

**MONDAY 12<sup>TH</sup> JUNE 2023**

**TO: ALL MEMBERS OF THE CABINET**

I HEREBY SUMMON YOU TO ATTEND A **MULTI LOCATION MEETING** OF THE **CABINET** WHICH WILL BE HELD IN THE **CHAMBER, COUNTY HALL, CARMARTHEN, SA31 1JP AND REMOTELY AT 9.30 A.M. ON MONDAY, 19TH JUNE, 2023** FOR THE TRANSACTION OF THE BUSINESS OUTLINED ON THE ATTACHED AGENDA

*Wendy Walters*

**CHIEF EXECUTIVE**

Democratic Officer:	Michelle Evans Thomas
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**This is a multi-location meeting.  
Members can attend in person at the venue detailed above or remotely via the Zoom link which is provided separately.**

**The meeting can be viewed on the authority's website via the following link:-  
<https://carmarthenshire.public-i.tv/core/portal/home>**

Wendy Walters Prif Weithredwr, *Chief Executive*,  
Neuadd y Sir, Caerfyrddin. SA31 1JP  
County Hall, Carmarthen. SA31 1JP

# **CABINET**

## **MEMBERSHIP – 10 MEMBERS**

<b>COUNCILLOR</b>	<b>PORTFOLIO</b>
<b>Councillor Darren Price</b>	<b>Leader</b>
<b>Councillor Linda Evans</b>	<b>Deputy Leader and Cabinet Member for Homes</b>
<b>Councillor Glynog Davies</b>	<b>Education and Welsh Language</b>
<b>Councillor Ann Davies</b>	<b>Rural Affairs and Planning Policy</b>
<b>Councillor Philip Hughes</b>	<b>Organisation and Workforce</b>
<b>Councillor Gareth John</b>	<b>Regeneration, Leisure, Culture and Tourism</b>
<b>Councillor Alun Lenny</b>	<b>Resources</b>
<b>Councillor Edward Thomas</b>	<b>Transport, Waste and Infrastructure Services</b>
<b>Councillor Jane Tremlett</b>	<b>Health and Social Services</b>
<b>Councillor Aled Vaughan Owen</b>	<b>Climate Change, Decarbonisation and Sustainability</b>

# AGENDA

1. **APOLOGIES FOR ABSENCE**
2. **DECLARATIONS OF PERSONAL INTEREST**
3. **TO SIGN AS A CORRECT RECORD THE MINUTES OF THE MEETING OF THE CABINET HELD ON THE 22<sup>ND</sup> MAY, 2023** 5 - 14
4. **QUESTIONS ON NOTICE BY MEMBERS**
5. **PUBLIC QUESTIONS ON NOTICE**
  - 5.1 **QUESTION BY MR HAVARD HUGHES TO CLLR. EDWARD THOMAS, CABINET MEMBER FOR TRANSPORT, WASTE AND INFRASTRUCTURE SERVICES**

“Welsh Government guidance stipulates that compulsory purchase should be the option of 'last resort' following negotiation for voluntary sale of land. Yet the Council's Compulsory Purchase Order (CPO) in relation to the Towy Valley Cycle Path appears to apply to the whole route from Whitemill to Llandeilo. Without asking for disclosure of individual names, can you provide public assurance that negotiations were entered into in respect of the land required for the Cycle Path and confirm how many - if any - voluntary sales have been secured outside of the CPO.”
6. **HEALTH & CARE SYSTEM FOR WEST WALES : HOW FAR, HOW FAST?** 15 - 36
7. **THE MID & WEST WALES SAFEGUARDING CHILDREN & ADULTS BOARDS ANNUAL REPORT 2021-2022.** 37 - 116
8. **PETITION FOR ROAD SAFETY - BLACK LION ROAD, CROSSHANDS.** 117 - 132
9. **BURRY PORT HARBOUR PETITION TO FULL COUNCIL - UPDATE POSITION.** 133 - 138
10. **TACKLING POVERTY PLAN.** 139 - 172
11. **MODEL TEACHERS' PAY POLICY 2022/23.** 173 - 218
12. **ANY OTHER ITEMS OF BUSINESS THAT BY REASONS OF SPECIAL CIRCUMSTANCES THE CHAIR DECIDES SHOULD BE CONSIDERED AS A MATTER OF URGENCY PURSUANT TO SECTION 100B(4)(B) OF THE LOCAL GOVERNMENT ACT, 1972.**
13. **EXCLUSION OF THE PUBLIC**

THE REPORTS RELATING TO THE FOLLOWING ITEMS ARE NOT FOR PUBLICATION AS THEY CONTAIN EXEMPT INFORMATION AS

DEFINED IN PARAGRAPH 14 OF PART 4 OF SCHEDULE 12A TO THE LOCAL GOVERNMENT ACT 1972 AS AMENDED BY THE LOCAL GOVERNMENT (ACCESS TO INFORMATION) (VARIATION) (WALES) ORDER 2007. IF, FOLLOWING THE APPLICATION OF THE PUBLIC INTEREST TEST, THE CABINET RESOLVES PURSUANT TO THE ACT TO CONSIDER THESE ITEMS IN PRIVATE, THE PUBLIC WILL BE EXCLUDED FROM THE MEETING DURING SUCH CONSIDERATION.

- |  |           |
|--|-----------|
| <b>14. CARMARTHEN WEST LINK ROAD - LANDOWNER &amp; COMPENSATION AGREEMENT - DEED OF VARIATION.</b> | 219 - 230 |
| <b>15. SUSTAINABLE COMMUNITIES FUND.</b>   | 231 - 268 |

## CABINET

**MONDAY, 22 MAY 2023**

**PRESENT:** Councillor D. Price (Chair)

**Councillors (In Person):**

C.A. Davies	L.D. Evans	G. Davies	P.M. Hughes
G.H. John	A. Lenny	E.G. Thomas	J. Tremlett
A. Vaughan Owen			

**Also in attendance (virtually):**

Councillor D.M. Cundy;

**Also Present (In Person):**

W. Walters, Chief Executive;  
C. Moore, Director of Corporate Services;  
J. Morgan, Director of Community Services;  
G. Morgans, Director of Education & Children's Services;  
A. Williams, Director of Place and Infrastructure;  
J. Jones, Head of Regeneration;  
L.R. Jones, Head of Administration and Law;  
G. Ayers, Corporate Policy and Partnership Manager;  
C. Higginson, Media Manager;  
S. Rees, Simultaneous Translator;  
M.S. Davies, Democratic Services Officer;

**Also Present (Virtually):**

R. Griffiths, Head of Place and Sustainability;  
M. Jones, Welsh Language Policy Officer;

**Chamber, County Hall, Carmarthen and remotely: 10.00 am - 11.20 am**

**1. APOLOGIES FOR ABSENCE**

There were no apologies for absence.

**2. DECLARATIONS OF PERSONAL INTEREST**

Councillor	Minute Number	Nature of Interest
C.A. Davies	5.2 - Question by Harvard Hughes to Councillor Ann Davies, Cabinet Member for Rural Affairs and Planning Policy;	Councillor Davies owns land which crosses the path of the Tywi Valley route.

Note: These minutes are subject to confirmation at the next meeting.

**3. TO SIGN AS A CORRECT RECORD THE MINUTES OF THE MEETING OF THE CABINET HELD ON THE 24TH APRIL 2023**

**UNANIMOUSLY RESOLVED** that the minutes of the meeting of the Cabinet held on the 24<sup>th</sup> April, 2023 be signed as a correct record.

**4. QUESTIONS ON NOTICE BY MEMBERS**

The Chair advised that no questions on notice had been submitted by members.

**5. PUBLIC QUESTIONS ON NOTICE**

The Chair advised that two public questions had been received.

**5.1. QUESTION BY CHARLIE EVANS TO COUNCILLOR DARREN PRICE, LEADER OF THE COUNCIL**

"Under plans for the new Urgent and Planned Care Hospital, Hywel Dda University Health Board projects that 68% of Glangwili General Hospital's workforce will be transferred to the new hospital. This equates to 2,625 members of staff, based on 2022 numbers. Glangwili Hospital is one of Carmarthen's biggest employers. Given the Council has responsibilities for our towns, what impact do you believe this will have on Carmarthen town?"

**Response by Councillor Darren Price, Leader of the Council:-**

"Thank you Mr. Evans. As you are aware, the decision to restructure hospital care in South West Wales will of course be one that will be taken by the Health Board, and ultimately, if approved, funded by the Welsh Government. Clearly you have an obvious interest in this topic, I would suggest that it might be worth your while engaging directly with the Health Board on the matter.

However, this is an issue that is clearly of interest to the local population, as Glangwili has been, and will continue to be, an important part of the fabric of the town. Indeed local elected members in Carmarthen have long campaigned to both retain and develop Glangwili Hospital – in fact, the campaign to do so was launched and led by local Plaid Cymru councillors in the town – two whom are now Cabinet members, and are sat in the chamber this morning.

When news of the proposed hospital reorganisation broke in March 2018, Cllr Alun Lenny, the then Town Mayor, called a public meeting and organised an on-line petition which attracted over 5,000 names in a very short time. This was supported by all parties on the Plaid-led Town Council.

Cllr Gareth John was then tasked by the Plaid Cymru group on the county council to prepare a detailed response to the consultation by Hywel Dda Health Board into the transformation of clinical services. As a result, in June 2018, a 14-page detailed response was submitted to the Board. In arguing the case for Glangwili, it pointed out that almost half (48%) of the population in the Health Board area live in Carmarthenshire, and Glangwili is located very close to the centre of the county.

Indeed, only last year, Plaid Cymru town Councillors in Carmarthen and the Senedd Member Adam Price called on the Health Board to protect services, and

Note: These minutes are subject to confirmation at the next meeting.

A&E provision at Glangwili, as part of any reorganisation of healthcare within South West Wales.

However, as you are aware, we now find ourselves in a situation whereby the Health Board is considering 3 sites for the new planned and urgent care hospital which sit outside Carmarthen town, albeit the proposed sites do sit within the county boundary.

I understand that the Health Board are required, and are planning, to undertake further work, to better understand the economic impact of their proposed changes to hospital configuration as part of the business case process, and we are happy to support that work.

I would however suggest that you would be better placed asking the Health Board on the business case process that they face, but clearly the Health Board's primary focus is on providing clinical services.

It is important to point out that during a recent consultative session, elected members from across the county were able to raise issues with the Health Board concerning the proposed changes. There are clearly questions in terms of transport, housing and economic opportunities and threats that we are keen to address.

However, I would say that I feel that modelling any economic impact, on Carmarthen town in particular, with any degree of certainty is going to be difficult, as much of the analysis will depend on trying to understand where health board staff currently live, where the future workforce in 5 or 10 years time will be living, commuting patterns, the shopping and spending habits of individual employees and a whole host of other factors, which are really difficult to pin down without a combination of robust quantitative and qualitative data – which of course will change over time.

As you will appreciate, Carmarthen town centre is very important to the County Council. However, Carmarthen and indeed other towns and villages are not the sole responsibility of the Local Authority. Indeed, each town is made up of a blend of key stakeholders including the business sector, voluntary sector, town council and a range of public bodies such as the Local Health Board, University, local authority, schools, and colleges with each settlement being individually distinct.

As a local authority we recognise the importance of Carmarthen Town Centre and of course invest resources to work collectively, to galvanise stakeholders and resources to make Carmarthen as successful as possible, and regardless of the final decision on the future hospital provision in South West Wales, that work will continue.”

**Supplementary question by Mr. Charlie Evans:-**

“Is the position of the Cabinet currently that Glangwili Hospital should be a general hospital or a community hospital as planned for by the Health Board.”

Note: These minutes are subject to confirmation at the next meeting.

