicles and business travel in staff own vehicles (grey fleet), as well as emissions from employee commuting. Transport emissions account for 8% of the Council's 2021/22 footprint.

### Aims:

1. Increase the number of electric vehicles in the Council fleet
2. Increase journeys taken by public transport, bike or walking, or by electric vehicles

### Ambitions out to 2030

- In line with Wales' target for public sector organisations, aim for all our vehicles to be ultra-low emissions vehicles by 2030. [\* Think Climate, page 16]
- By 2030, we will ensure that over 50% of all journeys are taken by public transport, bike or walking, or, where this is not possible, using electric vehicles. [\* Think Climate, page 9]
- Electric pool vehicles and charging points are to be available at all Council locations they are needed e.g. depots and main offices. [\* Think Climate, page 9]
- Investigate the potential for incorporating hydrogen and biofuel vehicles into the Council's fleet as they come onto the market, for example, hydrogen Refuse Collection Vehicles. [\* Think Climate, page 5]
- Ensure that the transport services we commission, including Home to School, are zero or low carbon where possible. [\* Think Climate, page 10]

## Actions (out to March 2025)

Actions out to March 2025		Target delivery date (FY)	Accountable Officer/ Service Area (for delivering action)	Funding Source	2030 Carbon reduction
T1	Implement the Council's Electric Vehicle Charging Strategy and supporting Implementation Plan, which will accommodate the transport needs of existing and future electric vehicle users across the county borough *	2025	<b>Officer:</b> Director of Corporate Estates  <b>Service Area:</b> Corporate Estates	Internal, UK	n/a
T2	In line with Wales' target for public sector organisations, aim for all our new cars and light goods vehicles to be ultra-low emissions vehicles by 2025 *	2025	<b>Officer:</b> Director of Frontline Services  <b>Service Area:</b> Frontline Services	Internal, Wales funding	1,637 tCO <sub>2</sub> e
T3	Implement the Council's Fleet Transition Plan including the promotion and prioritisation of electric vehicles, with appropriate training for staff	2025	<b>Officer:</b> Director of Frontline Services  <b>Service Area:</b> Frontline Services	Internal	n/a
T4	Undertake further ULEV trials for different vehicle types e.g., refuse collection vehicles	2025	<b>Officer:</b> Director of Frontline Services  <b>Service Area:</b> Frontline Services	Internal	n/a
T5	With the aim of achieving 25% of journeys on foot, bike or public transport by 2025, significantly reduce staff travel by car for commuting and business travel by continuing to maximise the use of technology for route planning and encouraging active travel and greater use of public transport *	2025	<b>Officer:</b> Director of Frontline Services  <b>Service Area:</b> Frontline Services	Internal	949 tCO <sub>2</sub> e

Actions out to March 2025		Target delivery date (FY)	Accountable Officer/ Service Area (for delivering action)	Funding Source	2030 Carbon reduction
T6	Explore the potential for staff to walk / take public transport to social care visits by zoning patches of care, and not only employing those who can drive	2024	<b>Officer:</b> Director of Social Services <b>Service Area:</b> Social Care	Internal	n/a
T7	Encourage staff to commute by active travel and public transport. This can be achieved by opening the Cycle 2 Work scheme year-round and promoting it more heavily and installing enabling infrastructure like bike racks, showers and lockers.	2025	<b>Officer:</b> Director of Finance/ Director of Corporate Estates <b>Service Area:</b> Finance/ Corporate Estates	Internal, UK	n/a
T8	Incentivise low carbon transport with cycle/running clubs, friendly competition to promote active travel, apps e.g. Strava, on-road cycle training and buddying schemes. Use existing platforms like the staff Green Space on Microsoft Teams to promote progress and achievements.	2025	<b>Officer:</b> Director of Democratic Services/ Director of Human Resources <b>Service Area:</b> Democratic Services/ Human Resources	Internal	n/a
T9	Link the Safe Walking and Cycling Routes established by schools to Council staff and the wider community	2025	<b>Officer:</b> Director of Frontline Services <b>Service Area:</b> Frontline Services	n/a	n/a
T10	Provide training to educate frequent drivers on how to drive their own and fleet ICE (internal combustion engine) cars in a more fuel-efficient way	2025	<b>Officer:</b> Director of Frontline Services <b>Service Area:</b> Frontline Services	n/a	296 tCO <sub>2e</sub>

## 3.2. Supply Chain

### Goods, Services and Construction of capital assets

Supply chain emissions arise from all activities associated with the goods and services the Council purchases, and the construction of new capital assets like roads and buildings. These purchases contain ‘embedded carbon’ – the greenhouse gas emissions associated with the whole production process and life cycle of a product. This includes upstream activities like the extraction of raw materials, manufacturing and distribution of products, as well as downstream activities like the emissions associated with the use of a good or service and the end-of-life disposal of that product. When procuring goods and services, many factors, including the carbon footprint, price, value for money, social value and the local economy will be considered. At times, these factors conflict or compete with one another and need to be prioritised. In the financial year 2021/22, emissions from purchased goods and services account for 67% of RCTCBC’s total carbon footprint.

#### Aims:

1. Improve carbon accounting for all purchased goods, services and construction
2. Seek to only procure supplies and services from businesses that are striving to reduce their carbon emissions and, in doing so, actively support low carbon and local suppliers as part of our wider transition to net zero, where the legal framework allows
3. Work with key suppliers to evaluate and reduce emissions from building and infrastructure projects

#### Ambitions out to 2030

- By 2026, 50% of our suppliers will be net zero certified
- Understand the carbon impact of all major purchasing decisions
- Proportion a score for tender responses based on suppliers’ carbon footprints and reduction plans
- Accurately measure the carbon footprint of all purchased goods and services



## Actions (out to March 2025)

Actions out to March 2025		Target delivery date (FY)	Accountable Officer/ Service Area (for delivering action)	Funding Source
S1	Produce advice for suppliers outlining the options to achieve net zero certification, in line with RCTCBC's tender requirements, and distribute it to suppliers *	2023	<b>Officer:</b> Head of Procurement <b>Service Area:</b> Procurement	n/a
S2	All procurement lead contracts have already been revised to include questions about suppliers' ability to calculate their carbon emissions. Relevant contract clauses have also been added to strengthen the Council's position. Ensure these are rolled out in all upcoming contracts e.g., Supported Living and Home Care contracts, Transport contract	2023	<b>Officer:</b> Head of Procurement <b>Service Area:</b> Procurement	n/a
S3	Identify departments that procure goods and services with the highest carbon impact and prioritise supporting the procurement approach in upcoming contracts	2023	<b>Officer:</b> Head of Procurement <b>Service Area:</b> Procurement	n/a
S4	Request all contracted suppliers complete the carbon footprint tool annually, and support them to do so by developing training	2023	<b>Officer:</b> Head of Procurement <b>Service Area:</b> Procurement	n/a
S5	Support smaller suppliers to use the carbon footprint tool to assist them in decarbonising their activities	2024	<b>Officer:</b> Head of Procurement <b>Service Area:</b> Procurement	n/a
S6	Where market conditions allow, specify low carbon travel/ vehicles for those contracts where transport is a large contributor e.g., delivery services, transport services (Stagecoach etc), social care services, school transport	2023	<b>Officer:</b> Head of Procurement <b>Service Area:</b> Procurement	Internal

Actions out to March 2025		Target delivery date (FY)	Accountable Officer/ Service Area (for delivering action)	Funding Source
S7	Establish ambitious energy efficiency standards, that go beyond the minimum mandatory Government Buying Standards, when purchasing white goods, appliances and ICT equipment and share with all staff across the Council	2023	<b>Officer:</b> Head of Procurement <b>Service Area:</b> Procurement	n/a
S8	Using WRAP guidelines for measuring emissions from food and drink, calculate an accurate carbon footprint for food provided by the Council using higher resolution specific emissions factors	2024	<b>Officer:</b> Director of Education/ Head of Procurement <b>Service Area:</b> Education/ Procurement	Internal
S9	Establish priorities for increasing the number of climate friendly meal options offered by the Council in our schools, care homes, and offices, as well as our community meals service from a baseline that will be established in 2023/24 *	2025	<b>Officer:</b> Director of Education/ Head of Procurement <b>Service Area:</b> Education/ Procurement	Internal
S10	When demolishing or refurbishing sites, review the options to reuse materials where practicable e.g., timber.	2025	<b>Officer:</b> Head of Procurement/ Director of Corporate Estates <b>Service Area:</b> Procurement/ Corporate Estates	Internal

### 3.3. Land use and renewables

RCTCBC's use of land can have an impact on climate change mitigation and adaptation in multiple ways, including carbon sequestration, building resilience to extreme weather like natural flood defences, and development of renewables. Fire risk is also projected to increase with climate change, which impacts slope stability, loss of stored carbon in soil and plants, biodiversity loss, air quality, water retention, erosion potential, tourism, and regeneration, as well as potential loss of life and property. Land management can help to mitigate some of these impacts.

#### Land sequestration

Land can be used to store carbon through rewilding, tree planting or peat bog restoration, for example. Through these activities, carbon dioxide is naturally captured from the atmosphere, reducing the rate of global heating. The deep peat in Britain stores approximately 4.5 million tonnes of carbon (compared to 162 thousand tonnes stored by British forests). Tree planting can also provide natural flood defences which will be essential, especially in Wales where warmer, wetter winters are projected to increase the frequency and severity of flooding events as the planet warms. In the financial year 2021/22, net emissions sequestered from RCTCBC's land amounted to the equivalent of 1% of the total carbon footprint.

#### Aims:

1. Assess the condition of peatlands across RCT and rewet where required to improve the quality of land
2. Encourage natural regeneration and increase afforestation of woodland and hedgerows

#### Ambitions out to 2030

- Maximise carbon sequestration across Council-owned land.
- Engage with Welsh Government and Natural Resources Wales regarding the management of the Welsh Government estate to restore peat, reduce carbon emissions and maximise flood and fire risk management.
- Rewet and appropriately manage peatbogs in Council ownership to restore biodiversity and maximise carbon sequestration.
- Where appropriate, use planning conditions to deliver habitat protection and restoration as part of new developments. Engage developers through Supplementary Planning Guidance for environmentally friendlier design, which incorporates and enhances the natural features existing on greenfield sites.
- Encourage new and better management of S106 sites with long term management goals in mind, protecting existing trees, hedges and green spaces.

- Contribute to the Queen’s Green Canopy initiative and the National Forest for Wales through sustainable tree planting by investing £200,000 per annum until 2030.
- Attract private sector investment to increase areas of woodland regeneration and creation, and soil and habitat conservation through restoration and management, ensuring that we protect and store carbon and reduce the risk of flooding.

### Actions (out to March 2025)

Actions out to March 2025	Target delivery date (FY)	Accountable Officer/ Service Area (for delivering action)	Funding Source
<b>L1</b> Understand the sequestration potential of land in our ownership *	2023	<b>Officer:</b> Director of Prosperity & Development  <b>Service Area:</b> Prosperity & Development	Internal, Wales
<b>L2</b> Identify an accurate baseline of RCT woodland cover to inform future management by: - Producing a whole RCT woodland cover map by 2024, including identification of all Council-owned woodland - Identifying the rate of natural woodland regeneration on Council-owned woodland sites over 10 hectares in size *	2024	<b>Officer:</b> Director of Prosperity & Development  <b>Service Area:</b> Prosperity & Development	Internal, Wales
<b>L3</b> By 2025, set a target for sustainably increasing woodland cover through The Natural Tree Regeneration Project *	2025	<b>Officer:</b> Director of Prosperity & Development  <b>Service Area:</b> Prosperity & Development	n/a

Tudalen 196

Actions out to March 2025		Target delivery date (FY)	Accountable Officer/ Service Area (for delivering action)	Funding Source
L4	Utilise RCTCBC's <a href="#">Tree and Woodland Strategy</a> to inform future land management operations including tree planning, management and monitoring	2023	<b>Officer:</b> Director of Prosperity & Development <b>Service Area:</b> Prosperity & Development	n/a
L5	Work with partners to map and review Council-owned land to identify categories that align with the Net Zero Reporting commitment *	2024	<b>Officer:</b> Director of Prosperity & Development <b>Service Area:</b> Prosperity & Development	Internal, Wales, UK
L6	Utilise land category map (L5) to produce a long-term plan to optimise diverse land management, including identifying sites for natural woodland regeneration, sites suitable for food production, sites for peatland restoration, and sites where tree planting is appropriate	2025	<b>Officer:</b> Director of Prosperity & Development <b>Service Area:</b> Prosperity & Development	Internal, Wales, UK
L7	Put climate change at the centre of our Local Development Plan, which is currently being renewed. This includes protecting RCT uplands, important habitats and peatbogs. *	2025	<b>Officer:</b> Director of Prosperity & Development <b>Service Area:</b> Prosperity & Development	n/a

	Actions out to March 2025	Target delivery date (FY)	Accountable Officer/ Service Area (for delivering action)	Funding Source
L8	Encourage community gardening programmes, growing food locally, and the potential for recruiting adults with complex needs to work in the community gardens and paying them a fair wage. Explore the suitability of parks and other Council land to support this.	2023	<b>Officer:</b> Director of Prosperity & Development / Director of Social Care  <b>Service Area:</b> Prosperity & Development / Social Care	Internal, Wales
L9	Introduce land use policies to mitigate fire risk e.g., Health Hillside Project / conservation grazing, joint working with the Fire Service, Natural Resources Wales, and Wildlife Trust. Extend lessons from the pilot to other Council-owned/ leased sites, as well as NRW/ Welsh Government-owned/ leased sites and private sites in RCT.	2025	<b>Officer:</b> Director of Prosperity & Development/ Director of Social Care  <b>Service Area:</b> Prosperity and Development/ Social Care	Internal, Wales

## Renewables

Setting land aside for new development of renewable energy sources like solar and wind farms will provide green energy to RCT residents and contribute to the Council's net zero targets. Community ownership of renewables can also provide income or reduced energy rates for local communities and increase local buy-in for new renewable developments. In the financial year 2021/22, electricity generated from solar PV avoided emissions equivalent to 0.3% of the total carbon footprint.

### Aims:

1. Use public sector land for green energy generation. Progress solar, wind and hydroelectric energy schemes to reduce the cost of meeting our energy needs and generate income, whilst reducing our carbon footprint

### Ambitions out to 2030

- Increase local renewable energy generated from Council land and buildings from the 2021/22 baseline (2MW) to 20MW by 2025 (this also includes roof mounted solar PV)
- By 2027, install two 5MW land based solar farms.
- By 2028, install a 6MW wind turbine scheme.
- Work with partners including a local health board, Natural Resources Wales, and neighbouring authorities to maximise the collective resources to generate green energy across the region

## Actions (out to March 2025)

Actions out to March 2025		Target delivery date (FY)	Accountable Officer/ Service Area (for delivering action)	Funding Source	2030 Carbon reduction
R1	Increase renewable energy generated from Council land or buildings from 2021/22 baseline (2MW) to 20MW by 2025 *	2025	<b>Officer:</b> Director of Corporate Estates <b>Service Area:</b> Corporate Estates	Internal, Wales, UK	3,143 tCO <sub>2</sub> e
R2	Install 200kW solar scheme at Bryn Pica, as per B10	2025	<b>Officer:</b> Director of Frontline Services <b>Service Area:</b> AMGEN Cymru	Internal, Wales, UK	32 tCO <sub>2</sub> e
R3	Explore community cooperative energy projects to provide inexpensive, green energy for residents and businesses to purchase, including energy for electric vehicle recharging on publicly owned land *	2025	<b>Officer:</b> Director of Corporate Estates <b>Service Area:</b> Corporate Estates	Internal, Wales, UK	n/a
R4	Explore potential options to utilise existing energy sources including: - Geothermal energy from abandoned coal mines - Hydroelectric projects *	2025	<b>Officer:</b> Director of Corporate Estates <b>Service Area:</b> Corporate Estates	Internal, Wales, UK	n/a

Tudalen 200



## 4. Net zero target

### 4.1. Future Energy Scenarios

The carbon intensity of grid electricity has been falling due to the removal of coal-fired power stations, with the ramping up of renewable energy generation feeding into the grid further lowering carbon intensity. In the past decade, CO<sub>2</sub> intensity has dropped by 65% from 529 gCO<sub>2</sub>/kWh in 2013 to 188 gCO<sub>2</sub>/kWh in 2021.

The National Grid ESO Future Energy Scenarios (FES 2022) outline four different forecasts for the future of energy between now and 2050.

The Falling Short scenario assumes non-compliance with the UK Net Zero 2050 emissions target, due to low levels of decarbonisation and societal change. Whereas the Leading the Way scenario has very high levels of decarbonisation and societal change for the “fastest credible” decarbonisation pathway for UK net zero to be met by 2047.

RCTCBC have modelled the carbon impacts of the Action Plan using the Falling Short FES 2022 scenario; this provides a conservative assessment of future emissions.

### 4.2. Pathways

The Council’s carbon emissions have been split into Operational emissions (Scope 1-3 directly controlled), Supply Chain impacts (indirectly controlled), and Land Use & Renewables contributions (sequestration and avoidance of carbon – dual reporting method).

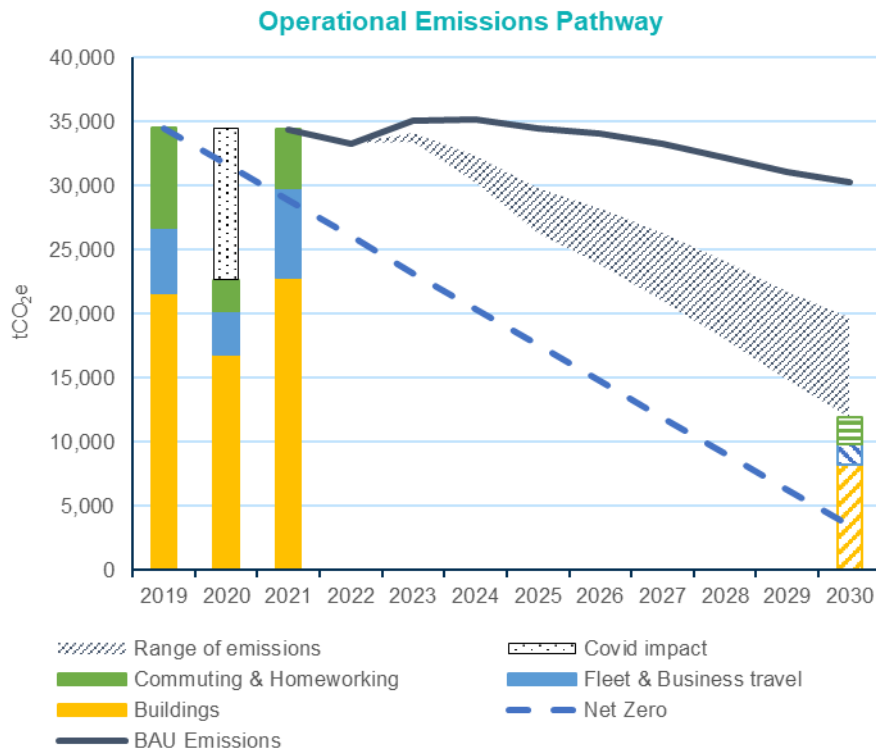
Using the baseline 2019/20 carbon footprint, applying the grid decarbonisation scenario forms the basis of the ‘Business as Usual’ pathway. A likely pathway

range has been modelled using high and low estimated carbon reductions from the Action Plan initiatives.