**Response by Councillor Darren Price, Leader of the Council, to the supplementary question:-**

“As I mentioned in my answer to the first question members from across the chamber, regardless of whether they are Cabinet members or non-executive members, had the opportunity to engage directly with the Health Board only last month on the plans. As you are fully aware the Council as a corporate body has not made formal representations in terms of the proposed sites that the Health Board are currently consulting on. As I set out in the initial answer my party, and I can speak on behalf of Plaid Cymru, was certainly of the view that Glangwili should be protected in its current form and developed as an acute setting with the provision of Accident and Emergency services as an integral part of that. But as I mentioned that ship has sailed and the Health Board has made a decision, its not for us to make a decision, that the three sites that are currently up for consultation are the preferred options from their perspective and I would urge members of the public to feed into that process. But clearly ultimately this is a decision for the Health Board and not the County Council. As a member living on the eastern side of the county in Gorslas clearly I would want to see all services provided as closely as possible to my doorstep and that’s certainly the view that was expressed to the Health Board in the session that we had a few weeks ago. Members to the east of the county, as I mentioned to you in the last Cabinet meeting, and in areas such as Llanelli, have clear concerns with regards to access times, whether the new hospital is situated in Whitland or St. Clears. But at the same time I’m mindful with my conversations with colleagues in Pembrokeshire that there are similar concerns on the western flank of that county. When we talk to representatives in the area of Fishguard and St. David’s there are clearly concerns there that any shift east towards Carmarthen will have an impact on access times in those areas. So I think what’s important is the history and as I mentioned and this has been an ongoing discussion and campaign for over 5 years now, I appreciate that your questions that have come in to Cabinet over the past 2 months but the number of members in this chamber and outside this chamber have been campaigning on this for quite some time. The notion that Glangwili can provide full A and E services and maintain the services that it currently provides has gone because the Health Board has not provided that option. From my perspective the key issue here is that we try and protect as many services as we can locally and ensure that there is safe access to services for the people of Carmarthenshire. I do note that in the presentation that was provided by the Health Board the strategy that they currently propose has been developed by clinicians and I know that the Tory Party are keen to ensure that professionals, be it teachers or doctors and nurses, are at the vanguard of that and leading change within their specific sectors and that has been the strong message that has come from the Health Board that this Plan is based on clinical need and has been put forward by clinicians and I think it is incumbent on all of us to take on board that view and to try and process that information and make sense in terms of how that pans out then for services across the county. But as I have mentioned on a number of occasions to you as this is a Health Board decision I would respectfully suggest that you engage with the Health Board on this matter and I am sure they would be more than happy to do so.”

Note: These minutes are subject to confirmation at the next meeting.



## **5.2. QUESTION BY HARVARD HUGHES TO COUNCILLOR ANN DAVIES, CABINET MEMBER FOR RURAL AFFAIRS AND PLANNING POLICY**

[NOTE: Councillor C.A. Davies declared an interest in this item.]

“In its response as a statutory consultee, Natural Resources Wales highlights the risk that 'significant sections of [the Towy Cycle] path would be affected by flooding' and requests a Flood Risk Management Plan. When will this be completed and be made publicly available?”

### **Response by Councillor Ann Davies, Cabinet Member for Rural Affairs and Planning Policy:-**

“I have already declared an interest in this item as I farm and own land along the Towy Valley and as such I have a personal interest in the Towy Valley Cycle Path Project. I haven't sought dispensation from the Standards Committee as I feel I am too close to the path which comes directly through our land. I leave the chamber or any committee when this project is discussed and I will not be leaving today as there can be no discussion on the matter because of my interest. But I can however thank you very much for your question and let you know that your question has been referred to the relevant department for a response which will follow to you in writing. But I cannot discuss this matter. Thank you.”

There was no supplementary question.

## **6. PRESENTATION OF PETITION**

Further to minute 9 of Council held on the 10<sup>th</sup> May 2023 the Chair welcomed to the meeting Mrs. Katherine Start who had been invited to present to, and address the Cabinet on, the following petition relating to toilets at Burry Port Harbour:

“We the undersigned, request immediate action from Carmarthen County Council to plan, finance and construct toilets at Burry Port Harbour east and Burry Port harbour west. Petition to rectify the absence of adequate and accessible public toilets at Burry Port Harbour.”

Mrs. Start outlined to the Council the rationale for the petition.

The Cabinet Member for Regeneration, Leisure, Culture & Tourism advised that the issues raised in the petition would be investigated by the department and a report would then be presented to a future meeting of the Council's Cabinet.

Following the presentation Mrs. Start formally handed the petition to the Cabinet Member for Regeneration, Leisure, Culture & Tourism

**UNANIMOUSLY RESOLVED that the petition be received and that a report on the issues raised be submitted to the Cabinet in due course.**

## **7. STREET NAMING AND PROPERTY NUMBERING POLICY**

Further to minute 9.1 of Council held on the 28th September 2022 the Cabinet considered a report on the comments received during the subsequent consultation period on the Draft Street Naming and Property Numbering Policy.

Note: These minutes are subject to confirmation at the next meeting.

Six responses/comments had been received as detailed in appendix 1 to the report and it was noted that none had required a specific amendment to the draft Policy which was therefore recommended for adoption.

**UNANIMOUSLY RESOLVED TO RECOMMEND TO COUNCIL that the Draft Street Naming and Numbering Policy be adopted.**

## **8. COUNCIL'S REVENUE BUDGET MONITORING REPORT**

The Cabinet considered the revenue budget monitoring report which provided the latest budgetary position as at 28<sup>th</sup> February 2023 in respect of 2022/2023. Overall, the monitoring report forecast an overspend for the year at departmental level of £6.159m with a forecast overspend on the Authority's net revenue budget of £470k. At a high level, this was due to a combination of:

- nationally negotiated pay offers (as yet unresolved) at much higher levels than budgeted, for which additional governmental funding had not been provided;
- overspends in service areas driven by increased demand combined with reduced grant funding versus previous years, particularly Learning Disabilities and Childrens Service;
- a sustained reduction in commercial income, covering car parks, leisure centres and school meals;
- capital financing underspends due to scheme delays and reduced need to borrow.

The Housing Revenue Account was predicted to be underspent by £850k for 2022/23. This would be reviewed as the significant issues identified became clearer from a financial perspective.

**UNANIMOUSLY RESOLVED that:**

**8.1 The Budget Monitoring report be received, and the budgetary position and appropriate corrective action taken be noted;**

**8.2 in respect of significant overspends on specific budget areas Chief Officers and Heads of Service critically review options available to them to address the ongoing impact.**

## **9. CAPITAL PROGRAMME 2022/23 UPDATE**

The Cabinet considered a report which provided the latest budgetary position for the 2022/23 capital programme, as at the 28<sup>th</sup> February 2023 and detailed new projects for noting and Cabinet approval.

It had been reported as part of the December monitoring cycle that £56,878k had been slipped to future years and had been incorporated into the new Capital Programme 2023-2028, which brought the general fund working budget more in-line with the projected outturn for the year. HRA budgets remain unchanged.

Departmentally a net spend of £54,673k was forecast compared with a working net budget of £93,787k, giving a -£39,115k variance.

Note: These minutes are subject to confirmation at the next meeting.

Some budgets had been amended to account for differences in actual grant allocations compared with the anticipated allocations at the time the programme had been approved, and new grant awards received during the year to date.

It was noted that Appendix B detailed the main variances within each department.

**UNANIMOUSLY RESOLVED that:**

**9.1 the capital programme update report 2022/23 be received;**

**9.2. the new projects as detailed within the report be noted and agreed.**

**10. WELSH LANGUAGE PROMOTION STRATEGY 2023-28**

The Cabinet considered a proposed Welsh Language Promotion Strategy 2023-28 which the Council was required to produce and publish in accordance with the Welsh Language Measure (Wales) 2011 and the subsequent Welsh Language Standards. The 5-year strategy established how the Council proposed to promote the Welsh language and facilitate the use of the Welsh language more widely in Carmarthenshire.

The County's Welsh Language Strategic Forum, which had been the main vehicle for the Strategy's planning as well as its scrutiny, was thanked for its contribution.

**UNANIMOUSLY RESOLVED that the proposed Welsh Language Promotion Strategy 2023-28 to increase the number of Welsh speakers and promote the use of the Language across Carmarthenshire be approved.**

**11. POLICY ON AWARDING GRANTS AND THE WELSH LANGUAGE**

The Cabinet considered a proposed Policy on Awarding Grants and the Welsh Language for the Council in order to ensure consistency across grant schemes. The Policy had been prepared in order to comply with the Welsh Language Standards (The Welsh Language (Wales) Measure 2011). Carmarthenshire County Council's compliance notice stated that it must 'produce and publish a policy on awarding grants' that requires us to consider the effects that awarding a grant will have on 'opportunities for persons to use Welsh', and on 'not treating Welsh less favourably than English'. The Policy detailed the Council's commitment to administering Grants in accordance with the Standards and explained the way in which the Council would pass on these duties to the applicants.

**UNANIMOUSLY RESOLVED that the proposed Policy on Awarding Grants and the Welsh Language be approved.**

**12. CORPORATE ASSET MANAGEMENT PLAN 2023-2028**

The Cabinet considered the proposed Corporate Asset Management Plan 2023-2028 the purpose of which was to capture at a high level the asset implications of property issues experienced by services brought about by various factors such

Note: These minutes are subject to confirmation at the next meeting.

as changes in local and national agendas, financial pressures and shifts in client needs. Where appropriate, the detailed property requirements of various services were captured in Service Asset Management Plans. The Plan also provided an overview of the Council's non housing asset portfolio in terms of running costs, sustainability, and maintenance matters, culminating in an action plan to cover the significant property related schemes.

**UNANIMOUSLY RESOLVED that the proposed Corporate Asset Management Plan and Summary 2023-2028 be approved.**

**13. SALARY SACRIFICE (CYCLE TO WORK) AND CAR LOANS**

The Cabinet considered a report which provided an update following a review of the Authority's current Cycle to Work and Car Loans scheme.

The Cycle to Work scheme had been set up eleven years ago and deemed to be out of date. Enhanced technology within the cycling industry had not only led to increased purchase cost of traditional road bikes but the option to purchase new electric bikes had also become more attractive.

The current Car Loans (Assisted Car Purchase) scheme had been in operation since 1998. It was contained within the Council's Conditions of Service and any change to the current scheme or consideration of removal would require consultation with the recognised Trade Unions.

**UNANIMOUSLY RESOLVED**

**13.1 that the limit for bike and accessory purchases under the Cycle to Work Scheme be increased from £1,000 to £3,500;**

**13.2 that the term of the agreement under the Cycle to Work Scheme be extended from the current 12 months to 24 months for purchases more than £1,000;**

**13.3 that, due to increasing costs and inflation, the maximum loan advance under the Car Loan Scheme be increased from £7,350.00 to £9,999.00 with effect from July 1<sup>st</sup> 2023.**

**14. ANY OTHER ITEMS OF BUSINESS THAT BY REASONS OF SPECIAL CIRCUMSTANCES THE CHAIR DECIDES SHOULD BE CONSIDERED AS A MATTER OF URGENCY PURSUANT TO SECTION 100B(4)(B) OF THE LOCAL GOVERNMENT ACT, 1972**

The Chair advised that there were no items of urgent business.

**15. EXCLUSION OF THE PUBLIC**

**UNANIMOUSLY RESOLVED, pursuant to the Local Government Act 1972, as amended by the Local Government (Access to Information) (Variation) (Wales) Order 2007, that the public be excluded from the meeting during consideration of the following item as the report contained exempt information as defined in paragraph 14 of Part 4 of Schedule 12A to the Act.**

Note: These minutes are subject to confirmation at the next meeting.

## 16. PLOT 1 TROSTRE RETAIL PARK

Following the application of the public interest test it was **RESOLVED**, pursuant to the Act referred to in minute no. 15 above, not to publicise the content of the report as it contained exempt information relating to the financial or business affairs of any particular person (including the Authority holding that information) (Paragraph 14 of Part 4 of Schedule 12A to the Act). The public interest test in respect of this report outweighed the public interest in disclosing the information contained therein as disclosure as disclosure would put the authority at a material disadvantage in any subsequent negotiations with third parties and potentially harm the public purse.

Further to minute 10 of the Executive Board meeting held on the 16<sup>th</sup> December 2019 the Cabinet considered a report detailing requests by the developer of the above site to

- extend the land agreement for a further 12-month period;
- consider a further reduction in the purchase price to reflect exceptional unforeseen abnormal costs;
- to incorporate a further area of land within the leased area to address ecological issues required by legislation.

**UNANIMOUSLY RESOLVED** that the request for a reduction in the purchase price be not entertained.

\_\_\_\_\_  
CHAIR

\_\_\_\_\_  
DATE

Note: These minutes are subject to confirmation at the next meeting.

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## CABINET

19<sup>TH</sup> JUNE, 2023

### SUBJECT:

## HEALTH AND CARE SYSTEM FOR WEST WALES: HOW FAR, HOW FAST?

### Purpose:

This paper outlines a response in West Wales to progressing integration. Specifically, the paper outlines an opportunity in Carmarthenshire to develop and implement a health and care system for older people that is based on ‘what matters’ to this population and will be fit for purpose both now and into the future. The paper also considers alignment to the Ministerial Discussion Document known as ‘Further, Faster’ and its expectations.

### Recommendations / key decisions required:

Members are requested to:

- Acknowledge and consider the opportunity and current state
- Approve the proposal and high level plan

### Reasons:

In order to consider and approve the proposed approach to exploring development of such a system in Carmarthenshire.

Cabinet Decision Required YES – 19<sup>th</sup> June, 2023

Council Decision Required NO

### CABINET MEMBER PORTFOLIO HOLDER:-

Cllr. J. Tremlett, Health & Social Services Portfolio Holder

**Directorate:**  
Communities

**Name of Head of Service:**  
Jake Morgan

**Report Author:**  
Rhian Matthews

### Designations:

Director of Communities

Integrated System  
Director,  
Carmarthenshire  
County Council & Hywel  
Dda University Health  
Board

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# EXECUTIVE SUMMARY

## HEALTH AND CARE SYSTEM FOR WEST WALES: HOW FAR, HOW FAST?

### **Situation**

This paper outlines a response in West Wales to progressing integration. Specifically, the paper outlines an opportunity in Carmarthenshire to develop and implement a health and care system for older people that is based on 'what matters' to this population and will be fit for purpose both now and into the future. The paper also considers alignment to the Ministerial Discussion Document known as 'Further, Faster' and its expectations.

Members are asked to consider and approve the proposed approach to exploring and developing such a system in Carmarthenshire.

### **Background**

#### **Current State of our Health and Care System**

Ensuring we can meet people's health and social care needs is a statutory duty for Carmarthenshire County Council (CCC) and Hywel Dda University Health Board (HDdUHB) both organisations both now and into the future. Health and social care however faces huge challenges in the demand for, and supply of, health and social care. On the 'demand side', our demography and the socio-economic characteristics of our post-industrial and rural communities are well known and whilst all population groups make a call on community capacity there is a demonstrable imbalance in terms of demand and capacity relating to managing the needs of the older people population. Critically, our frail and elderly population in West Wales are growing at in the region of 3% a year and this growth will continue for at least 10 years. Thus, whilst the position is as difficult as it has ever been now it will get substantially worse without radical change and reform.

This imbalance is particularly evident within the urgent and emergency care (UEC) system where 80% of the presenting need is attributed to frailty and complexity associated with our older population group. Too often, this population is conveyed to hospital by ambulance or are referred to the hospital for assessment and diagnostics by the person's own GP. A large proportion are consequently admitted.



It is broadly acknowledged that hospital stays for our severely frail predisposes them to harm and poor outcomes from Hospital Acquired Infection, an increased risk of falls and acute confusion as well as deconditioning (muscle loss and deterioration in their previous level of independence). The latter contributes to a loss of functional ability and an increased need for formal care and support on discharge increasing the demand on the finite availability of social care. Bed occupancy rates in hospital for this population group have therefore increased exponentially since the pandemic due to reduced rates of discharge associated with the fragility of the community care workforce. Poor discharge rates compromise the Emergency Departments' ability to receive patients arriving by ambulance resulting in ambulance handover delays which prevents access to UEC for our wider population. In parallel with the crisis in emergency and care there is an inability to meet and fund long term demand for care in the community where there is a systemic shortfall in homecare, residential and nursing home provision with a system that is not coping with current demand and does not allocate resources effectively.

Further challenges to developing a sustainable health and care system are associated with the availability of workforce to manage the growing demand with a view that our most valuable and expensive resources are not always deployed proportionately to the level of need.

There is an urgent need for us to find a solution to this challenge both in terms of reducing the risk of harm to our population in the here and now but also to ensure that we develop a sustainable health and care system for the growing demographic associated with our older population over the next ten years.

**Optimal Management of Frailty** - Frailty is internationally defined as 'a state of vulnerability which renders the individual unable to manage minor insults whether physiological, social and / or psychological. Frailty is not attributed to age per se however a larger proportion of our older population are predisposed.

For older people and those living with frailty, we know that living purposeful lives within their own community is what matters most. It is also evidenced that 80% of our frail would prefer to avoid hospital admission where possible however 20 – 30% of our frail continue to be admitted unnecessarily. When admitted and following protracted inpatient stay, hospitalisation increases the level of social care required to meet their needs by 45%.

There is increasing recognition that achieving 'what matters' to this population is dependent on mitigating recurrent crises that result in repeated visits to the ED and rapid deterioration in their levels of independence. The health and care system for older people living with (or at risk of) frailty needs to be person centred (delivers what matters to them), proactive and able to provide urgent multidisciplinary response to escalating needs in the community.

Our current health and care system is largely designed around single organ disease and response to our frail is mainly secondary care (hospital) based and reactive to the acute health crises they experience such as falls, acute confusion and immobility. Early identification, assessment and appropriate management of our frail can slow the progression of frailty, indeed it can also be reversed. Achieving improved outcomes for this population therefore requires a different approach to the provision of health and care services. This different approach also contributes to effective and efficient use of resources, both monetary and workforce.

Over time, our health system has become more specialised in its focus and struggles to adapt to the multiple and interacting health and social circumstances of our growing frail population. The availability of increasingly advanced diagnostic and therapeutic strategies contributes to vicious episodic and reactive cycles of over diagnosis and overtreatment that are not person centred. Culturally, as a society we have embraced this medical model and have become dependent and expectant of its ability to 'cure everything'. Too often, however, this medical model and its strategies fail to acknowledge the unique challenge of frailty and contribute to unrealistic expectations which compromise the wellbeing of this vulnerable population.

This means a transition from the traditional medical model of health improvement to a social model of care is required that defines, measures and manages health in functional terms (not limiting to the treatment of physiological illness) and enabling the individual to achieve what matters to them.

Adopting best practice for management of our frail will also require a review and remodelling of the existing health and care system. The latter is not able to support the complex needs of our very and severely frail both in terms of the volume of care that is required (at home and in care homes) but also in terms of their specialist needs which no longer 'fit' to our traditional social care / primary health need assessment criteria. The latter is also compromised by the fluctuating nature of their needs associated with frailty syndrome.

## **Assessment**

### **The Opportunity**

#### **Locally**

A Section 33 Agreement between Carmarthenshire County Council (CCC) and Hywel Dda University Health Board (HDUHB) has existed since 2009 and which has supported an integrated management structure across community health and social care for older adults and the development of integrated care pathways (Home First) which has demonstrated in the last twelve months to have reduced care and support requirement for a targeted element of our frail and elderly population by up to 85%.

'Home First' is an approach taken by multi disciplinary professionals from CCC and HDdUHB which embeds best practice for managing the frail. It consists of rapid access to care and treatment for acute health needs within a 1 – 2 hour period providing a safe alternative to hospital. Similarly, it provides urgent access to primary care and reablement provision within a 8 – 72 hour period to support people to receive treatment and to recover from injury or illness. Reablement is available both at home or in a bedded facility (community hospital or intermediate care beds).

Importantly, the work has adopted an asset based approach to providing support which focuses on 'what matters' to the person and embeds a proportionate and inclusive approach i.e the lowest level of support required and utilises Technology Enabled Care (TEC) and third sector provision as a mixed model of provision.

'Home First' has focused in the main on expediting discharge from acute hospitals during core working hours although is progressing the conveyance and admission avoidance pathway with local GPs and providing them with direct access to alternative care pathways. Enhancing at scale and pace to cover a 7 day period however is currently constrained both in terms of available health and care workforce but also the infrastructure required to meet the population need. The latter is particularly the case in relation to suitable care home facilities for the level of complexity that is presenting.

Delta Wellbeing a Local Authority Trading Company 100% owned by CCC provides a robust digital infrastructure for TEC and proactive monitoring of complex patients being managed at home through Delta Connect pathway. This also provides a proactive monitoring platform, already in place, for thousands of our older people living in the community enabling a better management of risk and the potential for a level of future functionality and monitoring of this population unrivalled in Wales.

Evidence of the impact of 'Home First' to date has demonstrated the following operational improvement and its associated financial efficiencies:

#### Outcome Indicators

- Bed day reduction > 21 days (Length of Stay)
- Reduction in Conveyance
- Reduction in Admission Rates

#### 'Means' – Performance Metrics (highlights)

- 31 – 45% reduction in community social care demand
- 65% reduction in social care requirement following Home First
- 85% Admission avoidance with UPC / IC crisis (6994 referrals)
- 70% conveyance reduction with SPOC Home First (including APP navigator)
- 94% of all Delta 'faller' responses remained at home (6% conveyance rate @ 10,324 calls)
- Average 40 Discharges per week with Home First support (40 New complex patients per week)

#### **Nationally**

A Healthier Wales, and the Social Services and Wellbeing (Wales) Act provides us with the policy and legislative framework to further integration. Most recently, there has been a Ministerial mandate to integrate 'faster, further, together'<sup>1</sup> to create an integrated community care service underpinned by an All Wales Quality Statement regarding the care standards expected for our frail population. Amendments to Part 9 and Part 2 have been made to the SSWBA to support this and a level of 'pump priming' resources will be available. These resource requirements are suggested to be beyond those already funded from Regional Integrated Fund and the Urgent

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<sup>1</sup> Welsh Government (February 2023) *Further, Faster, Together Discussion Paper*

and Emergency Care Programme Funding and which Welsh Government will make non-recurring resources available (from a £30m reserved fund).

The national opportunity therefore presents an opportunity to 'pump prime' and enhance the local 'Home First' approach and explore opportunities to further integration and the infrastructure required to meet the demographic needs of the older person population now and over the next decade.

### **Proposal and Plan Endorsed by Chief Executive Officers Hywel Dda University Health Board and Carmarthenshire County Council**

To develop a plan (building on a range of initiatives including 'Home First' and a range of 'step up' and 'step down' care options) that implements a model for community health and care provision for older adults and adults with physical disabilities in Carmarthenshire that allows them to remain well and independent in their own home and community (including safe alternatives to hospital admission or extended stay) and reduces the long term dependence of the frail population to an unsustainable level of social care.

This plan addresses the complex and multiple needs of the patients rather than the capabilities of the current provider landscape. It must consider both immediate impacts that changes can make as well as setting out a model to meet medium and long term demand of the frail and elderly.