Actual footprint data from 2019/20, 2020/21 and 2021/22 has been used to show progress since the baseline year. Target pathways have been taken from the baseline year and extend to 2030 as stated by Welsh Government.

Using the Science Based Target initiative methodology, the minimum mitigation target for net zero is shown at a 90% reduction on the 2019/20 baseline.

## Operational emissions forecast



RCTCBC operational emissions	2025	2030
Expected pathway	26,354 tCO <sub>2</sub> e	11,949 tCO <sub>2</sub> e
Net zero target pathway	17,578 tCO <sub>2</sub> e	3,453 tCO <sub>2</sub> e

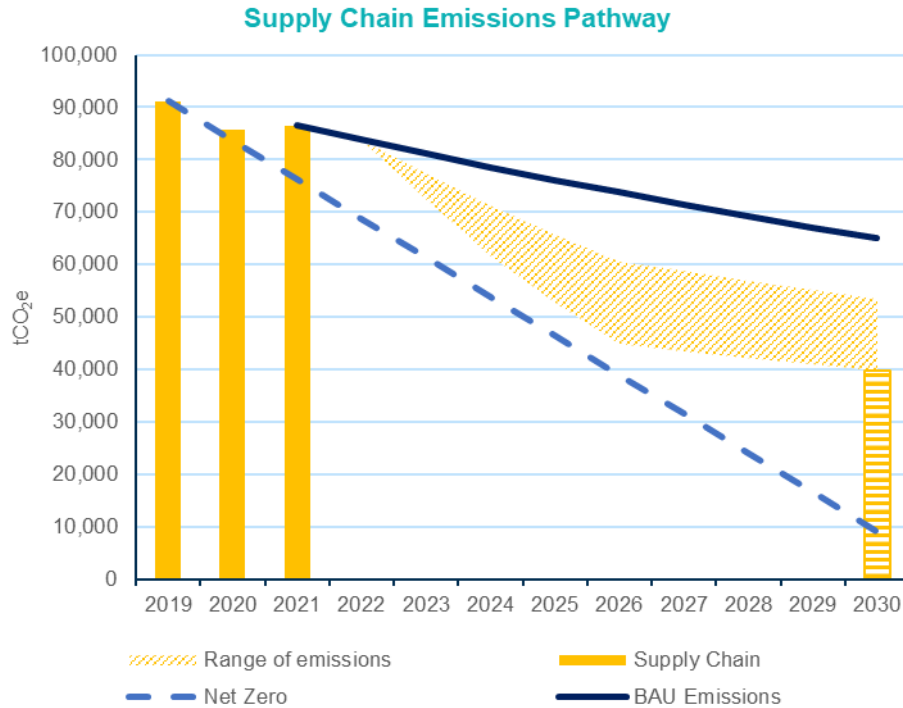
The operational emissions pathway is broken down into three summary areas:

<b>Buildings</b>	Emissions from electricity, gas, LPG, water use and wastewater treatment for all buildings owned and leased by RCTCBC.
<b>Fleet &amp; Business travel</b>	Emissions from the Council's fleet and equipment (inc. light vans and refuse collection vehicles), hired vehicles, and staff own vehicles used for business travel (grey fleet).
<b>Commuting &amp; Homeworking</b>	Emissions from staff commuting to their place of work and homeworking.

The pathway shows:

- Business As Usual (BAU) shows a reduction due only to the decarbonisation of the electricity grid
- The impact of Covid shows the assumed emissions level if no pandemic
- The range of emissions in grey gives an indication of the emissions reduction due to grid decarbonisation, measures underway in 2022/23 and actions planned to 2030
- Expected residual emissions 2030 are estimated as 11,949 tCO<sub>2</sub>e
- The net zero target is forecast to not be met with the range of actions in the Action Plan at this stage - this demonstrates the need to maximise delivery, and develop further opportunities to bridge the gap

## Supply Chain emissions forecast



RCTCBC supply chain emissions	2025	2030
Expected pathway	52,808 tCO <sub>2</sub> e	39,759 tCO <sub>2</sub> e
Net zero target pathway	46,416 tCO <sub>2</sub> e	9,117 tCO <sub>2</sub> e

Supply chain emissions are summarised as:

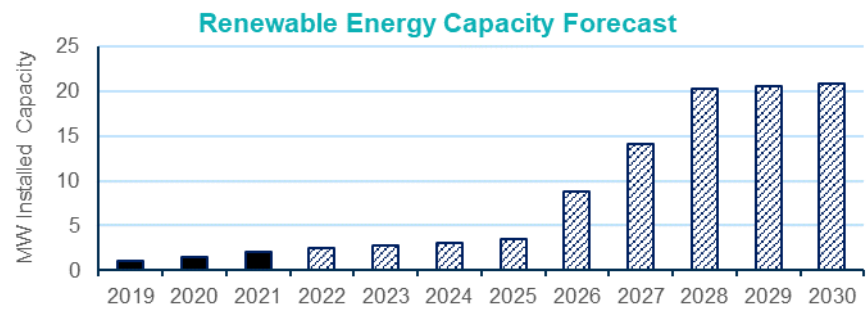
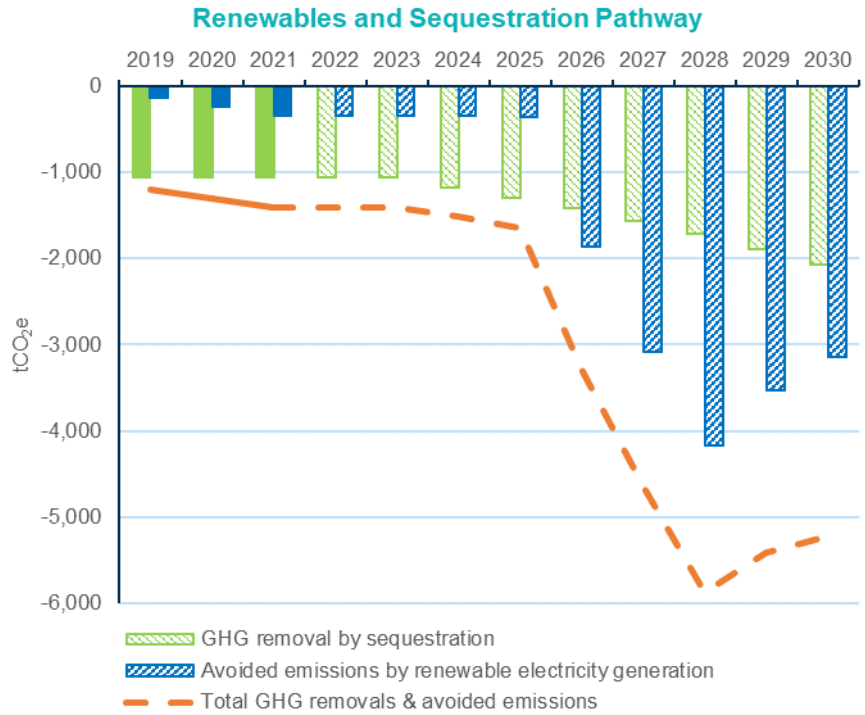
### Supply chain

Emissions from the supply chain are based on the goods/service emissions factor multiplied by the value of purchases made.

The pathway shows:

- Business as usual shows a reduction due to the estimated impacts of decarbonisation of the supply chain against financial values due to financial inflation and global supply chain decarbonisation
- Emissions can't be accurately calculated due to the way emissions factors are based on spend, which will be influenced by inflation and a rise in material costs
- The plan is to shift to market-based accounting and work with suppliers to produce actual carbon emissions for the goods and services supplied to the Council
- Large contracts and areas of spending such as capital programmes, infrastructure projects and social care could be split out, based on previous supply chain work, to track progress in these areas
- The estimated pathway shows emissions in 2030 as 39,759 tCO<sub>2</sub>e, this is significantly above a 90% reduction target, however, there is a need for the baseline and modelling approach to evolve

### Land Use & Renewables forecast



Land use and renewable emissions are summarised as:

GHG removals	Emissions sequestered through good land management e.g., naturally regenerated woodland, increased tree coverage, managed woodlands, peatland restoration
Avoided emissions from renewables	Emissions avoided by using renewable energy from solar, wind and hydroelectric generation

The pathway shows:

- The 20MW target for generation capacity is shown as in 2028
- Renewables are stepped to show the phasing of projects – 5MW solar in 2026 and 2027, and 6MW wind in 2028
- Renewable electricity generation has been calculated at the annual grid emissions intensity factor moving forward. Due to the increase in renewables on the national grid, this factor will decrease with time.
- Emissions removed through good land management are assumed to increase incrementally annually
- Renewable Energy Generation Obligation credits (REGOs) are purchased to offset the electricity used by the Council. Since electricity emissions will decrease due to the planned initiatives (including renewables) as well as grid decarbonisation, the quantity of REGOs required to be purchased will decrease.
- Annual GHG emissions reduction estimated in 2030 are -5,220tCO<sub>2</sub>e

### 4.3. 2025 / 2030 expected pathway

The emissions pathways set the expected operational, supply chain and avoided emissions as follows. Where there is an emissions pathway ‘range’ – the higher scale of delivery / intervention has been used. For both 2025 and 2030, the expected pathway is above the net zero target line.

RCTCBC emission pathway	2025	2030
Operational emissions	26,354 tCO <sub>2</sub> e	11,949 tCO <sub>2</sub> e
Supply chain emissions	52,808 tCO <sub>2</sub> e	39,759 tCO <sub>2</sub> e
Total GHG removals and avoided emissions	-1,644 tCO <sub>2</sub> e	-5,220 tCO <sub>2</sub> e

### 4.4. Total Emissions in 2030

In 2030:

- The operational emission pathway estimates 11,949 tCO<sub>2</sub>e residual emissions – **this does not meet the 90% mitigation target of 3,453tCO<sub>2</sub>e**; this demonstrated the challenge to meet net zero and the need to do more to bridge the gap
- The supply chain will be engaged and able to accurately report on their emissions contributions – this will allow the supply chain emissions pathway and target to be updated
- Renewable energy generation capacity is targeted to be over 20MW

- GHG removal measures will be reaching maturity to recognise the benefit to offset residual emissions

### 4.5. Offsetting

Options for offsetting remaining emissions should only be considered when emissions have been reduced as far as possible. The 90% minimum mitigation target set by the SBTi means that a maximum of 10% of the original baseline emissions may need to be offset.

The practice of offsetting is commonly considered as purchasing of carbon credits in sufficient quantity to offset residual emissions. Accreditation bodies and standards exist (such as The Gold Standard organisation) to verify carbon credits. Often these are for projects in other countries, involving afforestation and social value programmes promoting clean cooking fuels etc.

Increasingly, buying credits from the voluntary offset market is viewed as unsuitable, and has been used as a way to ‘pay your way’ towards net zero. Welsh Government are yet to set expectations for a suitable offset approach for the Welsh public sector net zero ambition. In the meantime, the Council will seek to progress local GHG removal projects which will have a high level of assurance and can be tracked to maturity.

### 4.6. Adaptation to climate change

Significant decarbonisation efforts are required to avoid the most severe effects of climate change. There is already a certain amount of global heating that is inevitable due to existing carbon emissions in the atmosphere. To date, average global temperatures have increased by over 1°C since pre-industrial levels and will continue to rise in future. Decarbonisation will limit the rise in temperatures but not eliminate it.

Along with rising temperatures, milder, wetter winters in Wales will increase the frequency of severe flooding, and hotter summers may affect food production, and create health risks from overheating. An increase in extreme weather events overseas will also create supply chain disruptions for Welsh consumers. A full outline of climate change predictions for the UK can be found in the **UK Climate Projections**.

To this end, the Council needs to account for the projected changes in climate in its future planning and build resilience to the increasing risks. Existing plans for decarbonisation may already benefit adaptation. For example, RCTCBC's tree planting commitments are likely to create flood defences if the right trees are planted near coastal or fluvial areas.

In 2019, the Welsh Government published their climate change adaptation plan for Wales, **Prosperity for All: A Climate Conscious Wales**. It sets a vision for 2030 where 'Wales is a country which has the resources and is prepared, has the knowledge to understand the risk and challenges ahead and has the capacity to adapt to the impact of climate change'. The document also highlights areas for action including flood risk and sea level rise; risks to business, buildings and infrastructure; agriculture and forestry; and health and wellbeing. The government has outlined over 30 commitments to adapt to the changing climate and achieve its vision for Wales.

When planning for the future, RCTCBC needs to take into consideration climate projections for Wales, and similar strategies to those outlined in the Welsh Government's adaptation plan.

## 5. Enablers and resources

### 5.1. Enablers

RCTCBC are dependent on others such as UK / Welsh Government and Distribution Network Operators to support many of the initiatives outlined. This reliance may hold up delivery, or present barriers such as access to funding or availability of grid connections. The Council must work collaboratively to overcome these challenges in order to recognise net zero.

#### UK National and Welsh Government policies

The **Future Homes Standard** states that no new gas boilers will be allowed for new build residential properties from 2025. There is a consultation on the date to ban sales of new gas boilers but this could be from 2035.

The UK Government has put in place legislation banning new non-electric car sales from 2030, new hybrid car sales from 2035 and new CO<sub>2</sub> emitting lorry and bus sales from 2040.

The Minimum Energy Efficiency Standards currently state that leased buildings must be EPC rating E or above. It is expected that the UK Government plan to improve this to EPC C by 2027, and EPC B by 2030.

#### Electricity network capacity

The local Distribution Network Operator has confirmed that currently there is not the available capacity for the grid to accept large scale renewable generation at most primary supply points across RCT County Borough. This hinders the development of large-scale wind and solar arrays, as the costs to upgrade the network are prohibitive for the scale of the projects the Council would like.

There is available capacity across most of the county to increase demand on the network for EV charge points and heat pumps.

Cabinet members need to escalate grid challenges further to the DNO and Welsh Government to lobby for upgrades to support the Council's projects. The request must be for DNOs to work with local authorities to enable large scale renewable generation and electrification of vehicles and heating. This process is already under way and RCTCBC will keep in contact with the DNO to understand when any changes may occur.

#### Micro / mini electricity networks

RCTCBC are investigating the feasibility of micro and mini off-grid electricity networks for individual villages, using renewable energy sources and battery storage as the basis of the energy generation. Whilst more applicable to the county borough, some council buildings may benefit from these mini networks.

#### Decarbonisation of the gas network

If we are not able to exchange all gas fired boilers for heat pumps before 2030, we will be reliant on the emissions factor of the main natural gas network. This is not predicted to reduce as the mix of natural gas in the network is fixed. Welsh Government are investigating options to change the mix of gas in the existing network to include a proportion of hydrogen, which would reduce the emissions factor of mains gas. Wales & West Utilities has set out how it will meet the Government's target for gas pipes to be ready to deliver up to 20% hydrogen to homes and businesses around the country from 2023, as a replacement for up to a fifth of the natural gas currently used.

#### Hydrogen

Because of local scoping work into hydrogen, and the use of hydrogen fuel cells to power some council buildings, the Council are keen to investigate the potential for hydrogen as a fuel source for buildings and vehicles. The UK government has continued to include hydrogen as a potential low carbon fuel, and small trials are taking place across the UK. However, clean generation of green hydrogen (rather than blue hydrogen produced from natural gas) would be required to make this a truly low carbon fuel. The wide scale roll out of hydrogen for heating buildings and powering vehicles is not expected to be possible before 2030.

## 5.2. Resources

### Sources of finance

Implementing the necessary measures to reach the council's net zero target may be expensive, so it is essential to have a plan in place to finance the decarbonisation initiatives.

The Welsh Government has various funding mechanisms available to help support the public sector to decarbonise. For example, the **Wales Funding Programme** (administered by Salix Finance), provides interest-free loans for public sector bodies.

The **Public Works Loan Board** (PWLB) provides loans to local authorities for capital projects, often with interest rates below those of other schemes. While the members of the PWLB (the Public Works Loans Commissioners) were abolished in 2020, the PWLB is still available, and managed through the UK Debt Management Office, on behalf of HM Treasury.

The Council is benefitting from income from the **Feed-In Tariffs** (FITs), selling electricity to the grid that is generated by council-owned renewable energy developments, primarily roof mounted solar PV. FITs provide an above-market

price for electricity delivered to the grid to promote investment in renewable electricity. In FY 2021/22, RCTCBC received over £122 thousand from FITs payments. The FITs scheme is now closed to new entrants, but some newer PV systems are registered for the Smart Export Guarantee (SEG) payments, if they produce surplus electricity.

In 2022, RCTCBC secured funding via the **Peatlands Development Grant**, launched by Natural Resources Wales, to enable the development of costed restoration projects of Council-owned peatland. The funding has enabled RCTCBC to identify a significant Council-owned peatland as a potential site for future restoration works to maximise its environmental impact.

Funding for electric vehicles through the **Plug-in grant for cars** is nearing the end as the Government's focus moves to improving electric vehicle charging by expanding the public chargepoint network. As electric taxis, vans, trucks, motorcycles and wheelchair accessible vehicles become available, funding may be available for RCT through **Welsh Government's EV grants**.

For FY 2022/23, RCTCBC received an EV Infrastructure Grant of £300k from the Welsh Local Government Association to facilitate fleet charging. In addition to this, RCTCBC have secured both capital and revenue funding as part of the **ULEV Transformation Fund**, to facilitate the development of public, staff and visitor electric vehicle charging at key Council sites across the County Borough.

Alternatively, the **Workplace Charging Scheme** (WCS), run by the Office for Zero Emission Vehicles (OZEV), is available for public sector organisations across the UK, providing up to 75% of the cost of purchase and installation of electric vehicle chargers.

The **On-Street Residential Chargepoint Scheme** (ORCS) is available to UK local authorities and provides funding towards the capital costs of installing public charging infrastructure for residents without private parking. It supports installations both on-street and in local authority-owned residential car parks.



The **Renewable Heat Incentive (RHI)**, which provided funding for renewable heat technologies for homes, businesses, public sector and non-profit organisations, is no longer available. The non-domestic RHI scheme closed to new applicants in 2021, followed by the domestic scheme in March 2022. RCTCBC still have one application registered for the RHI scheme – Taff’s Well Thermal Spring Project.

In place of the RHI for smaller schemes the **Boiler Upgrade Scheme** was launched in Spring of 2022 and will run until 2025. The scheme provides funding for domestic and small non-domestic properties in England and Wales for heat pumps and biomass boilers. The grants are not available for social housing but may be applicable to some of the Council’s smaller buildings.

The Welsh Government, through the Energy Service, is aiming to stimulate the uptake of heat pumps by providing the **Low Carbon Heat Development Grant** (Sept 2022). RCTCBC successfully secured funding from this grant in December 2022 to support the development to RIBA Stage 3 for the design of low carbon heat solutions at several Council buildings.

The **Sustainable Communities for Learning** programme (previously **21<sup>st</sup> Century Schools**) is a collaboration between the Welsh Government and local councils in Wales. It is a significant, long-term and strategic capital investment programme with the aim of creating a generation of 21<sup>st</sup> Century Schools in Wales, improving amongst other goals, the energy efficiency of buildings used for schools.

**Existing maintenance budgets** could also be used for some of the energy efficiency works proposed, bringing forward the timing of spend to allow savings to be seen quicker going forwards. RCTCBC has their **own Invest to Save scheme** where money saved through lower running costs is reinvested in new energy efficiency schemes, and a budget for **Carbon Reduction Programme** works. Since 2009, RCTCBC have invested almost £10.5 million in their Carbon Reduction Programme, equating to emissions savings of almost 6,000 tCO<sub>2</sub>e.

**Local community groups** could be another source of funding for projects run jointly with the council and local groups. This would also help RCT contribute to Welsh Government’s aim for locally owned renewable energy schemes.

### Implementation and Routes to market – procurement, frameworks

With many of the specific low carbon technologies, there are particular procurement frameworks available to allow the council to find the best providers for the projects.

Energy Services Companies and frameworks such as Re:fit are another way to procure a service instead of project managing the purchase and installation of several technologies.

### Staff training and engagement

RCTCBC is working to develop staff awareness, knowledge, skills and expertise in climate change and carbon reduction, to enable the Council to meet its targets and respond to the Welsh Government’s declared Climate and Nature emergencies. The Council is leading by example in encouraging staff to develop low carbon behaviours.

Via its **online platforms**, the Council already produces regular content to engage and inform RCT county borough residents of recent developments in the council’s environmental strategy. RCTCBC has effective communications platforms like the ‘**Let’s Talk**’ website which allows members of the public to share their thoughts and ideas on RCT’s climate change strategies and the online ‘**Newsroom**’ with recent events in the local authority. The dedicated **climate change page** on its

website has a countdown to 2030, outlining the innovations taking place in RCT to tackle climate change.

Within the council, many schemes are already in place to engage with staff on environmental issues. For instance, the **'Green Space'** channels on Microsoft Teams provide a collaborative platform for a staff forum on a variety of sustainability-related topics. RCTCBC has also hosted virtual **net zero events** on subjects including the workplace, lifestyle, and commuting.

Council staff from all departments and levels of seniority may also be members of the **Climate Change Working Group** (CCWG) and subgroups. The aim of these groups is to ensure that the council is meeting its targets to reduce its environmental impact. The subgroups, which meet every two months, tackle areas such as communications and engagement, youth participation, and the food system.

Training on environmental topics is being developed to engage staff throughout their employment. First, new starters will have a presentation as part of their induction to provide a general overview and to show the council's commitment to tackling climate and nature emergencies. Following the induction video, a **climate change e-learning package** developed with assistance from Cynnal Cymru is due to be piloted in 2023.

Finally, the **climate change engagement plan** currently in development outlines initiatives to further improve staff engagement and promote environmentally responsible behaviour both within the council workforce and the wider resident population. This includes regular themed newsletters, competitions (e.g., Organic September), promotions on the staff intranet, and friendly challenges.

The Council are continuously developing a **Carbon Footprint Dashboard** to measure council performance against metrics which are aligned to Welsh Government Net Zero Reporting. The dashboard visualises the route to net zero with a line graph and will be available on the intranet for council employees to view.

The council has also implemented initiatives like the **'Green Car Scheme'** and **'Cycle 2 Work'** which will help to reduce financial barriers for staff in reducing their personal carbon footprints and making more environmental choices. These initiatives can be supported by installing enabling infrastructure like chargers, bike storage and changing facilities at council sites.

One area identified for improvement is increasing the involvement of managers and councillors with staff engagement activities. For council staff, having **visible senior buy-in** adds credibility and momentum to the council's commitments. Highlighting the financial benefits of decarbonisation and the political benefits of being seen to take decisive action on climate change could be ways to increase the engagement of more senior decision-makers and councillors.

## 6. Governance approach

### 6.1. Management and responsibility

Ongoing delivery of the strategy, management and updating of the Action Plan, and monitoring, reporting and evaluation of impacts are key to achieving the net zero ambitions for the Council.

#### Roles and responsibilities

As referenced in the Climate Change Strategy and our Business Plan, decarbonisation is a hugely important area of focus. As such, the Chief Executive will take ultimate responsibility for the organisation's approach to decarbonisation.

The **Chief Executive** will be responsible for putting in place suitable roles and responsibilities to ensure that decarbonisation is managed and considered throughout the organisation, and that suppliers to the Council are working towards decarbonising their own operations.

The **Climate Change Cabinet Member** will have executive responsibility for reporting carbon emissions to Welsh Government. The **Climate Change Cabinet Sub-Committee** will sit under this role and develop actions to reduce carbon emissions.

The **Director of Finance and Digital Services** will be responsible for allocating and managing project finances in relation to low carbon heating, energy efficiency, ultra-low emission vehicles, renewables and related projects.

The **Procurement team** has an essential role in helping the Council decarbonise the purchasing of goods and services. Whilst not directly involved in all purchases, the Procurement team set the Council policy for all departments to follow in dealings with suppliers.

The **Director of Human Resources** will take responsibility for actions on the cycle to work scheme and its promotion, reducing emissions from business travel and commuting and making staff aware of resources available to help them lower their carbon emissions whilst at work.

The **Director of Education** will be responsible for investigating options for carbon friendly meals in schools, and working with the Corporate Estates team to improve energy efficiency within school buildings.

The **Director of Frontline Services** will have responsibility for implementing actions to change the council's vehicles to low emission vehicles.

The **Director of Corporate Estates** will be responsible for developing and implementing plans to improve the energy efficiency and quantity of low carbon heating schemes within the Council's buildings, including building integrated renewables. They will also work to install large scale renewable generation schemes such as ground mounted solar and wind farms.

The **Director of Corporate Estates, the Energy & Carbon Reduction team, Estates Managers and maintenance teams** will ensure carbon emissions are considered as a lifecycle approach in all aspects of work related to buildings and properties owned and managed by the Council.

The **Director of Prosperity & Development** will ensure that the planning and development functions within the council prioritise activities that support the council's decarbonisation aims, including land use, management and protection of biodiversity.

The **Director of Democratic Services & Communications** will support this decarbonisation strategy through their communications strategy, working to increase staff engagement.

The **Director of Social Services** will work to promote decarbonisation activities and ways of working across social services.

All staff will understand the ambition of RCTCBC to achieve Net Zero emissions by 2030 and will understand how they can carry out their role with due consideration of their environmental impacts.

### Reporting

An annual Carbon Report will be in line with the Welsh Government guidance for the Net Zero Reporting. This will be reported to the Senior Leadership Team / Climate Change Cabinet Sub-Committee as appropriate in order to track our performance against the net zero 2030 ambition.

### Stakeholder engagement

It is important to focus on the actions required by staff across the Council. Whilst departments have specific areas of responsibility, it is not solely the responsibility of the energy team to reduce energy use or the procurement team to purchase low carbon goods and services.

The Climate Change Engagement Plan demonstrates the overarching engagement required by including not just the council leaders and staff but the wider public across the county borough.

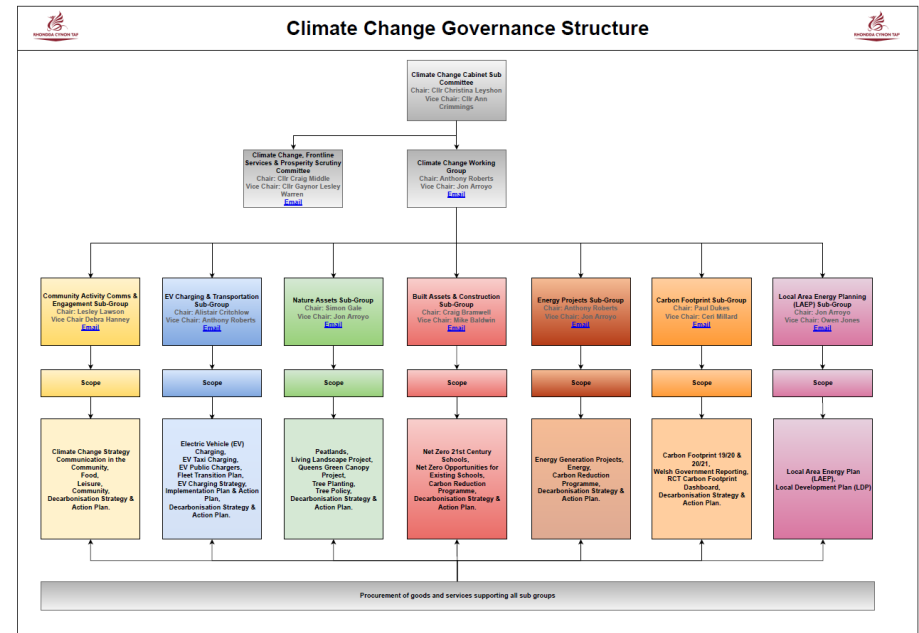
### Management, reporting and updating of this document

This Action Plan is intended to be a live document integrated into management information to track decarbonisation progress. Revisions to finances and project timescales can also be included in the updated plan, and improvements made to the dissemination of information, as required.

This Decarbonisation Strategy will undergo a review process in 2025 to re-assess our plans and proposed actions. This review will enable consideration to be given to the technological advancements which assist decarbonisation.

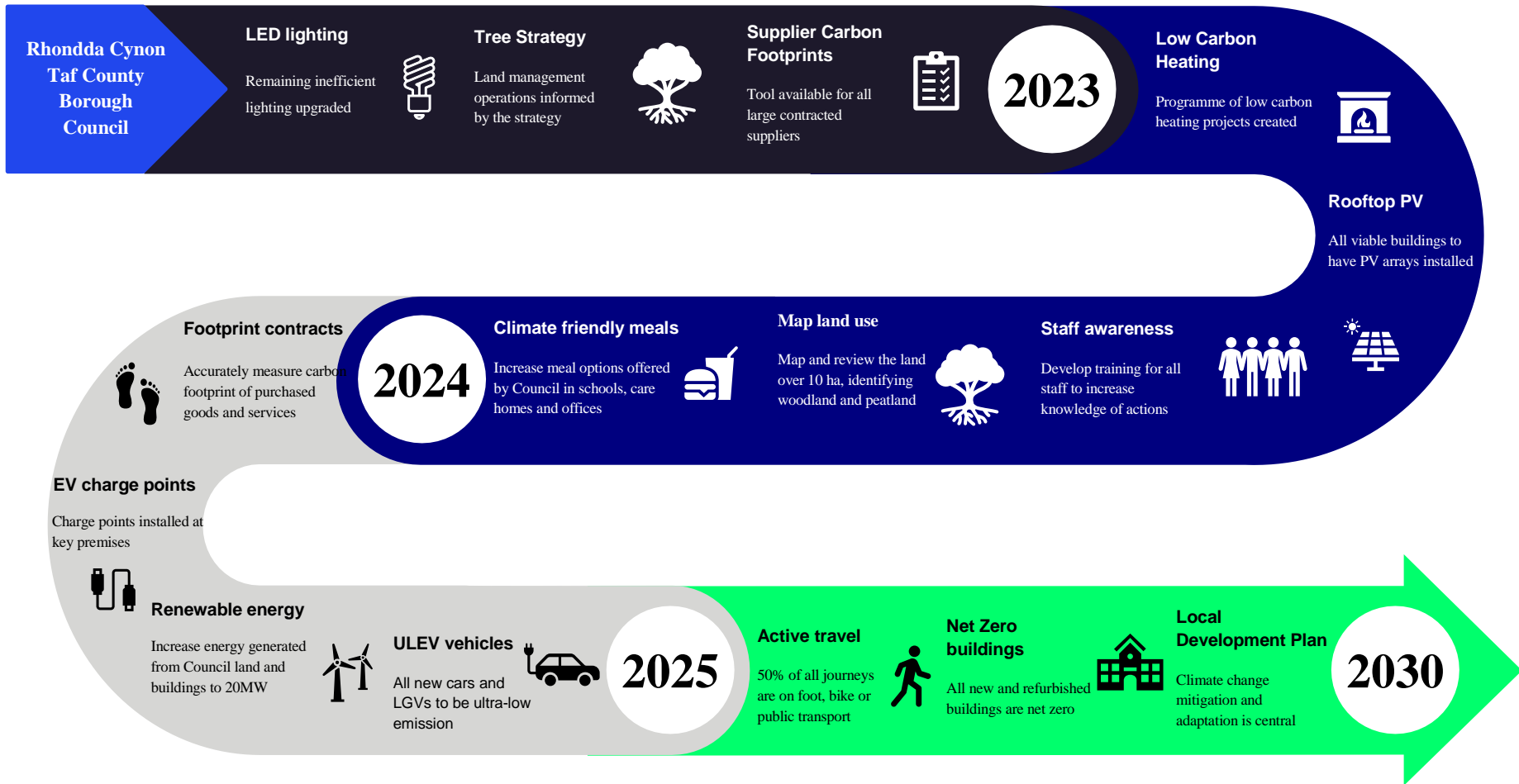
### Climate Change Cabinet Sub-Committee Structure

There are seven sub-groups each with a particular focus on an element of decarbonisation and climate change. The governance structure for climate change is already established, and shown as follows:



# 7. Route Map Timeline

A visual route map to communicate a summary of actions to meet net zero is shown as follows:



## APPENDICES

# Appendix 1: Modelling Assumptions

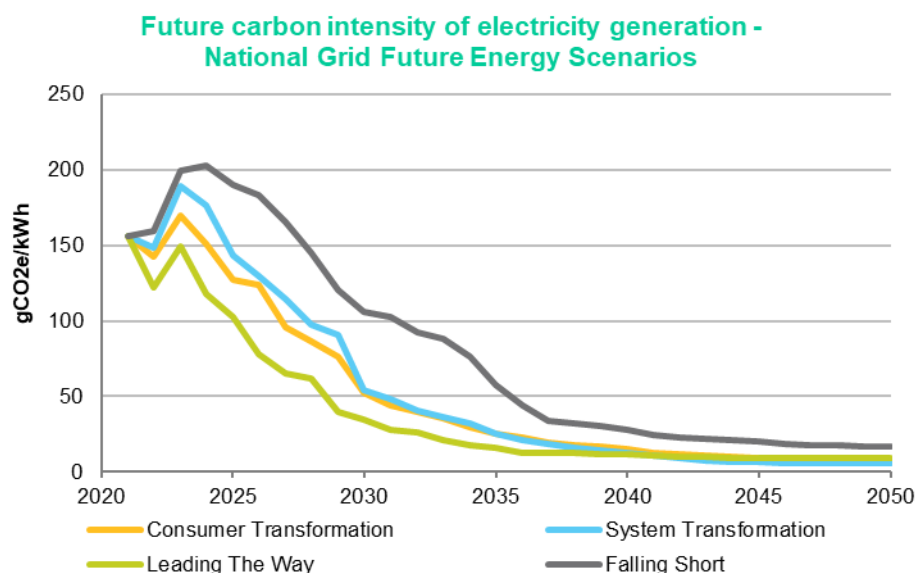
## Net zero definition

The approach taken for this report is to use the net zero framework as defined by the Science Based Targets initiative (SBTi) – this aligns with the approach by Welsh Government in their Net Zero Strategic Plan. The table below shows the subtle differences between net zero and carbon neutral, which the council has been working towards previously.

Carbon neutral	Net zero
PAS2060 is the internationally recognised specification for carbon neutrality, which builds on the existing PAS 2050 environmental standard.	The Science Based Targets initiative (SBTi) has defined net zero targets for corporates.
Carbon neutrality has a minimum requirement of covering Scope 1 & 2 emissions, with Scope 3 encouraged but not mandatory.	The boundary of a net zero target includes global scope 1, 2 and 3 emissions of the organisation.
There is no requirement for a company to reduce its emissions on a certain trajectory in order to be carbon neutral.	To be net zero, an organisation must be reducing its emissions along a pathway that limits warming to 1.5°C with no or limited overshoot.
A carbon neutral footprint is one where the sum of the greenhouse gas emissions (CO <sub>2</sub> e) produced is offset by natural carbon sinks and/or purchased carbon credits.	For net zero, the criteria are stricter to offset the remaining emissions; an organisation must purchase greenhouse gas removals that result in permanent carbon sequestration from the atmosphere.
	At least a 90% reduction in emissions, which aligns with the SBTi requirements for net zero.

## Grid electricity

The carbon intensity of grid electricity has been falling due to the removal of coal-fired power stations, with the ramping up of renewable energy generation feeding into the grid further lowering carbon intensity. In the past decade, CO<sub>2</sub> intensity has dropped by 65% from 529 gCO<sub>2</sub>/kWh in 2013 to 188 gCO<sub>2</sub>/kWh in 2021.



The RCTCBC Action Plan has been modelled against the Falling Short scenario – this provides the most conservative pathway the Council pathway.

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Falling Short, previously named Steady Progression, assumes non-compliance with the UK Net Zero 2050 emissions target, due to low levels of decarbonisation and societal change. Leading the Way has very high levels of decarbonisation and societal change. Consumers adopt new technologies rapidly, and a mix of solutions is developed. This scenario aims for the “fastest credible” decarbonisation pathway. UK Net Zero is met by 2047.

System Transformation and Consumer Transformation both have high levels of decarbonisation and UK Net Zero is met by 2050. Larger, more centralised solutions are developed and the highest levels of hydrogen deployment are modelled in System Transformation. High levels of societal change with consumers adopting new technologies rapidly such as electrification of domestic heat and more decentralised solutions are developed in Consumer Transformation.