#### **Benefits**

- Contributes to delivery of corporate objectives for CCC and HDdUHB outlined in 'A Healthier Mid and West Wales, Our Future Generations Living Well' and 'Developing Carmarthenshire Together: One Council, One Vision, One Voice'
- Improved operational performance across health and social care
- Reduced harm and enhanced patient / service user experience
- Efficient and effective use of resources (financial and workforce)
- Increased productivity of workforce (Technology Enabled Care (TEC) integration, proportionate commissioning of care)
- Improved recruitment and retention
- Future sustainability of health and social care
- Improved outcomes for older person population

#### **Scope:**

##### ***Population***

- Older Adult Population of Carmarthenshire (>65s)
- Adults with Physical Disabilities / Sensory Impairment
- Ordinary Resident in Carmarthenshire

##### ***Service Infrastructure***

- Domiciliary Care provision (in house and independent) including reablement
- Social Work
- Allied Health Professionals
- Primary Care Contractors (GMS, Pharmacy and Optometry)
- Residential and Nursing Care Homes (independent and in house)

- Carmarthenshire Integrated Community Equipment Store
- Delta Wellbeing
- Urgent and Intermediate Care Specialty Doctors and their Physician Associates
- Community Nursing (District, ART and Falls / Frailty)

## Regional Alignment

Alignment to West Wales Care Partnership priorities and RIF Themes

- Older People and People Living with Dementia
- Complex Care at Home / Hospital to Home

Alignment to Strategic Programme for Primary Care

- Accelerated Cluster Development / Community Infrastructure / Healthy Days at Home Measure

Alignment to Health Board Transforming UEC Programme (6 Goals – PG1 and 6)

Alignment to Health Board Strategic Priorities (Transforming UEC, Integrated Locality Planning, Dementia & EoL)

Alignment to PSB Wellbeing Objectives (Living and Ageing Well)

Alignment to CCC, PCC and Cere CC Corporate Objectives

Commission Regional Evaluation of Home First Approach in Carmarthenshire

Workshop with Pembrokeshire in April

## Outcome

Y gŵel lawn, yn y lle iawn, y tri cyntaf  
Chwedd ar gyfer Gofal Brys a  
Gofal mewn Agyffwrdd  
Right care, right place, first time  
Six Goals for Urgent and  
Emergency Care



### Outcomes Framework for Older People (and UEC)



- **Patient / Service User feedback Measures:**
  - *'My care is provided in the most appropriate setting to meet my health and care needs'* i.e. **What Matters**
  - *'How likely are you to recommend our services to your friends or family should they need similar care or treatment'*
- **Population Outcome**
  - Increased number of **healthy days at home** (overarching Outcome for Population)
- **Older People (UEC) High Level Outcome Indicators**
  - **Reducing the number of bed days > 21** – measure of impact on discharge effectiveness / efficiency on the 'back door'
  - Number of 'green days' – (recorded through faculty) – (measure of acute hospital discharge productivity)
  - **Reduction in proportion commissioned care hours / placements following** in patient stay

PG1 Performance Metrics ('Means')	PG2 Performance Metrics ('Means')	PG3 Performance Metrics ('Means')	PG4 Performance Metrics ('Means')	PG5 Performance Metrics ('Means')	PG6 Performance Metrics ('Means')
<ul style="list-style-type: none"> <li>• TBC % of population risk stratified as vulnerable and who have stay well plans in place</li> <li>• Number and proportion of vulnerable patients Managed by 'Home First'</li> <li>• Number of service users receiving domiciliary care</li> <li>• Total Number of commissioned domiciliary care hours</li> </ul>	<ul style="list-style-type: none"> <li>• No. of direct referrals to SDEC</li> <li>• Number of GP referrals streamed through CSH and % directed to SDEC or alternatives</li> <li>• Conveyance Rate (Target 60%)</li> <li>• Ambulance lost hours (Target 0)</li> </ul>	<ul style="list-style-type: none"> <li>• 30% of acute medical take assessed in SDEC, 90% of which go home for &gt;75 year olds, &gt;55 year olds and rest of population</li> <li>• Number Admissions</li> <li>• Number of Occupied Beds</li> <li>• 0-1 day LoS</li> <li>• 0-3 day LoS</li> <li>• Re-admission rates (balance)</li> <li>• Conversion rate (balance)</li> <li>• Number of patients referred to Home First</li> <li>• Number and % patients Provided with crisis response</li> </ul>	<ul style="list-style-type: none"> <li>• ED attendances (all)</li> <li>• ED attendances (WAST)</li> <li>• 4 hour wait</li> <li>• &gt;12hr Performance</li> <li>• % of patients with clinical frailty score recorded (pre morbid and on presentation)</li> <li>• TBC re EDQDF</li> </ul>	<ul style="list-style-type: none"> <li>• % of patients have discharge criteria defined by the clinician <b>and</b> MDT within 14 hours from 'point of admission'</li> <li>• 10-14 days LoS</li> <li>• Number of patients with LoS &gt; 21 days</li> <li>• Occupied beds rate</li> </ul>	<ul style="list-style-type: none"> <li>• Average length of time to commission domiciliary care</li> <li>• Average length of time to place into residential and nursing sector</li> <li>• Number of people reported as clinically optimised</li> <li>• Number of domiciliary care hours lost (handed back) due to LOS &gt; 7 days</li> <li>• Number of care hours commissioned following hospital inpatient stay</li> <li>• Number of residential placements requiring increase to general or EMI nursing following hospital stay</li> </ul>

NB Dementia / EoL metrics here

**Quality metrics:** staff sickness and improved retention levels across all disciplines, reduced incidents, staff feedback

## **Risks and Issues**

- Workforce availability across the health and social care system
- Greater risk however in not doing anything
- National Evidence for successful formal integration is not robust
- This will require radical rethinking of governance and management spans of control and key stake holders in Welsh Government, senior teams, Health Board and elected members will need to agree and champion to make this a success.

A **high level outline proposal and plan** was presented to the HDdUHB Executive Team on the 22<sup>nd</sup> March, 2023 and to CCC's Corporate Management Team on the 30<sup>th</sup> March, 2023 and attached to this report for reference.

## **Current State of Plan Implementation**

- Task and Finish Group Established
- Deliverables agreed for implementation prior to November 2023
- Briefing to Cabinet Members May 2023 for Cabinet approval
- Briefing to Health Board May 2023

## **Governance Arrangements**

Designing and implementing an integrated health and care system for older people in Carmarthenshire will require us to consider appropriate governance and pooled fund arrangements. It is proposed that an Executive Project Board is established to oversee progress against the plan and its deliverables which will provide timely decision making at each step of the design and associated options requiring appraisal by executives and non – executive senior officers.

## **Recommendation**

Members are requested to:

- Acknowledge and consider the opportunity and current state
- Approve the proposal and high level plan

**DETAILED REPORT ATTACHED?**

**Presentation Attached.**

## IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report:

Signed: **Jake Morgan**      **Director of Community Services**

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
<b>NONE at this stage</b>	<b>YES</b>	<b>NONE at this stage</b>	<b>NONE</b>	<b>NONE</b>	<b>NONE at this stage</b>	<b>NONE</b>

### 2. Legal

Not at this stage however we will be taking legal instruction as we progress with option appraisal.

# CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed: **Jake Morgan** Director of Community Services

<b>1. Scrutiny Committee request for pre-determination</b>	YES
<b>Scrutiny Committee</b>	<b>Health &amp; Social Services</b>
<b>Date the report was considered:-</b>	<b>7<sup>th</sup> June, 2023</b>
<b>Scrutiny Committee Outcome/Recommendations:-</b>	
Unanimously resolved to recommend to Cabinet the approval of the proposal and high level plan.	

**2. Local Member(s) - N/A**

**3. Community / Town Council – N/A**

**4. Relevant Partners - Hywel Dda University Health Board**

**5. Staff Side Representatives and other Organisations - N/A**

<b>CABINET MEMBER PORTFOLIO HOLDER(S) AWARE/CONSULTED</b>	<b>Include any observations here</b>
YES	

**Section 100D Local Government Act, 1972 – Access to Information**  
**List of Background Papers used in the preparation of this report:**  
  
**THERE ARE NONE**

Title of Document	File Ref No.	Locations that the papers are available for public inspection



# Developing a Health and Care System for Older People\* in Carmarthenshire

*\* Includes adults with physical disabilities and sensory impairment*

# The 'Project' Brief

- *To develop a plan (building on a range of initiatives including 'Home First' and a range of 'step up' and 'step down' care options) that sets out a model for community health and care provision for older adults and adults with physical disabilities that allows them to remain well and independent in their own home and community (including safe alternatives to hospital admission or extended stay). This model will include the provision of beds, equipment and functional aids, therapies, social care, clinical care and support to meet the complex needs of our frail and elderly patients both now and in the future.*
- *This plan must address the complex and multiple needs of the patients rather than the capabilities of the current provider landscape. It must consider both immediate impacts that changes can make as well as setting out a model to meet medium and long term demand of the frail and elderly.*
- *The initial draft of the plan must be available by 28<sup>th</sup> February 2023 for presentation to the Chief Executive Sponsors at which time the plan must be capable of being implemented from 1<sup>st</sup> April, 2023 and fully implemented by 30<sup>th</sup> November 2023 with a clear view on how it can be progressively scaled up to meet longer term population demand.*

# Context

## THE WHY?

- System Sustainability
- Optimal Management of Frailty
- Population and Organisational Improved Outcomes – ***PROVEN MODEL LOCALLY and NATIONAL EXEMPLAR***

## THE WHEN ?

- ‘The time is now – we are currently managing the demographic tsunami’ & it will get worse
- Frailty Policy Statement; provides framework for :
- Ministerial mandate – integrate ‘Further, Faster’ & development of Community Integrated Care Service for Wales (CICSW)

## THE HOW?

- Section 33 & ‘track record’ of integrated working / management structure
- Part 9 Social Services and Wellbeing (Wales) Act
- Joint Committee ? Other Models Exist
- Whole System / Population Approach NOT organisational!

# Project Alignment with 'Further Faster' and its Development

Policy statement/outcome framework for Frailty

## Five Priority Population Groups (Regional Integrated Fund)

1

**Older People including people living with dementia**

2

Children and young people with complex needs

3

People with learning disabilities and neurodevelopmental conditions

4

Unpaid carers

5

People with emotional and mental health wellbeing needs

**Community Integrated Care Service for Wales (CICSW)**  
***A Population Health Outcome Approach***

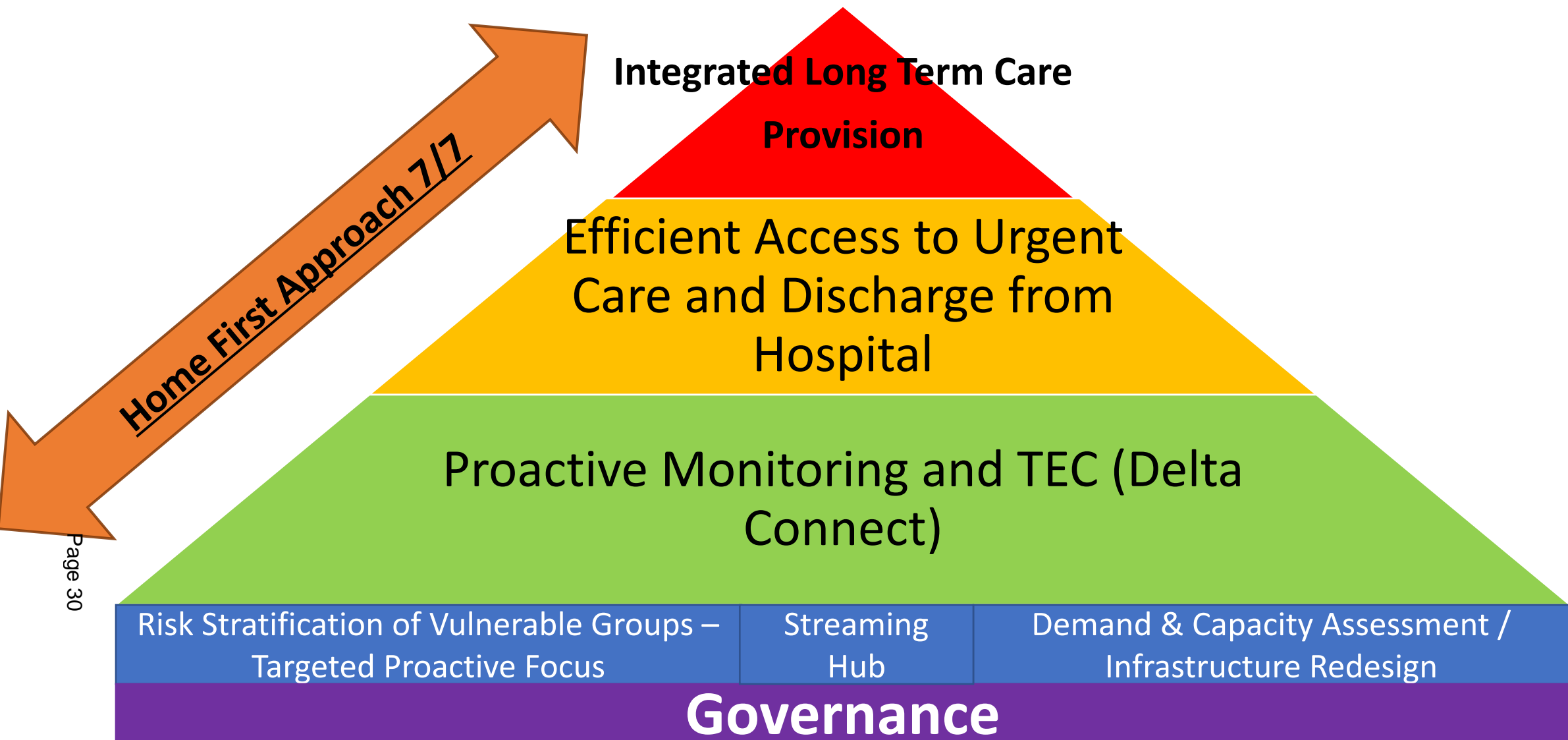
# Not all older people or those living with frailty will need the Community Integrated Care Service for Wales (CICSW)