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## Appendix 3: Carbon Reduction Initiatives carbon saving assumptions

### Buildings

Ref	Action	Carbon saving assumptions	Cost assumptions
B01	Upgrade the remaining 20% of lighting to LED	189,023m <sup>2</sup> shown as no LED in data request. Savings of 5.5W/m <sup>2</sup> , and assuming 2250hrs pa. By floor area 36% of LED is required.	
B02	Create a pipeline for low carbon heat projects, prioritising LPG-fired, failing and inefficient boilers, and leased buildings	No associated/quantifiable saving	
B03	Work up proposals for low carbon heat projects to install in 2023/24 as further funding becomes available. Focus on high carbon emitters and sites with existing underfloor heating.	Phase 1 LCH - 3x primary, 1 high, pool. Primary 100,000kWh, Secondary 1m kWh, Pool 1.2m kWh gas. 80% boiler eff, COP 3.	£2000/kW installed, kWh / 2500hrs to estimate kW
B04	Install low carbon heat projects	Phase 3 LCH - LPG sites to heat pumps, and 75% of remaining gas sites, at 80% heat pump	£2000/kW installed, kWh / 2500hrs to estimate kW
B05	Write a policy outlining the 'whole building' approach – look at insulation improvements when carrying out other works, fabric first, following CIBSE AM17 best practice for heat pumps	No associated/quantifiable saving	
B06	Carry out rooftop solar PV screening for all viable remaining buildings, including leased buildings, and create a pipeline of works	No associated/quantifiable saving	
B07	Install roof mounted solar on all viable buildings, including all schools	1245kW to be installed, based on 15kW at primary, 30kW secondary. 1000kWh/kW installed	1200€/kW
B08	Re-roofing projects to consider installing solar mounts on appropriately orientated roofs, ready for PV install at a later date	No associated/quantifiable saving	
B09	Optimise property portfolio by reducing the number of Council-owned or leased buildings, as more staff move to hybrid working	10% of floor area to be closed. Increase home working by 10%, reduce commuting by 10%.	
B10	80% of the energy used at our Bryn Pica Materials Recycling Facility will come from renewable sources by 2025	200kW, 186,337kWh generation from WGES report	1200€/kW
B11	Work with third sector organisations to ensure the sustainability of community facilities/venues in RCTCBC (EPC C by 2025), reduce the impact of rising energy prices and improve energy efficiency. This includes Council buildings leased to third sector groups.	No associated/quantifiable saving	

Ref	Action	Carbon saving assumptions	Cost assumptions
B12	Provide training for Building Managers - building on the Energy Policy and previous guidance given to Building Managers	2% saving from better control of energy use	
B13	Specific training for staff on how to operate and work in their buildings efficiently e.g. how to request temperature changes, policy of no additional fans / heaters etc	3% saving from better building control and spotting faults/maintenance issues	
B14	By 2030, all buildings will have an energy efficiency equivalent to DEC rating of C		
B15	By 2030, rooftop PV will be installed on all suitable buildings	1080kW to be installed, based on 30kW leisure centres, 15kW other. 1000kWh/kW installed	
B16	Further develop the use of hydrogen for fuel cells in Council buildings.	No associated/quantifiable saving	
B17	Work with third sector organisations to ensure the sustainability of community facilities/venues in RCTCBC (EPC B by 2028), reduce the impact of rising energy prices and improve energy efficiency. This includes Council buildings leased to third sector groups.	No associated/quantifiable saving	
B18	Complete all new builds and refurbishments for the Council's building estate in line with net zero standards by 2030, through the Sustainable Communities for Learning programme, to target low carbon heating systems		

## Transport

Ref	Action	Carbon saving assumptions	Cost assumptions
T01	Implement our Electric Vehicle Charging (EVC) Strategy and supporting Implementation Plan, that will accommodate the transport needs of existing and future electric vehicle users.	Increase electricity consumption due to charging? Are there any figures in these documents?	
T02	In line with Wales' target for public sector organisations, we will aim for all our new cars and Light Goods Vehicles to be ultra-low emissions vehicles by 2025	3% diesel is for equipment, 100% gas oil is for equipment	
T03	Implement the Council's Fleet Transition Plan including the promotion and prioritisation of electric vehicles, with appropriate training for staff.	No associated/quantifiable saving	

Ref	Action	Carbon saving assumptions	Cost assumptions
T04	Trial further electric vehicles for different vehicle types.	No associated/quantifiable saving	
T05	Improve data collection for non-expensed forms of travel like walking or cycling	No associated/quantifiable saving	
T06	With the aim of achieving 25% of journeys on foot, bike or public transport by 2025, significantly reduce staff travel by car for commuting and business travel by continuing to maximise the use of technology for route planning and encouraging active travel and greater use of public transport.	Reduce all business travel by a quarter. Assume half of the reduced miles will be moved to active travel (walking and cycling), half on public transport so increase bus and rail travel proportionately	
T07	Develop potential for staff to walk / cycle to visits (social care) by zoning patches of care, and not only employing those who can drive	No associated/quantifiable saving	
T08	Encourage staff to commute by active travel and public transport. Cycle 2 Work scheme to be open year-round and more heavily promoted. Install enabling infrastructure (bike racks, showers, lockers). Continue to provide train/bus ticket loan scheme.	No associated/quantifiable saving	
T09	Incentivise low carbon transport with cycle/running clubs, friendly competition to promote active travel and apps like Strava. Use existing platforms like the staff Green Space on Microsoft Teams to promote progress and achievements.	No associated/quantifiable saving	
T10	Link the Safe Walking and Cycling Routes established by schools to Council staff and the wider community	No associated/quantifiable saving	
T11	Ensure that the transport services we commission, including Home to School, are zero or low carbon where possible	In S06	
T12	Provide training to educate frequent drivers on how to drive their own and fleet ICE (internal combustion engine) cars in a more fuel-efficient way	3% reduction in fleet and business travel in petrol and diesel vehicles	
T13	Investigate the potential for incorporating hydrogen vehicles into the Council fleet as they come onto the market, for example hydrogen Refuse Collection Vehicles	Remove 4% of diesel used for RCVs	
T14	In line with Wales' target for public sector organisations, we will aim for all our Heavy Goods Vehicles to be ultra-low emissions vehicles by 2030	Remove all diesel used for HGVs (936,990 litres for HGV fleet (60%))	

Ref	Action	Carbon saving assumptions	Cost assumptions
T15	By 2030, we will ensure that over 50% of all journeys are taken by public transport, bike or walking, or, where this is not possible, using electric vehicles.	Reduce all business travel by another quarter. Assume half of the reduced miles will be moved to active travel (walking and cycling), half on public transport so increase bus and rail travel proportionately	
T16	Over the next 5 years, make electric pool vehicles, and corresponding charging points, available at different appropriate Council locations e.g. depots and main offices	3% diesel is for equipment, 100% gas oil is for equipment	

### Supply Chain

Ref	Action	Carbon saving assumptions	Cost assumptions
S01	Produce a paper outlining the options for suppliers to achieve net zero certification, in line with RCTCBC's tender requirements, and distribute it to suppliers	No associated/quantifiable saving	
S02	All procurement lead contracts have already been revised to include questions about suppliers' ability to calculate their carbon emissions. Relevant contract clauses have also been added to strengthen the Council's position. Work to roll these out in all upcoming contracts e.g., Supported Living and Home Care contracts, Transport contract	No associated/quantifiable saving	
S03	Identify departments who procure goods and services with the highest carbon impact and prioritise supporting the procurement approach in upcoming contracts	No associated/quantifiable saving	
S04	Request all contracted suppliers complete carbon footprint tool annually, and support them to do so by developing training	No associated/quantifiable saving	
S05	Support smaller suppliers to use the carbon footprint tool to take them along with RCTCBC on the decarbonisation journey	No associated/quantifiable saving	
S06	Specify low carbon travel/vehicles for those contracts where transport is a large contributor e.g., delivery services, transport services (Stagecoach etc), social care services, school transport	25% of transport services will be net zero by 2030. Reduce spend on Postal Services (£88k), Waste collection (£593k), Food and Beverage Serving (£4.2m), Motor Vehicles (£10.6m), Road Transport (£21.2m), Social Care (£76.3m) by 25% to show a decrease	May cost an additional 10% in spend to procure EV services etc. if premium applied

Ref	Action	Carbon saving assumptions	Cost assumptions
S07	Establish ambitious energy efficiency standards, that go beyond the minimum mandatory Government Buying Standards, when purchasing white goods, appliances and ICT equipment and share with all staff across the council	Reduced operating emissions from products, leading to reduced footprint of 3%. Reduce spend by 3%	May cost an additional 3% in spend to procure more energy efficient products if premium applied
S08	Increase the number of climate friendly meal options offered by the Council in our schools, care homes, offices and offered by our community meals service from a baseline that will be established in 2022/23.	Reduced emissions from food by 2025, (shown in the model by a 25% reduction in food cost £4.2m)	May reduce costs by 5% if purchasing less meat, dairy etc.
S09	Using WRAP guidelines for measuring emissions from food and drink, calculate an accurate carbon footprint for food provided by the Council using higher resolution specific emissions factors. Establish priorities for reducing the carbon footprint and environmental impact of food options.	No associated/quantifiable saving	
S10	When demolishing or refurbishing sites, look to establish a holding centre to store reusable materials. Use repurposed building materials from major projects e.g. timber.	Reducing emissions from construction by 2025 (shown in the model by reducing spend £66.6m by 5%)	Reduce spend on construction by 5% as reusing existing materials
S11	By 2026, 50% of our suppliers will be net zero certified	Reducing emissions by 2026 from all spend not included in travel-related spend (£102,915k) by 50%	Could increase costs by 10%
S12	Understand the carbon impact of all major purchasing decisions	No associated/quantifiable saving	
S13	Score tender responses based on suppliers' carbon footprints and reduction plans	No associated/quantifiable saving	
S14	Accurately measure the carbon footprint of all purchased goods and services	No associated/quantifiable saving	

## Land Use

Ref	Action	Carbon saving assumptions	Cost assumptions
L01	Understand the sequestration potential of land in our ownership	No associated/quantifiable saving	
L02	Identify an accurate baseline of RCT woodland cover to inform future management by - Producing a whole RCT woodland cover map by 2024, including identification of all Council-owned woodland - Identifying the rate of natural woodland regeneration on Council-owned woodland sites over 10 hectares in size	No associated/quantifiable saving	
L03	By 2025, set a target for sustainably increasing woodland cover through The Natural Tree Regeneration Project	No associated/quantifiable saving	
L04	Draft Tree Strategy and Policy consultation to be reviewed, improved, approved, and then implemented into a working document	No associated/quantifiable saving	
L05	Work with partners to map and review Council-owned land to produce a long-term plan to optimise diverse land management, including identifying sites for natural woodland regeneration, sites suitable for food production, sites for peatland restoration, and sites where tree planting is appropriate.	No associated/quantifiable saving	
L06	Put climate change at the centre of our Local Development Plan, which is currently being renewed. This includes protecting RCT uplands, important habitats and peatbogs.	No associated/quantifiable saving	
L07	Encourage community gardening programmes, growing food locally and the potential for recruiting adults with complex needs to work in the community gardens and paying them a fair wage. Explore the suitability of parks and other Council land to support this.	No associated/quantifiable saving	
L08	Maximise carbon sequestration across Council-owned land	No associated/quantifiable saving	
L09	Rewet and appropriately manage peatbogs in Council ownership to restore biodiversity and maximise carbon sequestration.	No associated/quantifiable saving	



Ref	Action	Carbon saving assumptions	Cost assumptions
L10	Where appropriate, use planning conditions to deliver habitat protection and restoration as part of new developments. Engage developers through Supplementary Planning Guidance for environmentally friendlier design, which incorporates and enhances the natural features existing on greenfield sites.	No associated/quantifiable saving	
L11	Encourage new and better management of S106 sites with long term management goals in mind, protecting existing trees, hedges and green spaces	No associated/quantifiable saving	
L12	Contribute to the Queen's Green Canopy initiative and the National Forest for Wales through sustainable tree planting by investing £200,000 per annum until 2029	No associated/quantifiable saving	
L13	Attract private sector investment to increase areas of woodland regeneration and creation, ensuring that we protect and store carbon and reduce the risk of flooding	No associated/quantifiable saving	

## Renewables

Ref	Action	Carbon saving assumptions	Cost assumptions
R01	Increase local renewable energy generated from Council land or buildings from 2021/22 baseline (2MW) to 20MW by 2025.	Includes totals from building integrated (roof mounted PV in B7)	
R02	Install solar schemes: - 200kw solar scheme at Bryn Pica - Land-based solar array	200kWp solar for Bryn Pica (covered in B10) Land based solar (in progress) 5MW Another land based Solar 5MW	
R03	Install wind schemes: - wind turbines	Potential for: Wind farm 6MW	
R04	Explore community cooperative energy projects to provide inexpensive, green energy for residents and businesses to purchase, including energy for electric vehicle recharging on publicly owned land.	No associated/quantifiable saving	
R05	Explore potential options to utilise existing energy sources including: - Geothermal energy from abandoned coal mines - Hydro electric projects	No associated/quantifiable saving	

Ref	Action	Carbon saving assumptions	Cost assumptions
R06	Use public sector land for green energy generation (solar, wind and hydro). Progress wind, hydro and solar energy schemes to reduce the cost of meeting our energy needs and generate income, whilst reducing our carbon footprint.	No associated/quantifiable saving	
R07	Work with partners including a local health board, Natural Resources Wales, and neighbouring authorities to maximise the collective resources to generate green energy across the region.	No associated/quantifiable saving	

## Appendix 4: Alignment with Think Climate strategy

The table below indicates how this report aligns with, and builds on, RCTCBC’s Think Climate Strategy: *Making Rhondda Cynon Taf Carbon Neutral by 2030*. The actions in the table below have been inspired by, or drawn directly from, the Climate Strategy. These actions are highlighted in this report with an asterisk.

Buildings		Transport		Supply chain		Land use		Renewables	
Action	Page in Climate Strategy	Action	Page in Climate Strategy	Action	Page in Climate Strategy	Action	Page in Climate Strategy	Action	Page in Climate Strategy
B2	page 5	T1	page 9	S1	page 5	L1	page 5	R1	page 7
B3	page 5	T2	page 5	S9	page 17	L2	page 10	R3	page 7
B6	page 5	T5	page 9			L3	page 10	R4	page 7
B7	page 5					L5	page 10		
B10	page 8					L7	page 11		
B11	page 16								

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## RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

MUNICIPAL YEAR 2022 /23

### OVERVIEW & SCRUTINY COMMITTEE

27<sup>TH</sup> MARCH 2023

#### 'A PICTURE OF FLOOD RISK MANAGEMENT - REPORT OF THE AUDITOR GENERAL FOR WALES'

#### REPORT OF THE SERVICE DIRECTOR OF DEMOCRATIC SERVICES & COMMUNICATIONS

#### 1. PURPOSE OF THE REPORT

To inform scrutiny of flood risk management across Wales and to seek Committee's comments in respect of the presentation of information contained within Appendix 1.

#### 2. RECOMMENDATIONS

It is recommended that Members: -

- 2.1 Acknowledge the information contained within Appendix 1; and,
- 2.2 For Members of the Overview & Scrutiny Committee to understand how flood risk management works and to help inform any future scrutiny relating to these key issues.

#### 3. REASONS FOR RECOMMENDATIONS

- 3.1 The need for the Overview and Scrutiny Committee to be informed of Flood Risk Management and to comment on the presentation and formatting of the report in Appendix 1

#### **4. BACKGROUND INFORMATION**

- 4.1 In recent years, Wales has suffered devastating impacts from flooding. Despite continued investment, flooding continues to present significant risks to the country.
- 4.2 Flood risk management has been the subject of several reviews over the past ten years. The Welsh Government and partners are improving their approach to flooding and coastal erosion risk management, although further improvements are needed.
- 4.3 Appendix 1 provides Members with the opportunity to be informed of Flood Risk Management, in line with the Committee's Terms of Reference, and also to consider how the information it provides informs future scrutiny meetings involving these key issues.

#### **5. EQUALITY AND DIVERSITY IMPLICATIONS**

- 5.1 There are no Equality and Diversity implications arising from this report.

#### **6. CONSULTATION/INVOLVEMENT**

- 6.1 Not applicable.

#### **7. FINANCIAL AND RESOURCE IMPLICATIONS**

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

#### **8. LINKS TO THE CORPORATE AND NATIONAL PRIORITIES AND THE WELLBEING OF FUTURE GENERATIONS ACT**

- 8.1 The updates contained within Appendix 1 will strengthen the Council's response to its Flood Risk Management Policy, in line with the requirements of the Well-Being of Future Generations Act.
- 8.2 Appendix 1 will also make a significant positive contribution to the seven goals set out in the Well-Being of Future Generations Act, with particular focus on the goal of a more resilient Wales, which in turn supports a stronger social economic and healthier Wales.

#### **9. CONCLUSION**

- 9.1 The Auditor General for Wales relayed the following:

*“We are not expecting local authorities to provide a formal response to our flooding report, or to table the report for a committee meeting, but we are hoping it will provide useful context to inform scrutiny of flood risk management. We would be grateful if you could share our report with relevant scrutiny committees, and if they have any general feedback on whether it has been useful for them, or whether it has driven them to consider flood risk management in future meetings”.*

- 9.2 In line with the Overview and Scrutiny Committee Terms of Reference, Members have been tasked with understanding how flood risk management works and to use this information to inform future scrutiny meetings relating to these key issues.

**LOCAL GOVERNMENT ACT 1972**

**as amended by**

**LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985**

**RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL**

**LIST OF BACKGROUND PAPERS:**

**OVERVIEW & SCRUTINY COMMITTEE**

**27 MARCH 2023**

**‘A PICTURE OF FLOOD RISK MANAGEMENT - REPORT OF THE AUDITOR  
GENERAL FOR WALES’**

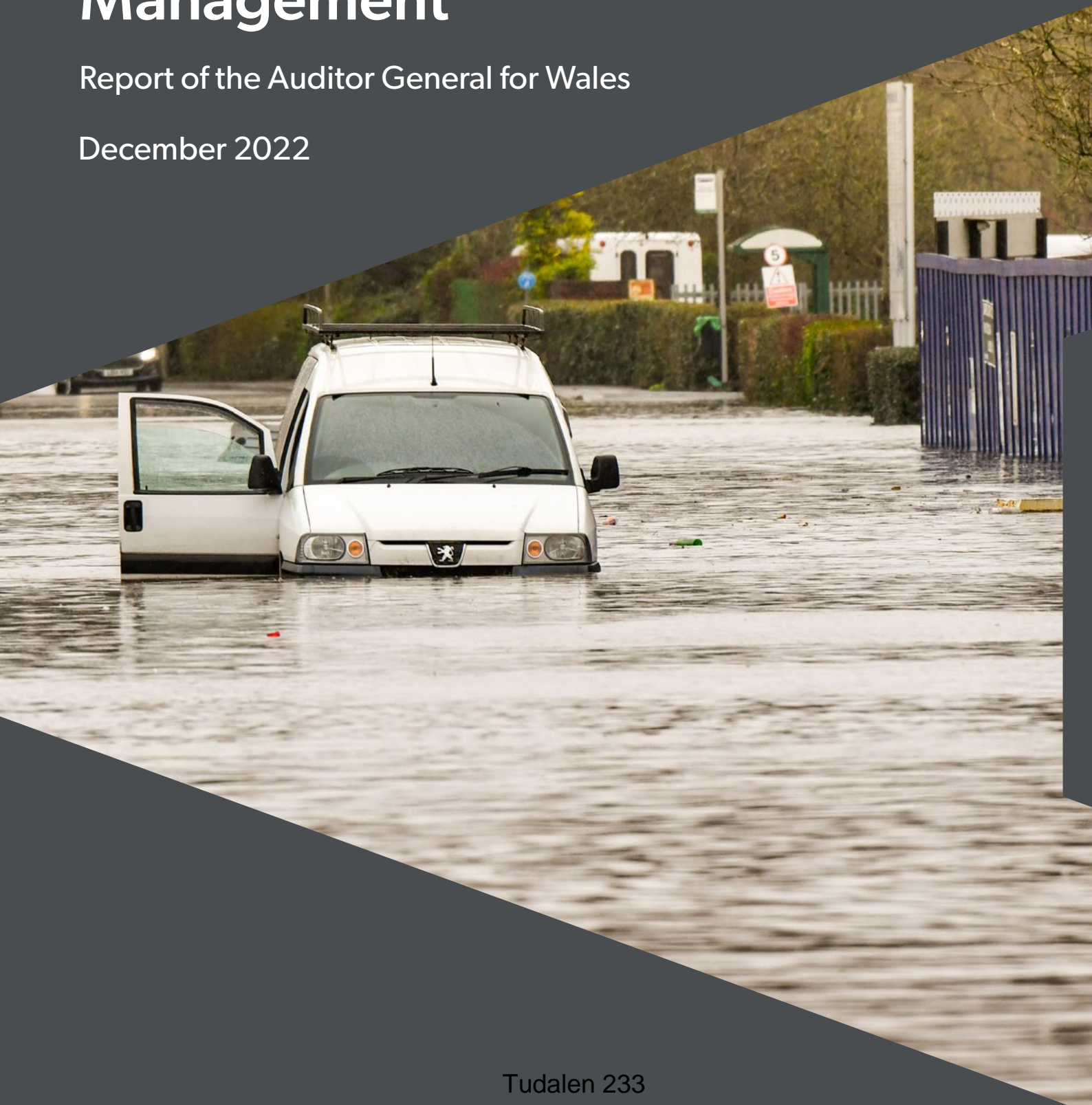
**REPORT OF THE SERVICE DIRECTOR DEMOCRATIC SERVICES &  
COMMUNICATIONS**



# A Picture of Flood Risk Management

Report of the Auditor General for Wales

December 2022



This report has been prepared for presentation to the Senedd under the Government of Wales Act 1998.

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Mae'r ddogfen hon hefyd ar gael yn Gymraeg.

# Contents

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About this report	4
Key facts	6
Key issues	7
<b>Detailed report</b>	
1 Flood risk management: context	9
2 Flood risk management: strategy	16
3 Flood risk management: finances	23
4 Flood risk management: capacity	35
5 Flood risk management: performance and delivery	38
<b>Appendices</b>	
1 Audit approach and methods	45

# About this report

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- 1 In recent years, Wales has suffered devastating impacts from flooding. Despite continued investment, flooding continues to present significant risks to the country. Flood risk, and the costs of managing it are increasing with climate change. Extreme weather events like the storms in winter 2019-20 are likely to become more frequent but it is impossible to predict exactly where and when they will occur.
- 2 Flood risk management has been the subject of several reviews over the past ten years, including our own review of coastal flooding and erosion<sup>1</sup> in 2016. Our review found that the Welsh Government and partners were improving their approach to flooding and coastal erosion risk management, although the pace of change had been slower than planned. We said further improvements were needed to address capacity issues, plan for the long term, and ensure that spending provided value for money.
- 3 The Senedd Public Accounts Committee used our work to inform its own inquiry<sup>2</sup> and report in 2017. The Welsh Government's 2020 National Strategy for Flooding and Coastal Erosion<sup>3</sup> (the National Strategy), its second in this area, includes actions to address the findings of both reviews. Nevertheless, the flooding sector faces considerable ongoing challenges.
- 4 Also in 2020, the Senedd Climate Change, Environment and Rural Affairs Committee held a short inquiry into the Welsh Government's response to the winter floods in February 2020<sup>4</sup>. The Committee concluded that there are difficult conversations to be had between the Welsh Government and its partners, and with communities, about where and how to invest, and what can reasonably be achieved with finite resources.

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1 Auditor General for Wales, Coastal Flood and Erosion Risk Management in Wales, July 2016

2 Senedd Public Accounts Committee, Coastal Flood and Erosion Risk Management in Wales, June 2017

3 Welsh Government, The National Strategy for Flood and Coastal Erosion Risk Management in Wales, October 2020

4 Senedd Climate Change, Environment and Rural Affairs Committee, Flooding in Wales, December 2020

- 5 While we have been undertaking our work, several important reviews have been taking place or are proposed. In particular, the Wales Flood and Coastal Erosion Committee, which acts as an independent advisory body to Welsh Ministers, finalised a review of resources in May 2022<sup>5</sup>. It made 20 proposals to improve the national approach and the Welsh Government is currently considering its formal response.
- 6 This Picture of Flood Risk Management report explains how flood risk management works in Wales, including expenditure trends. Flood risk management is a complex area, and our report is not intended to be comprehensive. It also focuses on the management of flood risk rather than the emergency response when floods do happen. We set out what we consider to be some of the key issues, recognising that other commentators and review bodies will have their own perspective. **Appendix 1** describes our audit approach and methods.
- 7 The report is part of our ongoing programme of work looking at how public bodies are responding to the challenges of climate change. In July and August 2022, we published our first reports on public sector readiness to achieve the collective ambition to have net zero carbon emissions by 2030<sup>6</sup>. We will consider looking again at flood risk management in Wales over the next few years to see how well the Welsh Government, Natural Resources Wales (NRW) and local authorities are responding to the issues identified in the Flood and Coastal Erosion Committee's review of resources and the broader challenges facing the flooding sector.

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5 The report is available on request to the Flood and Coastal Erosion Committee.

6 Auditor General for Wales, Public Sector Readiness for Net Zero Carbon by 2030, July 2022; and Public Sector Readiness for Net Zero Carbon by 2030: Evidence Report, August 2022

# Key facts



**117,000** properties at 'high risk' of flooding (2019)



**3,130** properties known to be flooded in the February 2020 storms



**£81 million** estimated property damage from the February 2020 storms



**28** Risk Management Authorities including the Welsh Government, NRW, water companies and local authorities

**£59.6 million** Welsh Government funding for flood risk management, 2021-22 (at 2022-23 prices)



**48.7%** Real terms Welsh Government budget increase for flood risk management by 2024-25 (from 2021-22)

## Key issues

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We have seen the terrible impact of flooding on our communities and the economy and climate change means this is likely to happen more frequently. The issues are not new. Our previous audit work and other reviews have highlighted the need for action in long-term planning, adapting to climate change and building workforce capacity. Despite some positive developments, there are serious questions about whether public services can keep pace with the increasing risks and challenges associated with flooding.

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**Adrian Crompton**  
Auditor General for Wales



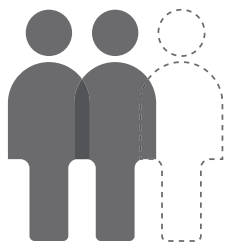
## Exhibit 1: key issues affecting flood risk management in Wales



### **Significant long-term investment will likely be needed to tackle the increasing flood risks associated with climate change.**

There are likely to be tough decisions about how to invest finite resources to manage flood risk.

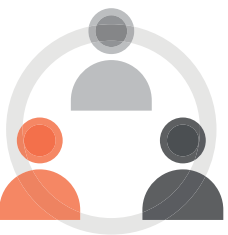
Detail in **paragraphs 3.14 to 3.19.**



### **Increasing workforce capacity is the most immediate priority for the flooding sector.**

Without investment in the future flood risk management workforce, it will be difficult to achieve the ambitions in the National Strategy. A long-term, system-wide approach is needed.

Detail in **paragraphs 4.1 to 4.6.**



### **There are gaps in collective leadership and policy integration.**

There is no Wales-wide forum for senior leaders to discuss flood risk management and drive strategic change. There are also opportunities to better integrate policy and funding arrangements across public services to improve flood risk management.

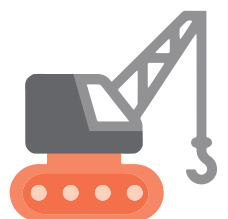
Detail in **paragraphs 5.6 to 5.10.**



### **There are gaps in flood risk data and the risks themselves keep changing with climate change.**

Understanding the impact of flood risk management activity is difficult. Firstly, the condition of Wales's flood defences is not clear because there is currently no complete single source of information on the condition of defences owned by all parties. Secondly, climate change is changing the risks. Building developments or new flood defences can also move flood risk from one place to another.

Detail in **paragraphs 5.11 to 5.17.**



### **Building development in high flood risk areas could be exposing households and businesses to avoidable flood risk.**

National data on planning consents shows significantly higher levels of development in high flood risk areas in 2016-17 to 2018-19 compared to 2015-16. However, beyond 2018-19 there is no national data to judge new risks resulting from development.

Detail in **paragraphs 5.18 to 5.21.**





# Flood risk management: context





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01

## Climate change is increasing the risks of flooding

- 1.1 For the Welsh Government, the term ‘flood and coastal erosion risk’ covers flooding from rivers, the sea, reservoirs, ordinary watercourses, groundwater, and surface water as well as coastal erosion. Flooding from water and sewerage systems also presents risks to property but is the responsibility of water companies. Former industrial sites, including coal mines, can also flood or suffer landslides<sup>7</sup>.
- 1.2 Flood risk is described using four categories based on the chance of flooding occurring in any given year (**Exhibit 2**). NRW estimates that one in eight properties in Wales (245,000 properties) are at some risk of flooding from either rivers, the sea or surface water with almost 400 of those properties also at risk from coastal erosion. Of the 245,000 properties at risk, 117,000 properties are at high risk<sup>8</sup>.

### Exhibit 2: flood risk categories

Risk	Chance of flooding in any given year
 <p>HIGH RISK</p>	Greater or equal to once in 30 years
 <p>MEDIUM RISK</p>	Less than once in 30 but greater than once in 100 years
 <p>LOW RISK</p>	Less than once in 100 but greater than once in 1,000 years
 <p>VERY LOW RISK</p>	Less than once in 1,000 years

Source: Categories set out in the 2020 Welsh Government’s National Strategy for Flood and Coastal Erosion Risk Management in Wales

7 Management of risk associated with Welsh coal mines is the subject of a UK Government Task Force and law commission review as well as a project to assess and record risks associated with mines by the Coal Authority, Welsh Local Government Association (WLGA), local authorities and NRW.

8 Flooding risk is based on modelled data. NRW cautions that the data comes with uncertainty due to limits of accuracy in measurement and modelling methods. [NRW’s website](#) provides information on flood risk. The most recent published data is 2019.

1.3 The number of households at risk of flooding is based on the levels assessed as at risk at a point in time and will change. The State of UK Climate 2021 report<sup>9</sup> describes higher average levels of rainfall and rising sea levels and says that sea levels are rising much faster than a century ago; an annual rise of between three and five millimetres. Rising sea levels and higher levels of rainfall resulting from climate change are likely to increase the chances of flooding occurring. The devastating storms of February 2020 were a stark example. 3,130 properties in Wales were known to be flooded<sup>10</sup> and river levels reached unprecedented heights. NRW categorised the storms as a 1 in 200-year event in some areas of Wales which overwhelmed some defences<sup>11</sup>. The floods highlighted the possibility that severe storms could become increasingly common due to climate change.

## Flooding can have a devastating impact on individuals, the economy and the environment

- 1.4 NRW reviews have set out the impact of recent flooding events. NRW's review of the February 2020 storms put the cost of household damage alone at £81 million (in cash terms). Businesses, non-residential properties and infrastructure also suffered significant damage. Positively, NRW said 19,000 properties benefitted from flood defences during the 2020 storms, representing £550 million avoided damages.
- 1.5 Besides physical harm, flooding puts huge pressure on the mental health of individuals long after their homes or businesses are flooded. Flooding can also cause irrevocable damage to habitats and ecosystems. For example, NRW found that the winter storms of 2013-14 damaged 37 Sites of Special Scientific Interest and 10 Special Areas of Conservation<sup>12</sup>.

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9 Kendon et al., State of the UK Climate 2021, International Journal of Climatology, The Royal Meteorological Society Journal of Climate Science, July 2022

10 Natural Resources Wales, February 2020 flood review (Storm Ciara and Dennis), October 2020

11 River and main water course defences are typically built to withstand a 1 in 100-year flooding event (an event only likely to occur once in 100 years). Flooding categories are based on past data which is updated when new floods occur.

12 Natural Resources Wales, Wales Coastal Flooding Review Phase 1 Report – Assessment of Impacts, January 2014

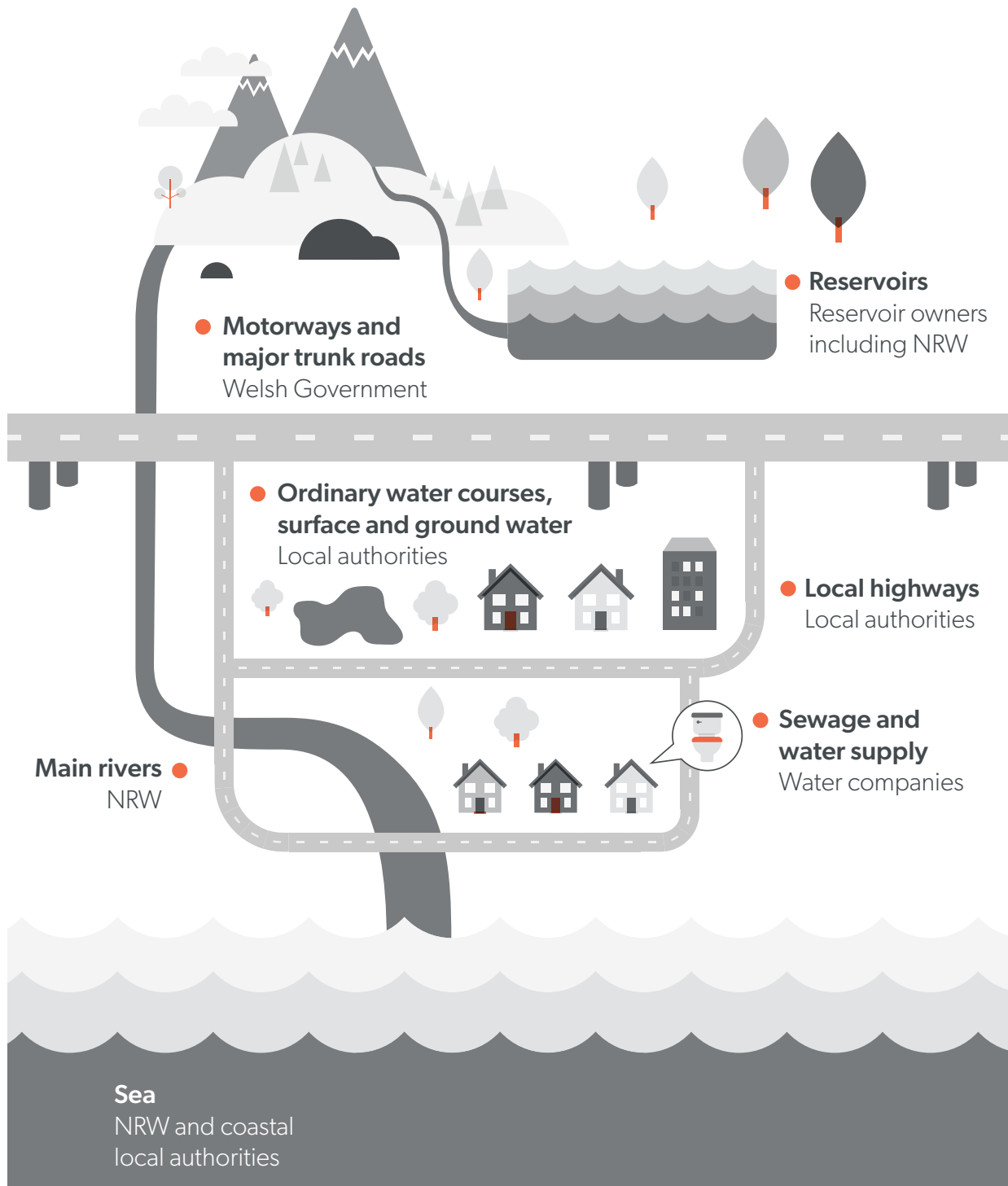
## Roles and responsibilities are complex and may require legislative change

- 1.6 Legal responsibility for managing flood risk differs depending on the area of land at risk of flooding, or the source of the flood risk. In broad terms, the Welsh Government and NRW have system-wide roles to support flood risk management. The Welsh Government sets the national direction and allocates funding. NRW has national strategic oversight of all sources of flooding and coastal erosion and provides technical advice to other Risk Management Authorities (RMAs). Local authorities are designated Lead Local Flood Authorities. They manage flooding from ordinary watercourses, surface water and groundwater. The Welsh Local Government Association (WLGA) is not an RMA. Through its Welsh Government grant funded post (see **footnote 24**), the WLGA coordinates and supports local authorities in their functions and helps steer national initiatives. The Welsh Government, NRW, local authorities and water companies<sup>13</sup> have discretionary powers for managing flood risk in different places as RMAs (**Exhibit 3**).

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<sup>13</sup> There are currently four water companies operating in Wales: Welsh Water, Hafren Dyfrdwy, Albion Eco and Leep Utilities.

### Exhibit 3: Risk Management Authority lead roles for flood risk management by location



Note: Some private landowners such as the National Trust are responsible for protecting their assets from flooding but are not RMAs.

Source: Audit Wales

1.7 Organisations with a role in managing flood risk come together in several forums in Wales. **Exhibit 4** sets out membership and purpose of key flood risk management forums in Wales. There are other forums to manage the emergency response to flooding events which are not included here.

**Exhibit 4: key flood risk management forums in Wales**

Forum	Purpose	Membership
The Flood and Coastal Erosion Risk Programme Board	Oversees delivery of the Welsh Government's capital programmes: the Flood and Coastal Erosion Risk Management Programme and Coastal Risk Management Programme	Members include representatives from the Welsh Government, NRW, the WLGA, local authorities, Dŵr Cymru Welsh Water, the Institution of Civil Engineers, and the Chair of the Flood and Coastal Erosion Committee.
The Flood and Coastal Erosion Committee	Provides advice to Welsh Ministers and RMAs on flood and coastal erosion risk management	Members are appointed by Welsh Ministers. The Committee includes representatives of NRW, the WLGA, local authorities, agriculture, the water industry, academia and relevant professional bodies.
Regional Flood Groups: North, Southeast, and Southwest Wales	Share knowledge and information about flood risk and develop joint programmes of work	Membership includes local authorities, NRW, water companies and the WLGA.
Coastal Groups: West of Wales, Liverpool Bay, Severn Estuary, and Swansea and Carmarthen Bay	Lead on producing and implementing Shoreline Management Plans	Coastal local authorities, NRW, the Welsh Government and other bodies with coastal responsibilities.
Wales Coastal Group Forum	Represents the collective interests of the Coastal Groups	Chairs of each Coastal Group plus representatives from NRW, the WLGA, Network Rail and the National Trust.

Source: Audit Wales

- 1.8 Different pieces of legislation set out powers and duties relating to the management of flooding and coastal erosion<sup>14</sup>. The Flood and Water Management Act 2010 clarified some powers and responsibilities. In response to a recommendation in our 2016 report (see **footnote 1**) on clarifying roles and responsibilities, the Welsh Government tasked the Flood and Coastal Erosion Committee with reviewing current legislation. The Committee finalised its review in September 2022 and submitted proposals to Welsh Ministers.
- 1.9 The Law Commission<sup>15</sup> is also considering whether to review statutory responsibilities for flood and coastal erosion risk management in England and Wales.

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<sup>14</sup> The main pieces of legislation relating to flood risk management in Wales are the European Union Floods Directive 2007 – which forms part of UK law, Flood Risk Regulations 2009, the Flood and Water Management Act 2010, Water Resources Act 1991, Land Drainage Act 1991, and the Coastal Protection Act 1949.

<sup>15</sup> The Law Commission is the statutory independent body created to keep the law of England and Wales under review and recommend reform where needed.



# Flood risk management: strategy

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02



## The Welsh Government's Programme for Government commits to improving flood protection

- 2.1 In its June 2021 Programme for Government<sup>16</sup>, the Welsh Government stated it would embed its response to climate change and nature emergency in everything it does and made specific commitments to flood risk management:
- to fund additional flood protection for at least 45,000 homes; and
  - deliver nature-based flood risk management (see **Exhibit 6**) in all major river catchments to expand wetland and woodland habitats.
- 2.2 The Welsh Government updated its Programme for Government in December 2021<sup>17</sup> to reflect its cooperation agreement<sup>18</sup> with Plaid Cymru. The agreement committed to more investment in flood risk management to respond to the increased risk. The updated programme included two new commitments to:
- commission an independent review of the local government section 19 and NRW reports<sup>19</sup> into winter floods; and
  - ask the National Infrastructure Commission for Wales to assess how the nationwide likelihood of flooding of homes, businesses and infrastructure can be minimised by 2050.