Fit and Independent Adults	Mildly Frail	Moderately Frail	Very to Severely Frail
<p>Older people who are:</p> <ol style="list-style-type: none"> <li><b>1. Very Fit:</b> People who are robust, active, energetic and motivated. They tend to exercise regularly and are among the fittest for their age</li> <li><b>2. Fit:</b> People who have no active disease symptoms but are less fit than category 1. Often, they exercise or are very active occasionally, e.g. seasonally.</li> <li><b>3. Managing Well:</b> People whose medical problems are well controlled, even if occasionally symptomatic, but often not regularly active beyond routine walking.</li> </ol>	<p>Older people who are:</p> <ol style="list-style-type: none"> <li><b>4. Living with very mild frailty:</b> Previously 'vulnerable' in CFS v1.0, this category marks early transition from complete independence. While not dependent on others for daily help, often symptoms limit activities. A common complaint is being 'slowed up' and/or being tired during the day</li> <li><b>5. Living with mild frailty:</b> People often have more evident slowing and need help with high order instrumental activities of daily living (finances, transportation, heavy housework). Typically, mild frailty impairs shopping and walking outside alone, meal preparation, medications, and begins to restrict light housework.</li> </ol>	<p>Older people who are:</p> <ol style="list-style-type: none"> <li><b>6. Living with moderate frailty:</b> People who need help with all outside activities and keeping house. Inside, they often have problems with stairs and need help with bathing and might need minimal assistance (cuing/standby) with dressing.</li> </ol>	<p>Older people who are:</p> <ol style="list-style-type: none"> <li><b>7. Living with severe frailty:</b> Completely dependent for personal care, from whatever cause (physical or cognitive). Even so, they seem stable and not at high risk of dying (within ~6months).</li> <li><b>8. Living with very severe frailty:</b> Completely dependent for personal care and approaching end of life. Typically, they could not recover even from a minor illness.</li> <li><b>9. Terminally ill:</b> Approaching the end of life. This category applies to people with life expectancy &lt; 6 months, who are not otherwise living with frailty (many terminally ill people can still exercise until very close to death)</li> </ol>
	Complicated needs	becoming complex	Complex needs

CICSW

NB ... Management of this population proactively is AS IMPORTANT as Integrated Care Service

# Building Blocks for Health & Care System for Older People in Carmarthenshire





Service Infrastructure – community nursing, therapy, Delta, social care, 3<sup>rd</sup> Sector, Specialty Doctors, 1<sup>st</sup> Care Contractors



Discharge to Recover & Assess (Red to Green)



Proactive Case Management & TEC (virtual ward)



SPOC & Clinical Streaming to 'Right Place'



Short Term Reablement Beds



Rapid Response to Crisis (1-2 hours)



Integrated Reablement & Intermediate Care (72 hours)

'Home' is usual place of residence and any long term care that may be in place

**NOT A SERVICE –**  
It's an approach that focuses on prevention / asset based / proportionate commissioning & best practice for frail

0 – 3 months

3 - 6 months

6 - 9 months

9 – 12 months

**Enhancing the Home First Approach -**

SPOC for Home First ALL patients & 24/7- D2RA Trusted Ax Model

Expansion integrated Reablement

Expansion Delta Response GPOOHs and WAST

Presentations to Board, Cabinet and WG

Repurposing Community Hospitals to support Home First (TPP Model)

Redesignation of 2<sup>nd</sup> LA Care Homes for short term use

Redesignation of x1 LA Care Homes for short term use

Same Day Emergency Care (SDEC) principles integrated with Urgent Primary Care models at 'front door' of acute hospital sites; access managed by Clinical Streaming Hub

Integrating Home First with GPOOHs and Primary Care (all contractors)

Accelerated Cluster Development – Risk Stratification, proactive case management (ILP)

**Integrated Long Term Care Placement**

Future State Long Term "complex 24/7 care" Options Appraisal

Implementation new 24/7 complex care model

**Demand & Capacity Analysis**

Demographic

Current and Future Care Infrastructure

Finance

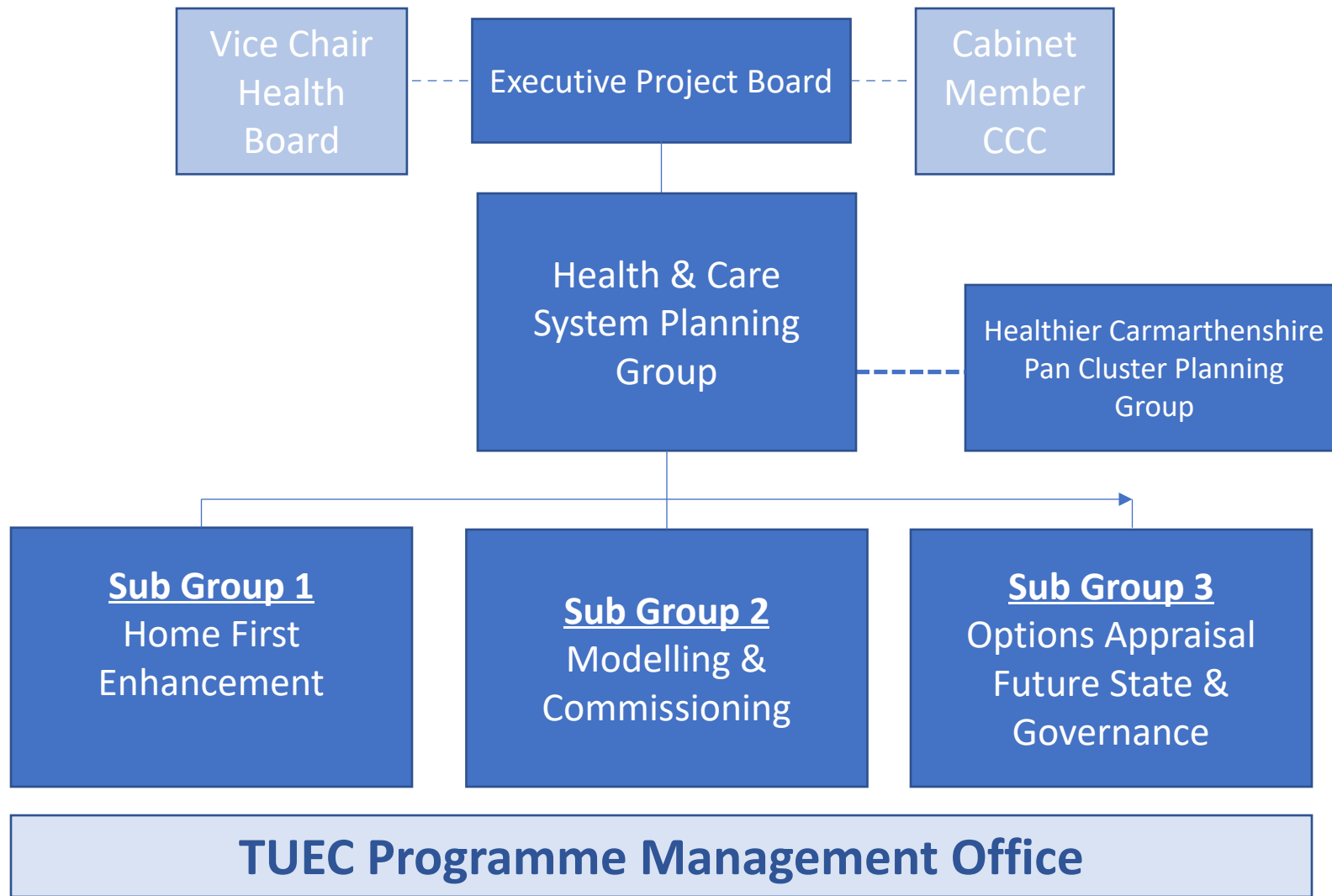
**Options Appraisal Future Governance Arrangements**

Pooled Budget Options Appraisal

Options Appraisal governance arrangements for H&C system

Implement Future governance Arrangements for H&C System Older People





## Proposed Project Governance Structure



# Outcomes Framework for Older People (and UEC)



- **Patient / Service User feedback Measures:**
  - 'My care is provided in the most appropriate setting to meet my health and care needs' i.e. **What Matters**
  - 'How likely are you to recommend our services to your friends or family should they need similar care or treatment'
- **Population Outcome**
  - Increased number of **healthy days at home** (overarching Outcome for Population)
- **Older People (UEC) High Level Outcome Indicators**
  - **Reducing the number of bed days > 21** – measure of impact on discharge effectiveness / efficiency on the 'back door'
  - Number of 'green days' (recorded through faculty) – (measure of acute hospital discharge productivity)
  - **Reduction in proportion commissioned care hours / placements following** in patient stay

## PG1 Performance Metrics ('Means')

- **TBC** % of population risk stratified as vulnerable and who have stay well plans in place
- Number and proportion of vulnerable patients Managed by 'Home First'
- Number of service users receiving domiciliary care
- Total Number of commissioned domiciliary care hours

## PG2 Performance Metrics ('Means')

- No. of direct referrals to SDEC
- Number of GP referrals streamed through CSH and % directed to SDEC or alternatives
- Conveyance Rate (Target 60%)
- Ambulance lost hours (Target 0)

## PG3 Performance Metrics ('Means')

- 30% of acute medical take assessed in SDEC. 90% of which go home for >75 year olds, >55 year olds and rest of population
- Number Admissions
- Number of Occupied Beds
- 0-1 day LoS
- 0-3 day LoS
- Re-admission rates (balance)
- Conversion rate (balance)
- Number of patients referred to Home First
- Number and % patients Provided with crisis response

## PG4 Performance Metrics ('Means')

- ED attendances (all)
- ED attendances (WAST)
- 4 hour wait
- >12hr Performance
- % of patients with clinical frailty score recorded (pre morbid and on presentation)
- TBC re EDQDF

## PG5 Performance Metrics ('Means')

- % of patients have discharge criteria defined by the clinician **and** MDT within 14 hours from 'point of admission'
- 10-14 days LoS
- Number of patients with LoS > 21 days
- Occupied beds rate

## PG6 Performance Metrics ('Means')

- **Average length of time to commission domiciliary care**
- **Average length of time to place into residential and nursing sector**
- **Number of people reported as clinically optimised**
- **Number of domiciliary care hours lost (handed back) due to LOS > 7 days**
- **Number of care hours commissioned following hospital inpatient stay**
- **Number of residential placements requiring increase to general or EMI nursing following hospital stay**

[NB Dementia / EoL metrics here](#)

**Quality metrics:** staff sickness and improved retention levels across all disciplines, reduced incidents, staff feedback

## 'End' – Outcome Indicators

- Bed day reduction > 21 days (Length of Stay)
- Reduction in Conveyance
- Reduction in Admission Rates

## 'Means' – Performance Metrics (highlights)

- 31 – 45% reduction in community social care demand (means)
- 65% reduction in social care requirement following Home First (means)
- 85% Admission avoidance with UPC / IC crisis (6994 referrals)
- 70% conveyance reduction with SPOC Home First (including APP navigator)
- 94% of all Delta 'faller' responses remained at home (6% conveyance rate @ 10,324 calls)
- Average 40 Discharges per week with Home First support (40 New complex patients per week)

*How Far? How Fast?*

## CABINET

19<sup>TH</sup> JUNE 2023

### SUBJECT:

## THE MID & WEST WALES SAFEGUARDING CHILDREN & ADULTS BOARDS ANNUAL REPORT 2021-2022

### Purpose:

To receive the Annual Report and note its findings.

### Recommendations / key decisions required:

To receive the Annual Report which provides an Overview of the Objectives and Achievements of the Mid and West Wales Safeguarding Children & Adults Board.

### Reasons:

This Annual Report outlines the progress we have made against the outcomes set by CYSUR and CWMPAS as part of a joint Annual Strategic Plan.

Cabinet Decision Required YES - 19<sup>th</sup> June, 2023

Council Decision Required NO

### CABINET MEMBER PORTFOLIO HOLDER:-

**Cllr. J. Tremlett, Cabinet Member for Health & Social Services**

#### Directorate:

Communities

#### Name of Head of Service:

Jake Morgan

#### Report Author:

Julie Breckon

#### Designations:

Director of Community Services

Regional Safeguarding Board Manager

#### Email addresses:

[JakeMorgan@carmarthenshire.gov.uk](mailto:JakeMorgan@carmarthenshire.gov.uk)

[Julie.Breckon@pembrokeshire.gov.uk](mailto:Julie.Breckon@pembrokeshire.gov.uk)

**EXECUTIVE SUMMARY  
CABINET  
19<sup>TH</sup> JUNE 2023**

**SUBJECT:  
THE MID & WEST WALES SAFEGUARDING CHILDREN & ADULTS BOARDS  
ANNUAL REPORT 2021-2022**

This Annual Report outlines the progress that has been made against the outcomes set by CYSUR and CWMPAS as part of the joint Annual Strategic Plan for the year 2021-22. The preceding two years have brought unprecedented challenges for the Regional Safeguarding Board and its partners in its endeavours to respond to the challenges of the COVID-19 global pandemic, in ensuring the citizens of Mid and West Wales are protected from experiencing harm, abuse or neglect.

This year's annual report outlines some of the key achievements and demonstrates how they have been delivered against the objectives set at the start of the year. This includes a continued commitment to deliver against our Violence against Women Domestic Abuse and Sexual Violence (VAWDASV) agenda.

**DETAILED REPORT ATTACHED?**

**YES** - The Mid & West Wales Safeguarding Children & Adults Boards Annual Report 2021-2022

## IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report:

Signed: **Jake Morgan** Director of Community Services

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
<b>NONE</b>	<b>YES</b>	<b>NONE</b>	<b>NONE</b>	<b>NONE</b>	<b>NONE</b>	<b>NONE</b>

### 2. Legal

As well as enabling the Boards to meet their objectives as outlined in Part 7 of the Social Services and Wellbeing (Wales) Act 2014, this combined approach to Safeguarding aligns fully with the ethos and principles of the Act.

## CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed: **Jake Morgan** Director of Community Services

<b>1. Scrutiny Committee request for pre-determination</b>	NO
<b>Scrutiny Committee</b>	
<b>Date the report was considered:-</b>	
<b>Scrutiny Committee Outcome/Recommendations:-</b>	

**2. Local Member(s) - N/A**

**3. Community / Town Council – N/A**

**4. Relevant Partners**

Multi Agency representation on both CWMPAS (Safeguarding Adults Executive Board) and CYSUR (Safeguarding Children Executive Board).

**5. Staff Side Representatives and other Organisations - N/A**

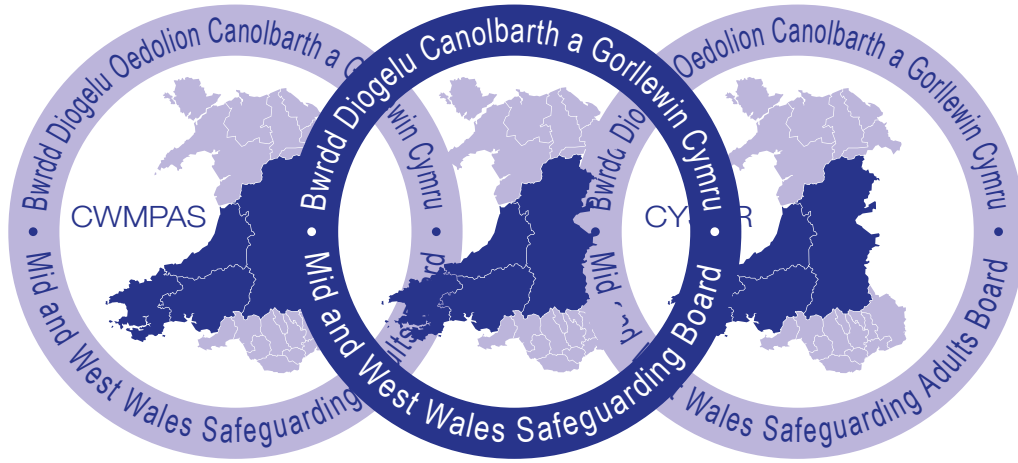
<b>CABINET MEMBER PORTFOLIO HOLDER(S) AWARE/CONSULTED</b>  YES	<b>Include any observations here</b>
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**Section 100D Local Government Act, 1972 – Access to Information  
List of Background Papers used in the preparation of this report:**

**THERE ARE NONE**

Title of Document	File Ref No.	Locations that the papers are available for public inspection





# THE MID AND WEST WALES SAFEGUARDING CHILDREN & ADULTS BOARDS



## ANNUAL REPORT 2021-2022

An Overview of the Objectives and Achievements of the Mid and West Wales Safeguarding Children & Adults Boards



Cwmni Asiatrydau Cymunedol  
**Cymru  
Wales**  
Community Rehabilitation Company



**GIG**  
CYMRU  
NHS  
WYLLS  
Iechyd Cyhoeddus  
Cymru  
Public Health  
Wales



Heddlu Police  
**DYFED-POWYS**



Bwrdd Iechyd Prifysgol  
Hywel Dda  
University Health Board



Cyngor Sir Gâr  
**Carmarthenshire  
County Council**



Bwrdd Iechyd  
Addysgu Powys  
Powys Teaching  
Health Board



Gwasanaeth Prawf  
Cenedlaethol  
**National Probation  
Service**

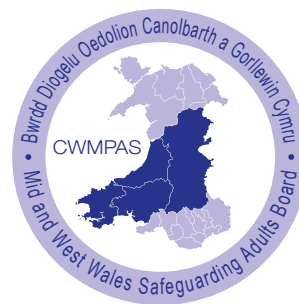


# Contents

Introduction	1
Objectives of a Regional Safeguarding Board	2
Board Structure	3
(a) Membership	7
(b) Action taken to achieve our outcomes	9
(c) Extent to which we have implemented our strategic annual plans	12
(d) How we have collaborated with other bodies engaged in activities relating to the Boards' objectives	24
(e) Requests made to qualifying persons under S.137(1) and whether they were complied with	28
(f) Achievements we have made during the year	29
(g) To what extent have agencies contributed to the Boards' effectiveness	35
(h) An assessment of how the Boards use their resources	48
(i) Underlying themes in the way the Safeguarding Boards have exercised their functions	49
(j) When and how children and adults have had an opportunity to participate in the Boards' work	59
(k) Applications for Adult Protection & Support Orders	64
(l) Information or learning the Boards have disseminated and training recommended or provided	65
(m) How the Safeguarding Boards have implemented advice from Welsh Government and National Independent Safeguarding Board	72
Glossary of Terms	73

# Introduction

**It gives us pleasure to jointly present the Mid and West Wales Safeguarding Boards CYSUR and CWMPAS Annual Report.**



This Annual Report outlines the progress we have made against the outcomes set by CYSUR and CWMPAS as part of our joint Annual Strategic Plan for the year 2021-22. The preceding two years have brought unprecedented challenges for the Regional Safeguarding Board and its partners in its endeavours to respond to the challenges of the COVID-19 global pandemic, in ensuring the citizens of Mid and West Wales are protected from experiencing harm, abuse or neglect.

As we begin to adapt to a post-COVID world, we remain proud of the dedication, resilience and determination of staff delivering frontline services in the most challenging of circumstances. This year's annual report outlines some of our key achievements and demonstrates how we have delivered against the objectives we set ourselves at the start of the year. This includes a continued commitment to deliver against our Violence against Women Domestic Abuse and Sexual Violence (VAWDASV) agenda.

Developing creative solutions to some of the significant workforce challenges the social care and the public sector workforce is experiencing at a national level has been another key area

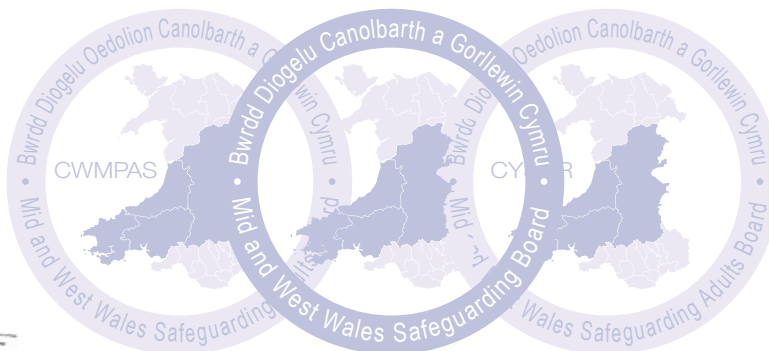
of the Boards' work this year, as well as the implementation of key multi-agency policies and protocols which include the High-Risk Behaviours (Including Self-Neglect and Hoarding) Policy and Procedure. The success of events and activities delivered as part of National Safeguarding Week in November 2021, both from an engagement and feedback perspective, is just one example of how our creative use of digital and virtual platforms can be used successfully to reach large multi-agency audiences as part of our COVID recovery journey.

Our collaborative response to the continuing challenges, alongside our successes and achievements, have continued to demonstrate the paramount importance of the Regional Safeguarding Boards and their work in the safeguarding of children and adults at risk. We would like to thank the members of the Mid and West Wales Boards and sub-groups for their engagement, commitment and progress made in the last year. CYSUR and CWMPAS are progressing well, and we look forward to working with the Boards next year to continue to improve and enhance practice to continue to safeguard children and adults in Mid and West Wales.



**Jonathan Griffiths (CWMPAS Chair)**

Director of Social Care and Housing  
Pembrokeshire County Council



**Jake Morgan (CYSUR Chair)**

Director of Community Services  
Carmarthenshire County Council

# Objectives of a Regional Safeguarding Board

The objectives of Regional Safeguarding Boards as outlined in the [Social Services and Wellbeing \(Wales\) Act 2014](#) are stated below.