## The Welsh Government's National Strategy sets national objectives for flood risk management and highlights challenges facing the sector

- 2.3 The Welsh Government's 2020 National Strategy aims to reduce the risks to people and communities from flooding and coastal erosion underpinned by five objectives (**Exhibit 5**). The Strategy highlights tough questions facing flood risk management. Not all flooding can be prevented, and the Strategy emphasises the need for approaches to help communities adapt and become more resilient to severe weather events and rising sea levels.

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16 Welsh Government, Programme for Government, June 2021

17 Welsh Government, Programme for Government – Update, December 2021

18 Welsh Government, The Cooperation Agreement, 2021

19 Section 19 of the Flood and Water Management Act 2010 requires local authorities in Wales to investigate serious flooding events and publish the results. NRW also undertakes its own reviews into serious flooding.

## Exhibit 5: Welsh Government National Strategy aims and objectives for flood and coastal erosion risk management

Reduce the risk to people and communities from flooding and coastal erosion



Improved understanding and communication of risk



Preparedness and building resilience



Prioritising investment to the most at risk communities



Preventing more people becoming exposed to risk



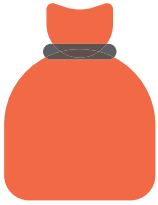
Providing an effective and sustained response to events

Source: Objectives set out in the 2020 Welsh Government National Strategy for Flood and Coastal Erosion Risk Management in Wales

2.4 The Strategy recognises that building ever higher flood walls is not always sustainable and does not remove all risk. Even high walls can breach and there is a greater risk of rapid and severe flooding when they do. It can be detrimental to wildlife and the appearance of landscapes and communities. There is also a risk that building higher walls to protect one community will push flood water on to other communities. The Strategy builds on the previous national strategy by emphasising different approaches to flood risk management. In particular, the 2020 Strategy describes the importance of building community preparedness and resilience to flooding, using natural flood management and adapting to climate change (**Exhibit 6**).

## Exhibit 6: key concepts in the National Strategy

### Building community preparedness and resilience



Raising awareness and preparing communities to respond to flooding can reduce the impact on property and individuals. Preparedness can include talking to communities about flood risk and promoting flooding warning systems. It can also include advising people of individual measures they can take to protect their home such as installing flood doors. An important part of building community resilience is working with them to understand the risks in their area and develop ways to prepare for, and adapt to, those risks.

### Natural flood management or 'nature based solutions'



Natural approaches can reduce water flows in flood risk areas. Approaches can include tree planting, offline storage areas which return water to rivers after floods have passed, and creating wetlands. Natural approaches can be especially effective when they are developed around whole river catchments, but may not work in isolation or during extreme flood events. Integrated 'Green Grey' infrastructure can have a positive impact on the environment and increase biodiversity. Green Grey approaches combine natural materials with traditional 'hard engineered' flood defences such as concrete walls.

### Adapting to climate change



Not all flooding can be prevented. The risks can be reduced but communities and infrastructure need to adapt and be prepared for severe weather events. Adaptation involves maintaining and improving defences but also better land management and planning in towns and cities to manage the impact of flooding and move 'out of harm's way'.

Source: Audit Wales summary based on the 2020 Welsh Government National Strategy for Flood and Coastal Erosion Risk Management in Wales

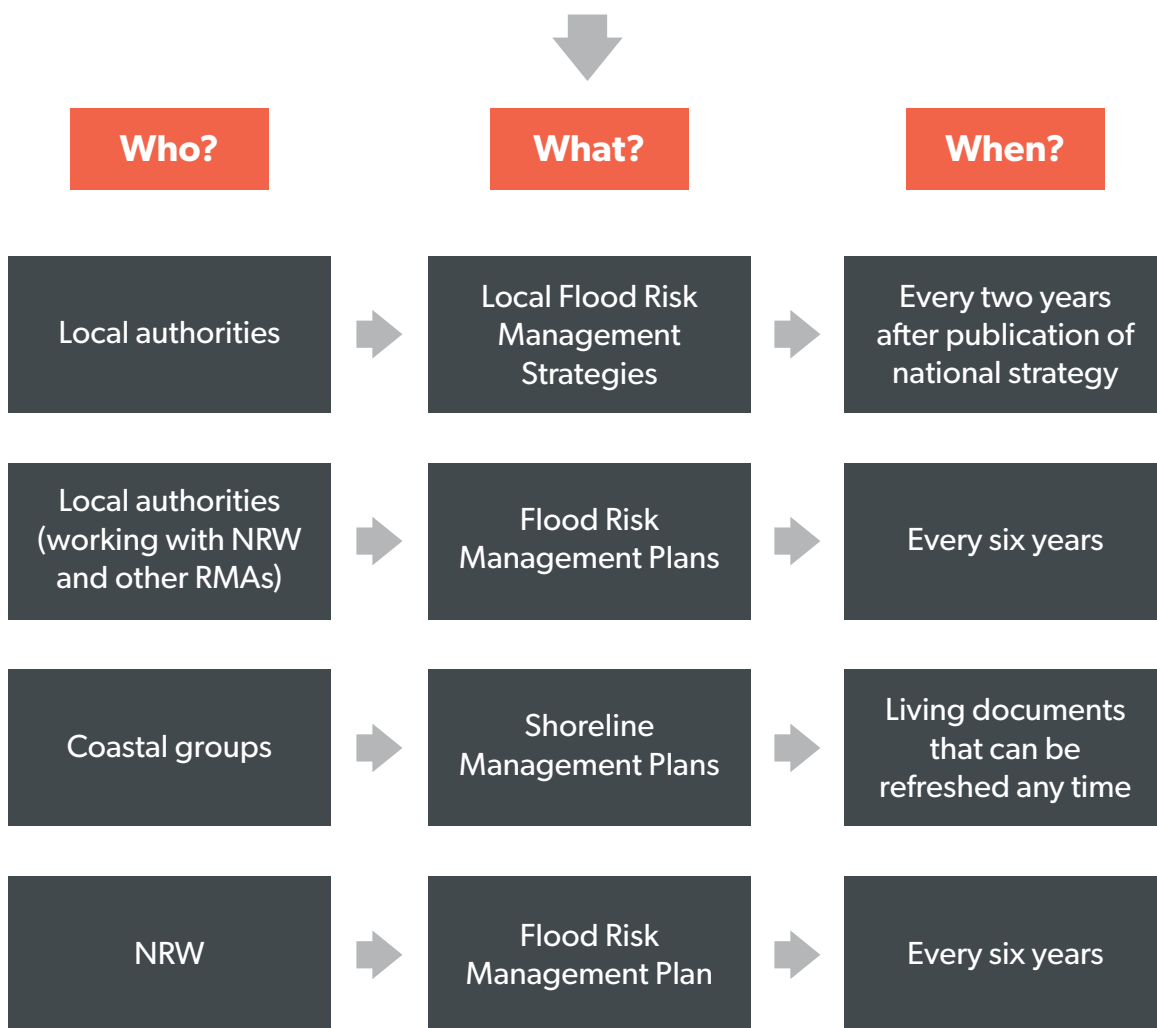
- 2.5 The Strategy emphasises that investment in flood risk management must be maintained. But it recognises the need to adapt to the increasing risks associated with climate change which may demand difficult decisions about where to direct investment.
- 2.6 The Strategy encourages regional and partnership working to improve the effectiveness of flood risk management and to secure alternative funding. In response to the Senedd Public Accounts Committee (see **footnote 2**) recommendation on regional working in 2017, the Welsh Government tasked the WLGA with exploring options for regional working with local authorities. The WLGA completed its review in July 2018, but the Welsh Government and local authorities have not yet set out specific actions to develop mechanisms and guidance for joint delivery in practice. The Flood and Coastal Erosion Committee's review of resources found that more could be done to improve regional working and collaboration and made proposals to address these issues.
- 2.7 The Senedd Climate Change, Environment and Rural Affairs Committee's 2020 report (see **footnote 4**) recommended that the [then] Minister for Environment, Energy and Rural Affairs should set out her view on how well the National Strategy is operating and whether changes need to be made to the national approach. The Minister accepted the recommendation explaining that any changes to the national approach would be informed by NRW's commentary on the implementation of the Strategy via its section 18 report (see **paragraph 5.3**). NRW's report was due in autumn 2022 but has been postponed until autumn 2023 due to workforce pressures.

## The National Strategy is underpinned by other strategies and plans

2.8 The overall strategic planning framework for flood risk management includes several strategies and plans at different levels, flowing in part from requirements set out in legislation. **Exhibit 7** provides an overview.

**Exhibit 7: strategic planning framework for flood risk management**

### Welsh Government National Strategy October 2020



Note: The WLGA and Welsh Government are working with local authorities to combine Local Flood Risk Management Strategies and Flood Risk Management Plans into one document.

Source: Audit Wales summary

- 2.9 Local authorities must produce their own statutory Local Flood Risk Management Strategies<sup>20</sup> that reflect the National Strategy. Local authorities also work with NRW and other RMAs to produce Flood Risk Management Plans for surface water and ordinary watercourses<sup>21</sup>. NRW also produces its own Flood Risk Management Plans for main rivers and the sea. The local authority and NRW Flood Risk Management Plans are produced every six years, while the latest Local Flood Risk Management Strategies were due to be published two years after the National Strategy, in October 2022. However, they have been delayed as the WLGA and the Welsh Government are developing proposals to combine the local authority strategies and plans in one comprehensive local flood risk management document. Individual plans are underpinned by collaborative activities such as flood mapping and learning from previous approaches.
- 2.10 The Welsh Government also expects Coastal Groups to produce Shoreline Management Plans. The plans are non-statutory assessments of the risks associated with coastal flooding and erosion. The plans aim to identify the most sustainable policies for each area over the next 100 years using four policy options:
- maintaining or improving existing defences in their current position (known as hold the line);
  - building new defences on the seaward side of the existing defence (known as advance the line);
  - allowing the shoreline to move backward through ‘managed realignment’ or ‘managed retreat’, which may mean relocating some communities; and
  - do nothing (known as no active intervention).
- 2.11 NRW has recently produced supplementary guidance<sup>22</sup> to assist Coastal Groups in ‘refreshing’ their existing plans to focus more on medium and longer-term policy approaches.

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20 A requirement of the Flood and Water Management Act 2010

21 The plans are a requirement of the Flood Risk Regulations 2009 whereby countries identify Flood Risk Areas, map improvement activities, and develop Flood Risk Management Plans. Six local authorities in Wales are required to produce the plans because Flood Risk Areas have been identified in their area (Swansea Council, Neath Port Talbot Council, Monmouthshire County Council, and Merthyr Tydfil, Rhondda Cynon Taf, and Wrexham County Borough Councils). However, the remaining 16 local authorities have also agreed to produce the plans on a voluntary basis.

22 Natural Resources Wales, Shoreline Management Plans: Supplementary guidance for their ongoing maintenance and delivery – Wales, December 2021



# Flood risk management: finances

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03

## Real terms funding for flood risk management has been broadly stable between 2016-17 and 2020-21 and the Welsh Government is planning a substantial increase by 2024-25

3.1 This section looks at public spending and funding for flood risk management. It is based on the funding provided by the Welsh Government, most of which goes to NRW and local authorities. For NRW and local authorities, it covers the use of Welsh Government funding provided specifically for flood risk management. It does not include spending on flood risk management from other local authority budgets.

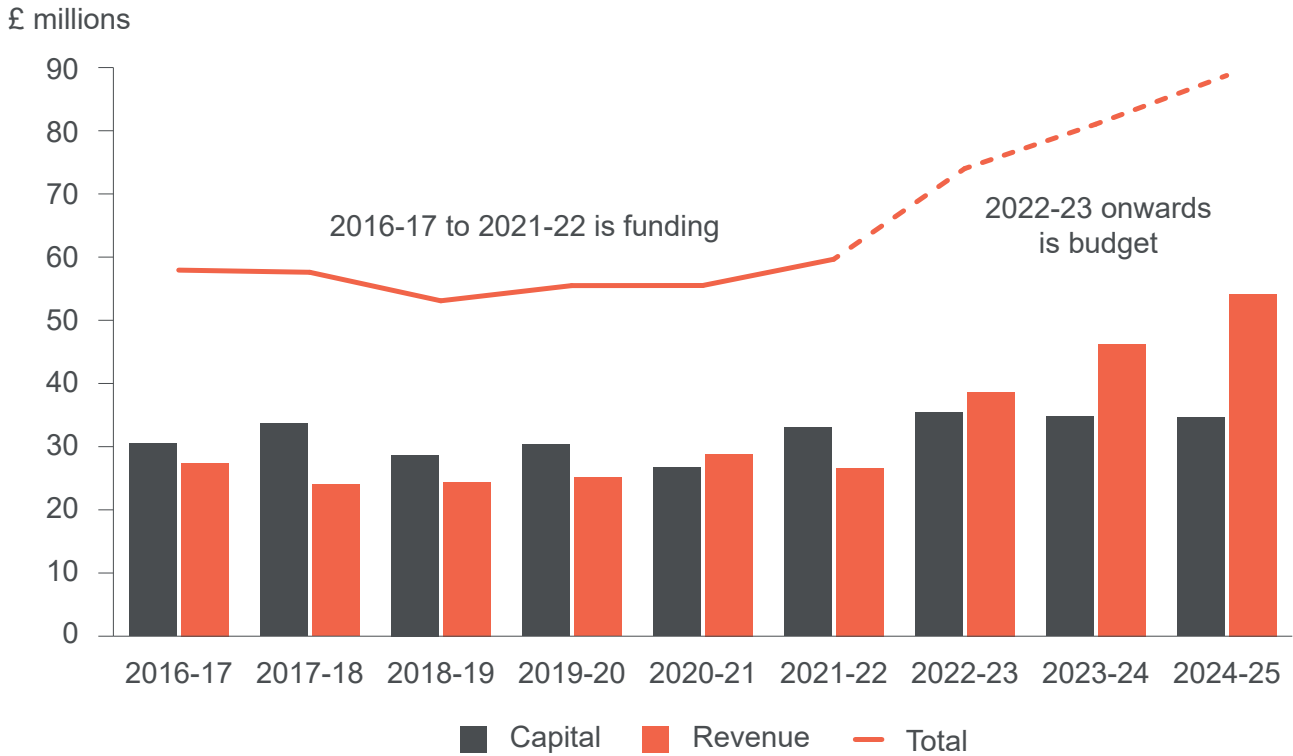
### The Welsh Government

3.2 The Welsh Government's funding for flood risk management includes capital and revenue. Historically, capital has largely been used for building new flood defences or large-scale improvements to existing defences. Revenue mostly funded staff and running costs as well as regular maintenance work. However, the Welsh Government is now also using revenue to help local authorities to invest in coastal infrastructure projects.

3.3 From 2016-17 to 2020-21, the Welsh Government's real terms annual funding of flood risk management was between £53.1 million and £57.9 million (**Exhibit 8**). Revenue funding varied between £23.9 million and £28.8 million. Capital funding varied between £26.6 million and £33.6 million. The increase in capital funding in 2021-22, to £33.0 million, was largely because the Welsh Government provided additional money to repair damage after flooding in December 2020 and January 2021.



**Exhibit 8: Welsh Government funding of flooding and coastal erosion in real terms, 2016-17 to 2021-22 including budgets to 2024-25 (2022-23 prices)**



Note: Real terms figures are adjusted to take account of inflation. We used HM Treasury GDP deflators at market prices and money for 2022-23, September 2022.

Source: Audit Wales analysis of Welsh Government data

3.4 The Welsh Government’s budget shows an increase in total real terms funding on flood risk management. It is set to rise from £59.6 million in 2021-22 to £88.7 million (48.7%) in 2024-25. The underlying picture is complicated. Capital funding is set to rise in 2022-23 but then fall in 2023-24 and 2024-25. The substantial increase in revenue is partly driven by repayments as part of Coastal Risk Management Programme (**Exhibit 9**). However, after accounting for likely repayments, there is still a substantial increase in revenue funding in 2023-24 and 2024-25.

## Exhibit 9: the Welsh Government's Coastal Risk Management Programme

The Welsh Government set up the Coastal Risk Management Programme in 2016-17. It initially planned to fund £150 million (in cash terms) on coastal flood defences but the final level of investment may amount to more once all local authority schemes have been finalised and actual costs approved.

Under the programme, the Welsh Government provides the local authority with 100% of the costs of developing a project, through a capital grant. The Welsh Government has agreed to fund 85% of construction costs via annual increases in local authorities' Revenue Support Grant over 25 years. To pay for the actual works, local authorities can use their capital reserves or borrow money from the Public Works Loan Board, a part of HM Treasury, at low interest rates. The local authority pays back the loan over 25 years.

The Welsh Government intended that the programme would close to new projects in 2021, but due to delays in the design and development of capital projects it extended the deadline to March 2023.

To date the Welsh Government has agreed to fund schemes with an estimated value of £98 million through the programme.

Source: Audit Wales summary

3.5 The Welsh Government provides the majority of its capital funding to local authorities and NRW via its separate Flood and Coastal Erosion Risk Management Programme. In 2021-22, the Welsh Government spent £33 million at 2022-23 prices through the Programme. The Programme funds local authority schemes, including partnerships with other RMAs, and NRW schemes. The Welsh Government provides 100% of funding for NRW schemes under its core programme and for the design and development stages of local authority schemes. It provides 85% of funding for the construction work for local authority schemes. The Welsh Government has produced a map<sup>23</sup> showing schemes allocated funding at the start of the financial year. The level of expenditure each year depends on the preparedness and progress of projects in local authority and NRW pipelines.

23 Welsh Government, [Flood and Coastal Erosion Risk Management Programme 2022-23](#)

- 3.6 In 2020-21, over three-quarters (£22.2 million) of the Welsh Government's £28.8 million revenue funding (at 2022-23 prices) went to NRW. The Welsh Government provided local government with £4.5 million revenue. It spent £0.4 million on its own flood risk management branch<sup>24</sup>. The proportion of revenue going to local government will increase in future years as a result of work being funded through the Coastal Risk Management Programme.