The objectives of a **Safeguarding Children Board** are:

- to **protect** children within its area who are experiencing, or are at risk of abuse, neglect or other kinds of harm, and
- to **prevent** children within its area from becoming at risk of abuse, neglect or other kinds of harm.

The objectives of a **Safeguarding Adults Board** are:

- to **protect** adults within its area who –
  1. have needs for care and support (whether or not a Local Authority is meeting any of those needs), and
  2. are experiencing, or are at risk of, abuse or neglect, and
- to **prevent** those adults within its area from becoming at risk of abuse or neglect.

## Guidance on the functions of Safeguarding Boards

The focus for Safeguarding Boards is twofold. It is both the **protection** of children and adults who are in need of care and support from abuse, neglect or other kinds of harm, and the **prevention** of children and adults from becoming at risk of abuse, neglect or other kinds of harm. These two objectives should inform the priorities of Safeguarding Boards when they are considering their work programmes and annual plans, and reviewing their performance.

Keeping children and adults who may have needs for care and support safe is everyone's responsibility. This means feeling safe and being safe with those with whom they live and who support and care for them, as well as being safe in environments outside the home where they may live, travel, play, learn, work or undertake sport, cultural, leisure and other activities. This responsibility lies primarily within the family or with carers and within the wider community.

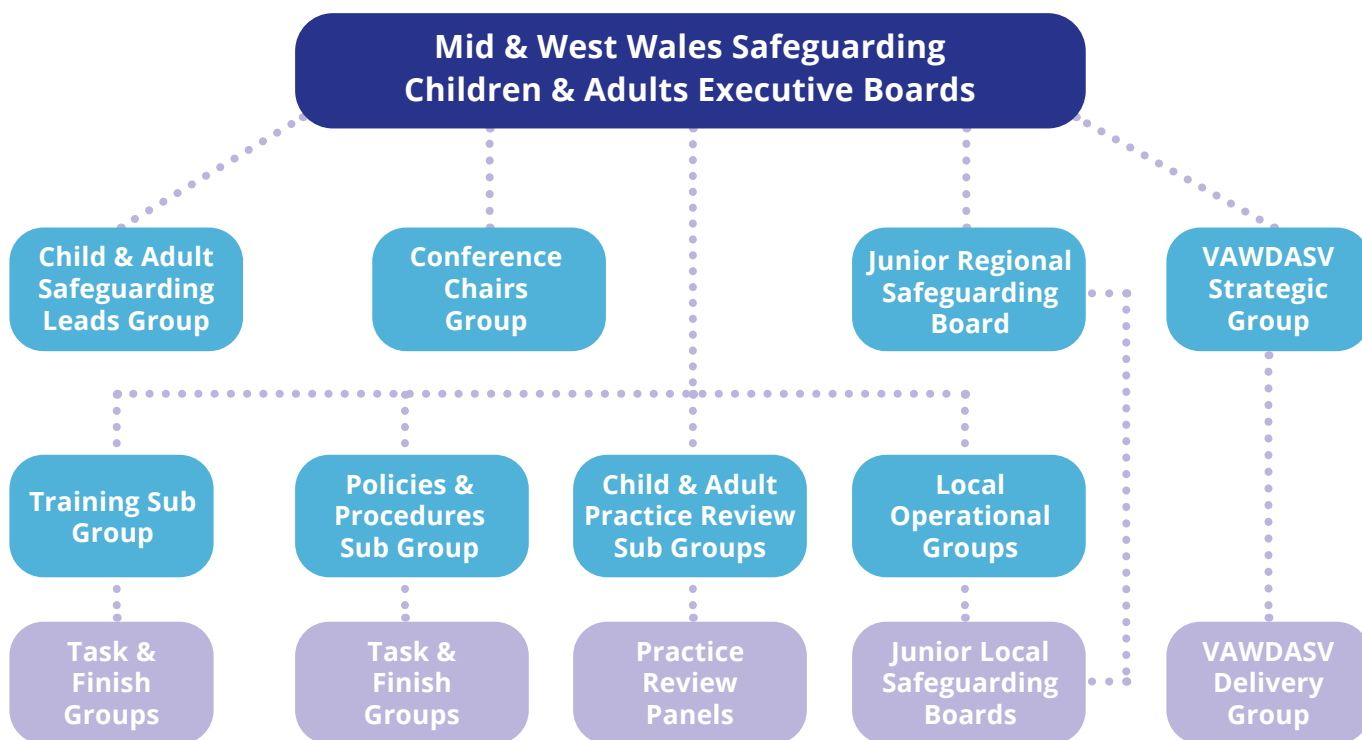
Many organisations have responsibility for safeguarding children and adults through the services they provide directly to them, through the help and support provided to families and carers, or through their work to develop and strengthen communities.



# Board Structure

The Mid and West Wales Safeguarding Boards serve the communities of Pembrokeshire, Carmarthenshire, Ceredigion and Powys, working collaboratively and in partnership within a multi-agency setting. The Boards’ aim is to raise awareness of safeguarding issues with members of the public and provide support, advice and guidance to professionals working in our local communities who deliver a range of voluntary and statutory services. Mid and West Wales is covered by two sister Safeguarding Boards:

- **CWMPAS [Collaborative Working & Maintaining Partnership in Adult Safeguarding]:** The Mid and West Wales Safeguarding Adults Board, and;
- **CYSUR [Child & Youth Safeguarding, Unifying the Region]:** The Mid and West Wales Safeguarding Children Board.



## Executive Boards:

The Executive Boards for CYSUR and CWMPAS work together as an overarching regional Board to monitor and improve regional safeguarding activity across Mid and West Wales. The Executive Boards consist of senior managers from all key statutory partners and agencies (see Section A). The Executive Boards’ aim is to provide leadership and guidance to all its constituent agencies through the delivery of a series of strategic priorities for safeguarding activity and practice. The two Executive Boards support, guide and take advice from the regional sub-groups.





## Local Operational Groups:

Each of the four Local Authorities within Mid and West Wales host Local Operational Groups (LOGs). The purpose, membership and structure of these LOGs mirror that of the Executive Boards. However, the primary objective of LOGs is to monitor and analyse safeguarding practice locally, rather than regionally. Membership consists of the Head of Children's & Adults' Services, who chair the groups, senior and middle managers from local statutory agencies, including Health, Police and Probation. LOGs seek to improve safeguarding practice locally by discussing local safeguarding activity in an open and transparent environment, sharing and analysing local performance data and completing practice audits to inform practice improvements and identify risk. LOGs seek to share and acknowledge examples of good safeguarding practice; in addition, they will professionally challenge and hold agencies to account when safeguarding practice falls below expected standards.

“ Feedback from Development Day:

*It is really pleasing to see the influence this Board has on a national level.*

CWMPAS Chair,  
Jonathan Griffiths ”

## Regional Practice Review Sub-Groups:

The Adult Practice Review (APR) & Child Practice Review (CPR) Sub-Groups consider referrals from agencies where a child or adult at risk has either died or suffered significant impairment of health and development as a result of abuse and/or neglect.

The regional APR/CPR Sub-Groups consider information against defined criteria within 'Working Together to Safeguard People [Volume 3 – Adult Practice Reviews](#) and [Volume 2 – Child Practice Reviews](#)' and makes a recommendation to the relevant Executive Board Chair as to whether there are identified learning outcomes and whether an APR/ CPR should be undertaken to learn lessons. Practice Reviews are undertaken by a multi-agency group of professionals who collectively analyse information and identify any practice themes and lessons to learn. The report is then published as a Child/Adult Practice Review on the Boards' [website](#).

## Regional Multi-Agency Professional Forum (MAPF):

Multi-agency learning is undertaken via a Multi-Agency Professional Forum (MAPF) from identified cases that have not met the threshold for a full concise or extended Child or Adult Practice Review. The Regional Multi-Agency Professional Forum (MAPF) was closed this year and has now been incorporated into the Child Practice Review (CPR) Sub-Group to help achieve consistency in decision-making. Responsibility for managing and overseeing MAPFs now sits with the CPR Sub-Group, although a link to regional LOGs will remain in place.

## Regional Policies & Procedures Sub-Group:

The Policies & Procedures Sub-Group operates collaboratively and in conjunction with the Executive Boards. The Group seeks to provide guidance to professionals via the development of regional safeguarding policies and procedures. The Boards now have a significant number of multi-agency through-age policies to support practitioners in their practice, which are available on the Boards' [website](#).



## Regional Training Sub-Group:

The Training Sub-Group operates collaboratively and in conjunction with the Executive Boards. It seeks to support and guide the delivery of safeguarding training and learning across the four Local Authority areas and partner agency organisations.

The Training Sub-Group works closely with partners' training departments to ensure and promote the quality and consistency of safeguarding training and delivery. The group can commission specialist, bespoke safeguarding training across the region and works closely with other sub-groups, such as the APR/CPR Sub-Groups, to ensure any learning outcomes identified in Child/Adult Practice Reviews are disseminated to staff, and any identified specialist training is commissioned.

Other bespoke regional forums and groups support and are closely aligned to the Boards' annual strategic plan and priorities, and include regional multi-agency Adults' and Children's Safeguarding Leads Groups, and a regional group for Child Protection Conference Chairs.

## Violence against Women, Domestic Abuse and Sexual Violence (VAWDASV) Strategic and Delivery Groups:

VAWDASV affects all citizens of the region and incorporates all forms of violence against women, honour based violence, forced marriage, Female Genital Mutilation (FGM), trafficking, sexual violence and exploitation, and domestic abuse. The VAWDASV Strategic Group is a multi-agency collaboration that is driving forward the requirements of the [VAWDASV Act](#), including the implementation of the Regional Strategy and Plan, Safer Lives, Healthier Families. The VAWDASV Delivery Group supports the Strategic Group on the progression and implementation of regional priorities, as well as maintaining key links with specialist providers.



## COVID-19 Operational Group

The COVID-19 Operational Group was a temporary bespoke group established in March 2020 to ensure an efficient and consistent response to the COVID-19 pandemic across safeguarding services in Mid and West Wales.

The group, made up of senior strategic and operational multi-agency partners across the region, met throughout 2020 and 2021. It was disbanded in the summer of 2021 as it was considered all the necessary systems and structures were in place to manage the effects on services and practice of the pandemic.



## CADW: Junior Regional Safeguarding Board

The CYSUR Board continues to commission Tros Gynnal Plant (TGP) Independent Advocacy Service to facilitate its regional Junior Safeguarding Board.

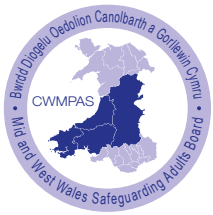
The group continues to advise the Executive Boards on safeguarding matters and issues from a young person's perspective via meetings, workshops and consultation events.

The CADW Group meet quarterly and are complemented by three local junior safeguarding groups and a youth partnership, closely aligned to their respective Local Operational Groups.