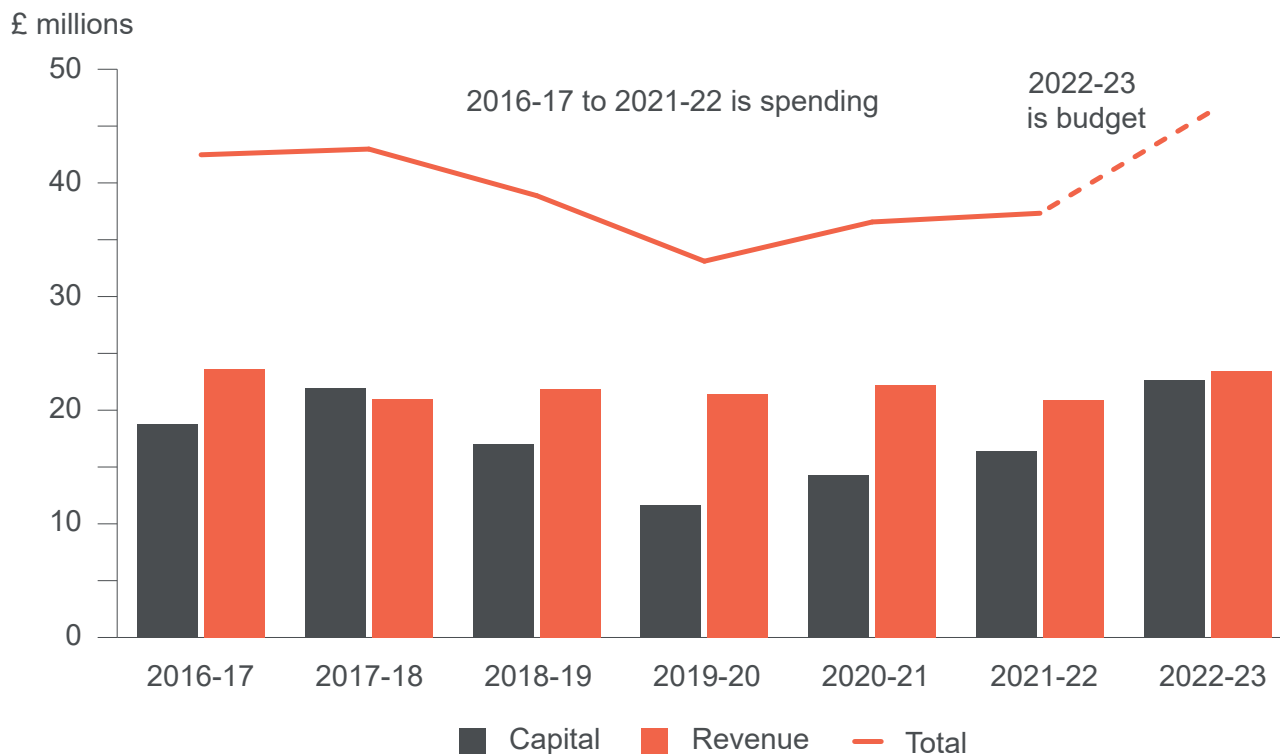
## Natural Resources Wales

- 3.7 The Welsh Government provides NRW with revenue funding through its Flood Defence Grant. In real terms, NRW revenue spending on flood risk management decreased from £23.6 million in 2016-17 to £20.9 million in 2021-22. The Welsh Government and NRW are currently carrying out a baseline review of NRW's resources to deliver flood risk management priorities.
- 3.8 NRW's capital spending varies year-on-year depending on the number and type of capital projects it is working on in any given year and what stage each project is at. From 2016-17 to 2018-19 NRW's capital spending ranged between £17.0 million and £21.9 million at 2022-23 prices. Real terms spending fell sharply in 2018-19 when NRW underspent its capital budget by around £5 million. The £5 million was rolled-over into 2019-20 but capital spending remained lower than previous years due to NRW having a smaller programme of capital works. Real terms capital spending has increased since 2019-20 and is set to be slightly higher in 2022-23 than in 2017-18. The Welsh Government's total capital and revenue budget allocation to NRW in 2022-23 is £46.0 million (**Exhibit 10**).

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<sup>24</sup> Funding to the Welsh Government's flood risk management branch includes funding for the Flood and Water Officer at the WLGA and some consultancy fees.

**Exhibit 10: NRW spending on flooding and coastal erosion in real terms, 2016-17 to 2021-22 including the 2022-23 budget (2022-23 prices)**



Notes:

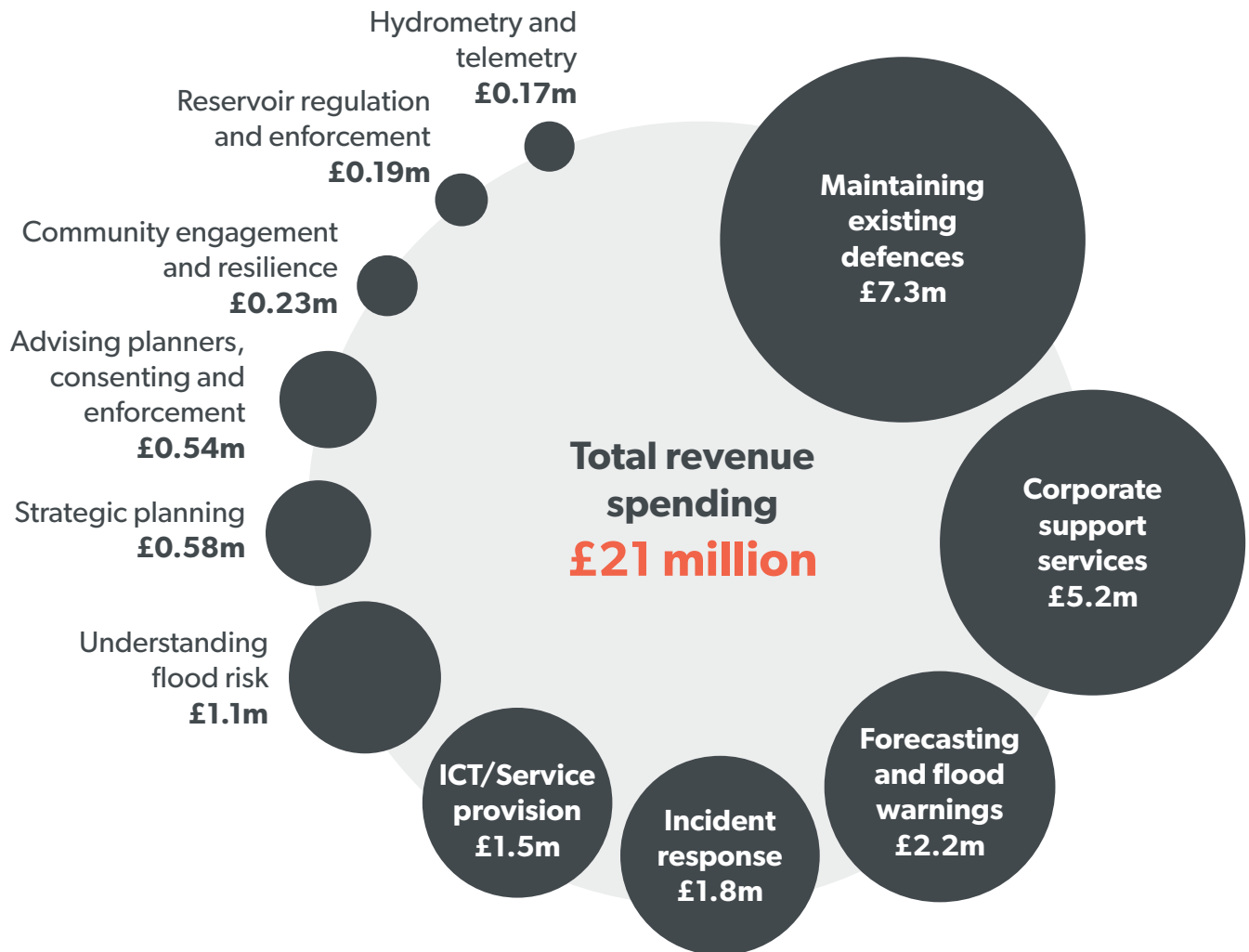
- 1 Real terms figures are adjusted to take account of inflation. We used HM Treasury GDP deflators at market prices and money for 2022-23, September 2022.
- 2 Information on budget allocations beyond 2022-23 is not yet available.

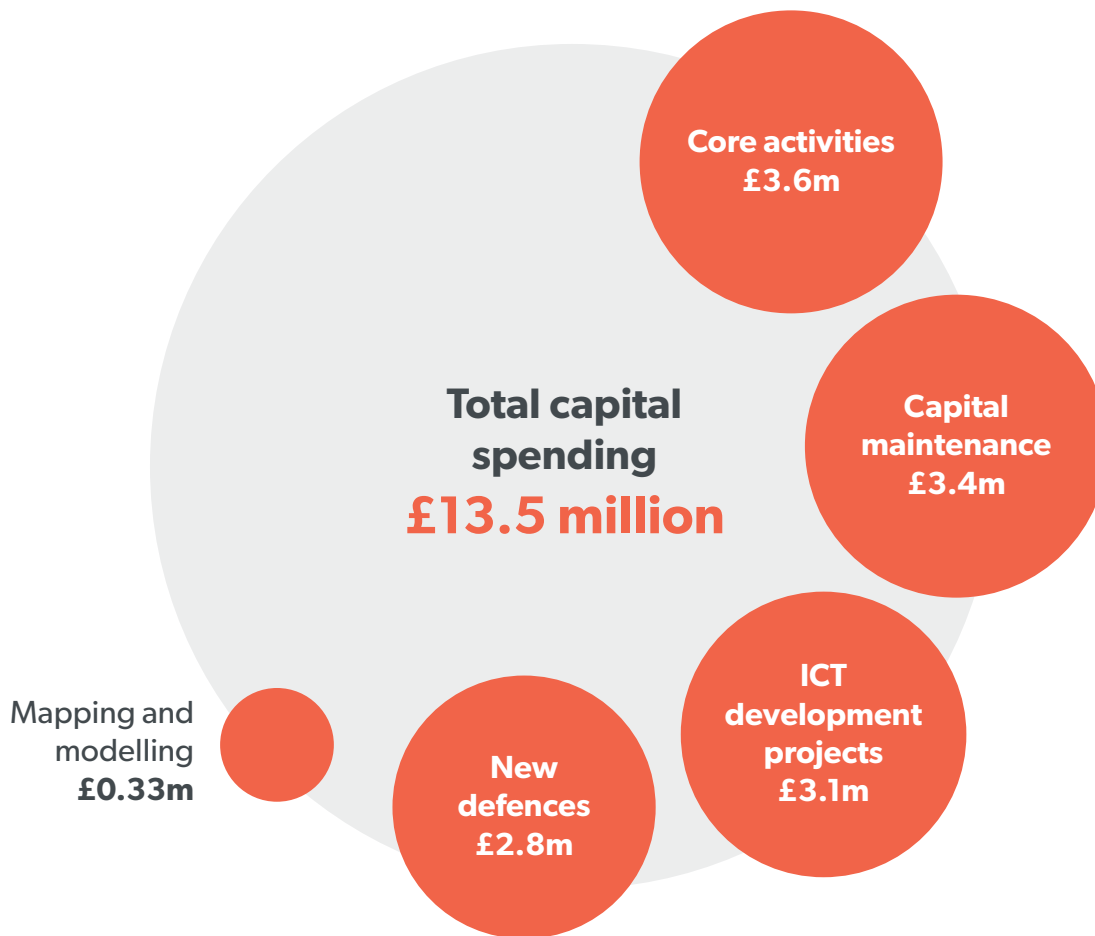
Source: Audit Wales analysis of Welsh Government data

3.9 NRW's Flood Risk Management Annual Report 2020-21<sup>25</sup> breaks down its spending on flood risk management in cash terms, explaining that it spent 35% of its £21 million revenue on managing its flood risk assets or defences, and 25% on corporate support services. Forecasting and issuing flood warnings accounted for 11% and 9% went on responding to incidents. NRW spent 47% of its £13.5 million capital on flood defences, with 26% spent on maintaining existing defences and 21% on building new ones. 27% was spend on core activities and 23% of spending went on flood risk management ICT projects (**Exhibit 11**).

<sup>25</sup> NRW publishes a breakdown of how it spends its capital and revenue spending in its flood risk management annual reports. At the time of writing, it was still finalising its 2021-22 report but told us spending per category was unlikely to change substantially from the previous year.

**Exhibit 11: NRW spending on flood risk management in 2020-21 in cash terms**





Notes:

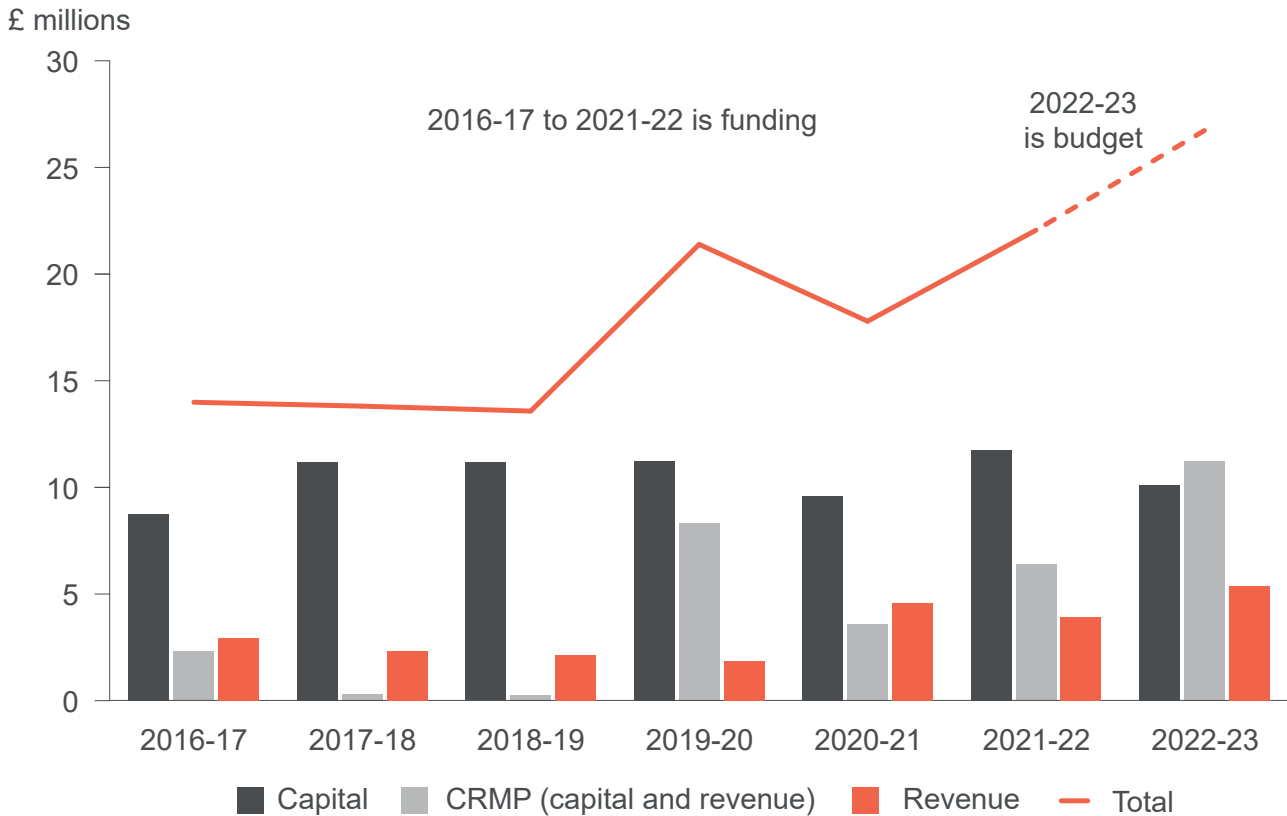
- 1 Core activities include capitalised salary costs, corporate overheads and fleet, plant, and equipment purchase.
- 2 NRW delivers hydrometry and telemetry services which collect, analyse and report data on things like water flows and rainfall to support the flood warning service and provide online information to the public and partners.
- 3 The figures above are in cash terms, which means they have not been adjusted to take account of inflation. The overall spending figures for capital and revenue therefore differ slightly from those in **Exhibit 10** which have been adjusted for inflation.

Source: NRW, Flood Risk Management Annual Report 2020-21, December 2021

## Local authorities

- 3.10 The main source of Welsh Government revenue funding to local authorities is its core Flood and Coastal Erosion Risk Management Revenue Grant. Currently each local authority can bid for an equal share of the Grant each year. In 2020, the Senedd Climate Change, Environment and Rural Affairs Committee recommended that the Welsh Government review its revenue allocation formula for flood risk management (see **footnote 4**). In its response to the Committee's recommendation, the Welsh Government consulted local authorities and increased the amount of baseline grant funding available from £65,000 in 2018-19 to £225,000 per local authority for 2022-23 as a result. Developing a risk-based formula is complicated and requires robust information about the level of flood risk in each local authority area. The Welsh Government is waiting for improvements to local data before revisiting the idea of a risk-based allocation in the future.
- 3.11 Local authorities can choose to add to the revenue funding from their general funds. However, there is no data available on total local authority spending on flood risk management, including discretionary spend, so we have not been able to include it in our analysis. Without such data there is no comprehensive picture of investment across Wales.
- 3.12 In real terms, core Welsh Government revenue funding across all local authorities fell from £2.9 million in 2016-17 to £1.8 million in 2019-20 (**Exhibit 12**). Revenue funding more than doubled to £4.5 million in 2020-21 when the Welsh Government allocated extra funding as a result of underspends from the Coastal Risk Management Programme. After a fall in 2021-22 to £3.9 million, revenue funding is set to rise to £5.3 million in 2022-23.
- 3.13 In real terms, local authority core capital funding increased from £8.7 million in 2016-17 to £11.1 million in the following year. Capital funding stayed around £11 million each year up until 2021-22 with the exception of a drop in 2020-21 where funding was below £10 million. It is set to fall to £10.1 million in 2022-23. The Welsh Government's Coastal Risk Management Programme (**Exhibit 9**) is adding substantially to funding for infrastructure projects. As a result, total Welsh Government funding for local government is set to rise from £13.9 million in 2016-17 to £26.7 million in 2022-23.

**Exhibit 12: Welsh Government flood and coastal erosion funding to local authorities in real terms, 2016-17 to 2021-22 including the 2022-23 budget (2022-23 prices)**



Notes:

- 1 The chart does not include local authority funding of flood risk management from other sources including their contribution to infrastructure schemes. Sometimes, part of the contribution is provided by other beneficiary partner organisations but generally it is the local authorities who contribute.
- 2 Real terms figures are adjusted to take account of inflation. We used HM Treasury GDP deflators at market prices and money for 2022-23, September 2022.
- 3 Information on budget allocations beyond 2022-23 is not yet available.

Source: Audit Wales analysis of Welsh Government data



## Significant long-term investment is likely to be needed to tackle the increasing risks associated with climate change while inflation will put pressure on existing budgets

- 3.14 The Wales Flood and Coastal Erosion Committee's review of resources (see **footnote 5**) said that capital funding needs to increase to tackle the impact of climate change. NRW is modelling potential long-term investment requirements associated with maintaining existing coastal and inland flood assets over the next 100 years. NRW presented a draft report on its findings to the Welsh Government and the Committee in September 2022 and is working with the Welsh Government to agree a publication date for the final report. The final report will likely point to the need for a significant increase in spending to keep pace with climate change. The draft report suggests there may be parts of Wales where the costs of maintaining flood defences could outweigh the benefits.
- 3.15 The Committee's review of resources highlights the need for longer term capital funding settlements to improve planning and collaboration on capital projects. It also calls for longer term revenue settlements to support a longer term approach to the maintenance of flood defences and other revenue funded work<sup>26</sup>. Our report on the 21st Century School building programme<sup>27</sup> described the transformative nature of long-term funding on large scale investment programmes.
- 3.16 Construction prices have increased considerably in recent years – and by 10% from June 2021 to June 2022<sup>28</sup>. However, the WLGA believes the increase to be much higher because some RMAs have reported substantially higher costs. Some recent market analysis has forecast that infrastructure construction inflation could reach 12%<sup>29</sup>. The analysis suggests that in the medium term, inflation in the construction sector could stay at around 3% to 5% even if inflation in the wider economy returns to more 'normal' levels of 2% to 3%. Capital budgets in particular therefore look set to be squeezed in the coming years with increasing building and maintenance costs.

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26 Many important flood risk management activities are revenue funded including mapping and modelling and flood warning systems.

27 See Auditor General for Wales, The 21st Century Schools and Education Programme, May 2017 which describes the Welsh Government's long-term commitment to the school building programme over at least two 'bands' each covering five years.

28 Office for National Statistics, Construction Output Price Indices, Quarter 2, August 2022

29 Arcadis, UK Autumn Market View: September 2022

## Public bodies are struggling to secure funding from other sources, including developers and the beneficiaries of flood risk management schemes

- 3.17 In response to our 2016 recommendation (see **footnote 1**) about investigating options for partnership funding, the Welsh Government tasked the Flood and Coastal Erosion Committee with exploring ways to maximise partner contributions and investment. The Committee's review of resources described a lack of strategic focus on exploring wider mechanisms for funding and limited staff capacity to secure alternative investment. It also cites examples where the Welsh Government could better align policy and funding streams to maximise financial contributions from partners such as Welsh Water, Network Rail, and in forestry and agriculture.
- 3.18 The Committee said that opportunities to secure funding from elsewhere are largely being missed. Many organisations and individual property owners benefit from flood risk management schemes, but few contribute financially to those schemes. In particular, there are opportunities to secure funding for flood risk management from land developers.
- 3.19 The Welsh Government's national development framework: Future Wales<sup>30</sup> recognises that parts of National Growth Areas<sup>31</sup> are susceptible to flooding. Some re-development may be permitted in National Growth Areas subject to appropriate mitigation against flood risk. Planning authorities may require developers to bear the costs of developing new or improving existing flood defences. The Committee's report recognised that planning authorities could do more to secure funding from developers but found that workforce capacity in planning authorities limits their ability to do so. **Paragraphs 5.18 to 5.21** consider building development in more detail. There may also be opportunities to secure funding from the UK Government Shared Prosperity Fund, for example.

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30 Welsh Government, Future Wales: The National Plan 2040, August 2019

31 Future Wales identifies Cardiff, Newport and the Valleys; Swansea Bay and Llanelli; and Wrexham and Deeside as National Growth Areas where there will be growth in employment and housing and investment in infrastructure.



# Flood risk management: capacity

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04

## In the short term, workforce capacity is the biggest issue facing the flooding sector

- 4.1 The public sector flooding workforce<sup>32</sup> in Wales is spread across Welsh Government, local government and NRW:
- there are 12 staff in the Welsh Government's flood risk management branch, most of whom work full-time.
  - local authorities typically employ one or more full time equivalent (FTE) flood risk management officers as part of their wider drainage or highways teams. However, some have been unable to recruit any flooding officers adding more pressure on existing teams. Other local authority staff not directly employed as flooding officers will also be involved in flooding related work if the need arises.
  - NRW employs 350 FTEs in flood risk management across Wales, including work on national functions such as mapping and modelling flood risk, the flood warning service, and development advice.
- 4.2 Flood risk management is a specialist area which requires broad skills which are hard to find. NRW and local authorities find it difficult to recruit professionals with the right technical skills to manage flood risk and have struggled to recruit to some roles. In one case, we are aware of a local authority that was unable to submit funding applications for flood risk management schemes and revenue funding because of an unfilled vacancy.
- 4.3 NRW and some local authorities have commissioned support from the private sector. However, we heard that even some parts of the private sector are struggling to recruit skilled flooding professionals. The flooding sector is also suffering from a lack of succession planning to ensure a suitable pipeline of appropriately qualified people for the future.
- 4.4 The Flood and Coastal Erosion Committee's review of resources (see **footnote 5**) explained the consequences of insufficient workforce capacity including:
- lack of sufficient and meaningful engagement with communities;
  - lack of time for RMAs to collaborate effectively with each other and other sectors;

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<sup>32</sup> Flooding staff at the water companies are not included in our analysis because they are not directly funded by the Welsh Government.

- slow progress developing the evidence base on the benefits of nature-based solutions, catchment-based approaches and how to adapt approaches to respond to climate change; and
  - lack of innovation and partnership working to create wider social and economic benefits and secure additional external funding for flood risk management schemes.
- 4.5 NRW also told us that insufficient workforce capacity is impacting on aspects of its core work, including its assessment of the condition of flood defence assets, flood warning work and planning advice.
- 4.6 The flooding sector in Wales understands its weaknesses but lacks the human resources to address them. The Committee's review proposes the Flood and Coastal Erosion Risk Programme Board (see **Exhibit 4**) directs a resource improvement programme to establish current and future workforce requirements and address training and career development needs. Universities and professional training institutions have expressed interest in working with the flooding sector to address skills gaps but developing the next generation of flood risk management professionals will take time. Developing and delivering any such improvement programme will either require additional staff capacity or draw from existing capacity which is already stretched.



# Flood risk management: performance and delivery

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05

- 5.1 This section looks at performance from two angles. Firstly – we look at reviews of progress delivering the actions the public bodies set out in their strategies and plans. Secondly, we consider information on what difference the investment and efforts to manage flood risk is making.

## Information on progress implementing shoreline management plans and local flood risk strategies and plans is not easily accessible to the public

- 5.2 Progress implementing strategies and plans to manage flood risk is reported in different ways and sits in several different documents. NRW's State of Natural Resources Reports on the sustainable management of natural resources give some broad insight on flood risk management performance. The reports are a requirement of the Environment (Wales) Act 2016 and must be updated by the end of the calendar year preceding every Senedd election. They comment on the extent to which natural resources are being managed sustainably. In 2020, the latest report<sup>33</sup> concluded that Wales is not yet meeting its aim to have healthy places for people, protected from environmental risks, due in part to the number of properties at risk of flooding.
- 5.3 NRW reports on collective progress implementing the National Strategy in Section 18 reports<sup>34</sup> every two years after publication of the Strategy. The Flood and Coastal Erosion Committee reviews the reports. Publication of the first report on the current National Strategy has been delayed from autumn 2022 to autumn 2023 (see **paragraph 2.7**).
- 5.4 Coastal Groups report progress implementing the Shoreline Management Plans annually to the Wales Coastal Group Forum. In 2020-21, the Coastal Groups revised their plans to reduce and prioritise activities to make delivery more manageable. Currently, there is no public information to show progress implementing the plans. By 2025, the Coastal Groups are due to set out their plans to implement the next 20 years of the Shoreline Management Plans.

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33 Natural Resources Wales, State of Natural Resources Report for Wales 2020, December 2020

34 Section 18 of the Flood and Water Management Act 2010 sets reporting requirements.

- 5.5 Currently, there is no consistent approach to monitoring and reporting local authorities' progress delivering Local Flood Risk Management Strategies or management plans. Each authority decides the method and frequency with which it reviews performance. There are no national indicators to measure and compare how well flood risk is being managed locally. However, the Welsh Government and the WLGA are working with local authorities to develop a template for monitoring flood risk objectives, measures and action plans across Wales in a consistent format.

## Gaps in collective leadership and policy integration are hampering delivery

- 5.6 In 2020, NRW published a section 18 report<sup>35</sup> on progress implementing the previous national strategy. The report described challenges engaging with communities and implementing nature-based solutions (see **Exhibit 6**). The new 2020 National Strategy reinforced the importance of community resilience but two years on, little progress has been made. Later that year, the Senedd Climate Change, Environment and Rural Affairs Committee's inquiry (see **footnote 4**) recommended that the Welsh Government set out how it will support local authorities and NRW to engage effectively with communities. The Welsh Government's response to the Committee explained arrangements at the time. But it did not say who would lead efforts to address the capacity and capability issues that are widely known to hamper community engagement.
- 5.7 The Flood and Coastal Erosion Committee's 2022 review of resources says the flooding sector is still not good at involving the public in flood risk management. In the Committee's view, public bodies are not doing enough to prepare the public for flooding nor for the impact of long-term decisions about managed realignment. The general public will increasingly be required to adapt and develop resilience to the impacts of climate change, particularly communities at high risk of flooding. There has also been slow progress in other areas of work including workforce resilience and succession planning and regional collaboration.
- 5.8 Lack of joined up policy and funding arrangements is restricting RMAs' collaboration with each other, with other public services, and with the private sector. The Flood and Coastal Erosion Committee identified agriculture and planning policy as key areas to integrate with flood risk management. There are many more opportunities to join up policy with flood risk management to achieve wider benefits such as economic development, recreation, and improved biodiversity. The Committee described collaboration as ad hoc, and said the sector lacks clear expectations of what collaboration should deliver.

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35 Natural Resources Wales, Flood Risk Management in Wales 2016-19 – Report to the Cabinet Secretary for Environment, Energy and Rural Affairs under Section 18 of the Flood and Water Management Act 2010, June 2020



- 5.9 We think there is a gap in governance structures because there is no forum for senior leaders to discuss and elevate the profile of flood risk management across public services. Flooding can present a serious threat to public services including schools and healthcare facilities. But we heard from key stakeholders in the flooding sector that it is too often seen as an issue for flooding departments to manage alone. Stakeholders also said that varying levels of senior ownership of flood risk management across RMAs mean that it is a lower priority in some places. The Flood and Coastal Erosion Committee's report also describes a lack of regular engagement between senior leaders in RMAs.
- 5.10 A review published by the Environment Agency England as part of the joint England and Wales research programme<sup>36</sup> found that the Regional Flood Groups in Wales lack strategic direction and influence over wider regional decisions such as economic development. The review found that membership lacked seniority and existing members were often unable to make corporate commitments. We found that the same issue extends to other flood risk management forums (see **Exhibit 4**).

## Understanding the impact of flood risk management activity on levels of risk is difficult

- 5.11 NRW models the number of properties at high, medium and low risk of flooding and has a commitment in the National Strategy to update flood maps every six months. The risk categories are based on the likelihood of flooding occurring. They do not reflect the consequences or impact of flooding if it happens. To provide a fuller picture when prioritising its resources, NRW uses its Communities at Risk Register to consider the potential consequences of flooding.
- 5.12 In the future, the Welsh Government wants to use information on the number of properties at risk of flooding to monitor the reduction in risk over time because of its investment. Measuring impact by monitoring changes in risk does not necessarily indicate how well those risks are being managed. Firstly, the baseline picture of risk across Wales is incomplete. The picture of risk has improved in recent years, particularly through NRW's Wales Flood Map<sup>37</sup> which sets out the likelihood of flooding from the sea, rivers, surface water and small watercourses. However, there are gaps in data from some local authorities.

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36 Environment Agency England, Evaluating the Effectiveness of Flood and Coastal Erosion Risk Governance in England and Wales, November 2021

37 A collective term to describe the Flood Risk Assessment Wales Map, National Coastal Erosion Risk Management Map and Flood Map for Planning which are maintained by NRW.

5.13 Secondly, the risks keep changing. Changes in one part of a river catchment area, such as building development or new flood defences, can displace flood risk. Climate change is also changing the risks. The Wales Flood Map now includes a planning map which uses climate change projections to model future flood risks over the next century. As a result, the map showed significant increases in the size of high-risk flood zones including in some town and city centres. Flood maps give an indication of increased risk but cannot predict exactly where and when flooding will occur, or how bad it will be.

## The overall picture of the condition of flood defences is not clear

- 5.14 Different organisations and landowners are responsible for maintaining the network of flood defence structures across Wales. The location and ownership of flood risk assets is set out in the National Flood Asset Database, which NRW has volunteered to manage on behalf of the RMAs in Wales. The database does not include privately owned assets. In addition, some infrastructure such as roads and railway lines provide some level of protection from floods but are not designed or recognised as flood defences. Such assets are not included in the Database<sup>38</sup>.
- 5.15 The level of protection provided by flood defences or ‘assets’ depends on their condition and fitness for purpose. Weaknesses in one asset may compromise the effectiveness of other flood defences. RMAs assess the condition of their assets. For instance, NRW prioritises tracking the condition of its high-risk assets on a continuous basis. A snapshot at the end of March 2022 highlighted that 98% of NRW’s high-risk assets were within target condition.
- 5.16 Currently, there is no single source of information on the condition of Wales’s flood defences. The National Strategy sets the ambition that the National Flood Asset Database will include information on the condition of defences to act as a single source of information on flood defences owned by RMAs. NRW plans to start including some information on the condition of defences from other RMAs from November 2022. Developing the Database is complicated and relies on RMAs providing timely access to robust information.

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<sup>38</sup> The National Asset Database is intended as a source of information on larger, strategic assets and does not include every single flood risk management asset such as manholes.

- 5.17 Another source of information on the condition and performance of flood defences is the reviews of serious floods<sup>39</sup>. The reviews give an indication of how well defences have performed in affected areas, where they may have been breached, and possible reasons why.

## Building development in high flood risk areas could be exposing properties to avoidable risk but a lack of current national data makes it difficult to know

- 5.18 Not all flooding can be prevented, but there are obvious opportunities to prevent avoidable risks by restricting development and re-development in areas at risk of flooding. Welsh Government data<sup>40</sup> shows that the number of planning consents for developments in high-risk flood areas increased dramatically from fewer than 50 in 2015-16 to over 3,000 in 2016-17. Although the number of consents had reduced to just over 1,600 in 2018-19, this was still significantly higher than the 2015-16 figure. Some local authorities did not supply data to the Welsh Government during 2015-16 to 2018-19 so the number of consents may in fact be higher. The Welsh Government suspended some data collection during the pandemic. As a result, since 2018-19, there is no up-to-date national data, which makes it difficult to gauge current levels of development and risk.
- 5.19 To restrict development in high flood risk areas, the Welsh Government planned to implement a revision of Technical Advice Note (TAN) 15 in November 2021. TAN 15 requires planning authorities to consider the impact of climate change on their decisions. However, the Welsh Government has delayed the implementation of TAN 15 until June 2023 to allow planning authorities more time to prepare their approach. In the meantime, this means that planning consents could be being granted without due consideration given to the impact of climate change. However, despite the delay in TAN 15 being implemented, we would expect local authorities to be balancing short and long term considerations and taking into account climate change projections as part of their duty in discharging the sustainable development principle under the Well-being of Future Generations Act (Wales) 2015.

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<sup>39</sup> Known as 'section 19 reports' reflecting the requirement for lead local flood authorities to investigate flooding events under section 19 of the Flood and Water Management Act 2010. There is no duty to publish the reports. NRW reports on its own investigations of significant flooding events and publishes the information on its website.

<sup>40</sup> From the Welsh Government's Planning Services Annual Reports, non-residential and residential consents.

- 5.20 The Flood and Coastal Erosion Committee's review of resources suggests that lack of resources in local planning authorities is restricting their ability to prevent development in high flood risk areas. Also, the Committee found that it is hindering local planning authorities' ability to ensure appropriate flood risk measures are included where development takes place. As noted in **paragraph 4.5**, NRW told us that staffing constraints have also affected the way it responds to planning authorities as a statutory consultee because it has had to limit the extent of its planning advice.
- 5.21 Lack of capacity in the planning workforce is also affecting local authorities' ability to monitor and ensure all construction works in Wales with drainage implications have Sustainable Drainage Systems<sup>41</sup>. The WLGA has voiced concern that lack of expertise and capacity in local authorities is resulting in some applications not meeting statutory deadlines and increasing numbers of building works without Sustainable Drainage Systems approval.

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41 A requirement since January 2019 under the Flood and Water Management Act 2010.



# Appendices

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## 1 Audit approach and methods

# 1 Audit approach and methods

## Audit approach

There are currently several important reviews of flood risk management underway, and some which have recently been completed (**Exhibit 13**). Rather than adding another review to the list, we chose to focus our work on explaining how flood risk management works and identifying key issues facing the flooding sector. The report is intended to help the public and those with a scrutiny function to understand the flooding sector and challenge delivery. The scope of our work did not include consideration of the flooding events in winter 2019-20 because the investigation reports into the winter floods are part of a separate independent review. It included the following areas of focus:

- the risks and impacts of flooding and coastal erosion;
- the strategic approach to flood risk management in Wales;
- investment in flood risk management;
- workforce capacity; and
- factors impacting performance and delivery of flood risk management, including the planning system.

### Exhibit 13: previous, current and anticipated reviews of flood and coastal erosion risk management

Review	Reviewer	Publication date (actual or planned)
Coastal Flood and Erosion Risk Management in Wales	Auditor General for Wales	July 2016
Coastal flood and erosion risk management in Wales	Senedd Public Accounts Committee	June 2017
Flooding in Wales	Senedd Climate Change, Environment and Rural Affairs Committee	December 2020
Review of resources	Flood and Coastal Erosion Committee	Presented to the Committee in May 2022. Available on request to the committee
Review of flood risk legislation and associated policy	Flood and Coastal Erosion Committee	Approved by the Committee in September 2022. Available on request to the committee
Independent review of investigation reports relating to flooding events of winter 2019-20	Led by Professor Elwen Evans KC	Summer 2023
Review of long-term flood risk to infrastructure arising from climate change	National Infrastructure Commission for Wales	2023-24
Possible review of flood risk management legislation in England and Wales	Law Commission	To be confirmed

Source: Audit Wales summary

We also used this work to review progress addressing the recommendations of our 2016 review and those of the Senedd Public Accounts Committee in the 2017. We found that the Welsh Government and its partners have completed all but one of the actions the Welsh Government committed to in its response to the recommendations<sup>42</sup>. Some of the issues identified in our report and that of the Public Accounts Committee are complex. As a result, although most of the actions in the Welsh Government's previous response are complete, the issue they sought to address is the subject of further work by the Welsh Government and its partners. Areas of ongoing work are:

- ensuring adequate revenue funding
- clarifying roles and responsibilities; and
- developing approaches to regional working.

We will consider conducting further work over the next few years to examine how well the Welsh Government, NRW and local authorities are responding to the challenges facing flood risk management.

## Audit methods

**Document review:** we reviewed a range of documentation including the following

- minutes from previous meetings of the Flood and Coastal Erosion Committee
- guidance on adaptation to climate change and sustainable management of natural resources
- the findings of other research and reviews regarding flood and coastal erosion risk management.

**Observations:** we attended the May and September 2022 meetings of the Flood and Coastal Erosion Committee.

**Semi-structured interviews:** we interviewed Welsh Government officials and staff from Natural Resources Wales and the Welsh Local Government Association. We also interviewed the chair of the Wales Flood and Coastal Erosion Committee.

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<sup>42</sup> The Welsh Government tasked NRW with creating a website as a single point of information for flood awareness in response to the fifth Senedd Public Accounts Committee's review. NRW has started but not yet completed work on the website.



**Data analysis:** we reviewed financial data on the Welsh Government's expenditure on flood and coastal erosion risk management. We analysed how the Welsh Government funding specifically for flood risk management had been spent by Natural Resources Wales and local authorities. Our financial analysis does not include any local discretionary spending on flood risk management on top of the specific grant funding from the Welsh Government.

**Feedback sessions:** we met with the Welsh Government, Natural Resources Wales, the Welsh Local Government Association and the chair of the Wales Flood and Coastal Erosion Committee to discuss what we considered to be the key issues facing the flooding sector.



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