# (a) Membership



## **CWMPAS** (Safeguarding Adults Executive Board)

### **Jonathan Griffiths (Chair)**

Director of Social Care & Housing,  
Pembrokeshire County Council

### **Jayne Butler (Vice-Chair)**

Det Superintendent, Dyfed Powys Police

### **Jake Morgan**

Director of Community Services,  
Carmarthenshire County Council

### **Sian Howys**

Director of Social Services,  
Ceredigion County Council

### **Nina Davies**

Director of Social Services,  
Powys County Council

### **Sian Passey**

Assistant Director Nursing Assurance and  
Safeguarding Corporate Nursing,  
Hywel Dda University Health Board

### **Avril Bracey**

Head of Mental Health, Learning  
Disabilities & Adult Safeguarding,  
Carmarthenshire County Council

### **Donna Pritchard**

Deputy Director of Social Services and  
Corporate Lead Officer, Porth Gofal,  
Ceredigion County Council

### **Jason Bennett**

Head of Adult Services,  
Pembrokeshire County Council

### **Michael Gray**

Head of Adult Services,  
Powys County Council

### **Christine Harley**

Assistant Chief Executive,  
National Probation Service



## **CYSUR** (Safeguarding Children Executive Board)

### **Jake Morgan (Chair)**

Director of Community Services,  
Carmarthenshire County Council

### **Sian Passey (Vice-Chair)**

Assistant Director Nursing Assurance and  
Safeguarding Corporate Nursing,  
Hywel Dda University Health Board

### **Jonathan Griffiths**

Director of Social Care & Housing,  
Pembrokeshire County Council

### **Sian Howys**

Director of Social Services,  
Ceredigion County Council

### **Nina Davies**

Director of Social Services,  
Powys County Council

### **Jayne Butler**

Det Superintendent,  
Dyfed Powys Police

### **Stefan Smith**

Head of Children's Services,  
Carmarthenshire County Council

### **Donna Pritchard**

Deputy Director of Social Services and  
Corporate Lead Officer, Porth Gofal,  
Ceredigion County Council

### **Darren Mutter**

Head of Children's Services,  
Pembrokeshire County Council

### **Jan Coles**

Head of Children's Services,  
Powys County Council

### **Christine Harley**

Assistant Chief Executive,  
National Probation Service

**Mandy Rayani**

Director of Nursing, Quality & Patient Experience, Hywel Dda University Health Board

**Mandy Nichols-Davies**

Head of Safeguarding Adults & Children (Named Nurse), Hywel Dda University Health Board

**Jayne Wheeler-Sexton**

Assistant Director of Safeguarding (Named Nurse), Powys Teaching Health Board

**Claire Roche**

Director of Nursing and Midwifery, Powys Teaching Health Board

**Linda Davies**

Designated Nurse, National Safeguarding Team (NHS Wales), Public Health Wales

**Nikki Harvey**

Head of Safeguarding, Welsh Ambulance Services NHS Trust

**Hazel Lloyd-Lubran**

Regional Third Sector representative, Ceredigion Association of Voluntary Organisations (CAVO)

**Chris Harrison**

Regional representative for Heads of Commissioning



**Mandy Rayani**

Director of Nursing, Quality & Patient Experience, Hywel Dda University Health Board

**Mandy Nichols-Davies**

Head of Safeguarding Adults & Children (Named Nurse), Hywel Dda University Health Board

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**Nikki Harvey**

Head of Safeguarding, Welsh Ambulance Services NHS Trust

**Hazel Lloyd-Lubran**

Regional Third Sector representative, Ceredigion Association of Voluntary Organisations (CAVO)

**Steve Davis**

Regional representative of Youth Justice Managers

**Regional Directors of Education**

Rotating membership from Pembrokeshire, Carmarthenshire, Ceredigion and Powys

**Dr Ingrid Prosser**

Named Doctor, Child Protection, PTHB

**Dr Damitha Ratnasinghe**

Named Doctor, Child Protection, HDUHB

**Mid & West Wales Safeguarding Boards Business Unit**

**Julie Breckon**

Regional Safeguarding Board Manager

**Theresa Welch**

Business Development Officer

**Rebecca Reynolds**

Practice Review Business Manager

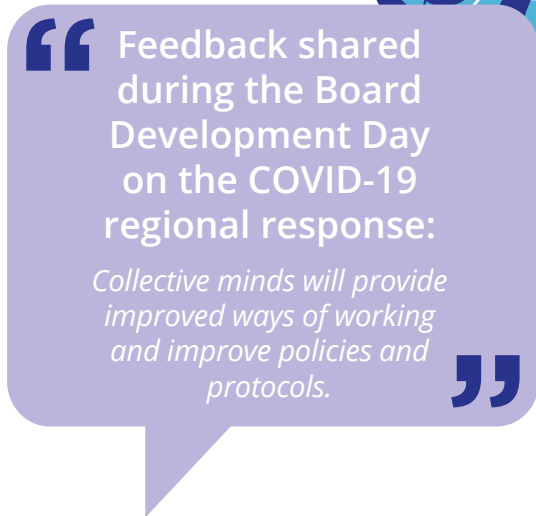
**Stuart Hicks**

Business Co-ordinator

# (b) Action taken to achieve our outcomes

## Continued Implementation of COVID-19 Regional Arrangements

A considerable amount of time and resources in the preceding year was redirected to support the multi-agency safeguarding response to the COVID-19 pandemic. As such, the significant number of interim regional arrangements previously developed and implemented to support this work has continued to support both safeguarding practitioners delivering frontline services and strategic policy and decision makers.



“ Feedback shared during the Board Development Day on the COVID-19 regional response:

*Collective minds will provide improved ways of working and improve policies and protocols.* ”

This work includes the continued use and implementation of regional policies and frameworks, including the [COVID-19 Regional Escalation Process and Risk Management Policy for Care and Nursing Homes](#), and the [COVID-19 Threshold Documents](#) developed to support safe decision-making. As previously referenced, due to the success and collaborative work undertaken across the partnership throughout the pandemic, it has been possible to suspend the temporary changes made to the Boards’ structure this year. This includes the COVID-19 Operational Group, as partners considered sufficient systems, processes and policies are now in place to support a continuing cohesive, collaborative multi-agency response to the continuing challenges of the pandemic.



## Implementation of the Multi-Agency High-Risk Behaviours Policy and Procedure (Including Self-Neglect and Hoarding)

Following the completion of this piece of work last year, the framework has been implemented this year. The origins of this stems from an acknowledgement and understanding of the significant correlation between the numbers of safeguarding referrals received that feature self-neglect and hoarding, as well as identified themes in cases that are referred for Adult Practice Reviews and MAPFs. The implementation of a clear framework to support practitioners in this extremely complex area of safeguarding work has been welcomed by all agencies across the regional partnership this year. It is intended this framework will support a more coordinated and consistent response via an agreed process similar to a Multi-Agency Risk Assessment Conference (MARAC), where previous agency efforts to manage continuing, emerging and acute risk have been unsuccessful.

Agreement has been reached to implement a regional multi-agency panel this year to oversee and manage any referred cases. This will be for an initial period of 12 months, after which the process will be reviewed. Please refer to Sections I and L for more information on this key workstream.

## Continued Implementation of the Regional Safer Lives, Healthier Relationships VAWDASV Strategy

As required by Welsh Government under the VAWDASV Act 2015, the Mid and West Wales region published the [Safe Lives, Healthier Relationships VAWDASV Strategy](#) in November 2018. The Regional Strategy and Annual Delivery Plans are overseen by the Regional Adviser and VAWDASV Strategic Board, who are accountable to the Regional Safeguarding Executive Board. This regional strategy is now coming to a natural end, and as we proceed to publication, an independent consultant is working with partners across the region to develop a new strategy to be completed and published in the coming year. This will be aligned to new published national priorities. The Regional Safe Lives, Healthier Relationships VAWDASV Strategy is considered to be a huge success in the Mid and West Wales region and has been driven with enthusiasm, rigour, tenacity and vision by the VAWDSV Regional Advisor. The last year has seen the culmination and completion of a number of projects linked to the regional priorities. Throughout the life of the strategy, and through the COVID-19 pandemic, the region has seen a huge increase in demand on specialist service provision, intervention and support alongside increased complexity.

This has included seeing an increase in both victims and perpetrators of domestic abuse presenting with acute mental health issues and increased levels of substance misuse, alongside higher levels of reports of coercive control and stalking related abuse. The increase in demand for specialist provision has had a knock-on effect on demand for services such as Independent Domestic Violence Advisor (IDVA) services, refuge places, perpetrator programmes and specialist sexual violence and counselling services. The shortage of suitable safe housing for victims of domestic abuse causes additional challenges. The review underway will take into consideration all these factors in the development of a new strategy for the region in the coming year, as well as building upon the success of projects aligned to the existing strategy.

Specific areas of focus across the region in the last year are outlined below:

- **Secured Funding and the Development of Long-Term Sustainable Regional Funding Model**

As a region, we have tackled the significant challenges we face head-on with vision and creativity. We have secured over £900,000 of additional funding in this financial year alone, and an additional £200,000 revenue funding has been awarded for 2021-22. This has been allocated directly to specialist VAWDASV service providers, to increase their capacity in response to the post-pandemic demand. This has been used to resource five additional self-contained units of accommodation across the region, as well as making improvements to refuge and Sexual Assault Referral Centre (SARC) facilities.

An award of just under half a million pounds via the Office of the Police and Crime Commissioner (OPCC) has also been secured to support our regional approach to perpetrators of abuse, which has helped to bridge the gap in funding to support the delivery of much needed perpetrator intervention programmes.

- **Regional Remote Evidence Facilities**

Welsh Government released funding in the last financial year to increase the capacity of remote evidence facilities across Wales, which has been used across the region to help increase the options available to victims and witnesses in domestic abuse and sexual violence cases via the creation of three new remote evidence sites across the region.

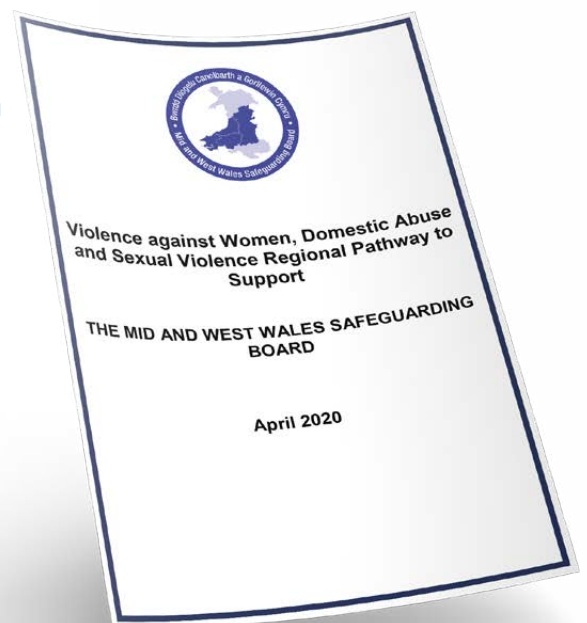
- **Supporting the New Relationships and Sex Education (RSE) Curriculum**

With support from Public Health Wales and the regional Healthy Schools advisors, a regional VAWDASV resource directory has been created to support primary and secondary schools across the region in the development of high quality, age-appropriate VAWDASV resources, designed to support school staff to deliver the VAWDASV topics within the RSE curriculum.

Further partnership with the Regional Strategic Group for a Whole School Approach to Emotional and Mental Wellbeing, Child and Adolescent Mental Health Services (CAMHS) and Mental Health services, Dyfed Powys Police, Education Psychology, the West Wales Education Partnership, and University of Wales Trinity Saint David, continues to enrich the RSE school curriculum.

**Other work in the year to support the existing regional VAWDASV strategy includes:**

- Improvements to the regional identification, response to and reporting of child to parent abuse via the development of a regional pathway and policy.
- The development of a clear VAWDASV communication strategy informed by survivors and stakeholders. Work continues to establish a Regional Survivor Advisory Panel to oversee all the planning for engagement activities, which will include a pilot survivor peer support group.
- An ongoing review of existing commissioning arrangements to inform the development of a joint, integrated “one public service” commissioning strategy. The Regional Adviser and Partnership Coordinator are supporting Local Authorities in recommissioning activities with a continued consideration for potential cross boundary commissioning exercises.



Further information on the VAWSAV in Mid and West Wales can be obtained via the following link: [www.cysur.wales/vawdasv](http://www.cysur.wales/vawdasv)

# (c) Extent to which we have implemented our strategic annual plans

## 1. Effective Engagement and Communication:

To Improve Engagement and Consultation with Children, Adults at Risk, Vulnerable Groups, Professionals and Partnerships.

### What we said we would do:

- Strengthen our engagement with children and adults at risk and our regional groups and forums.
- Improve communication with practitioners.
- Promote targeted enhanced communication with the public, including public awareness raising campaigns.

### What improvements we have made:

#### Engagement with Adults at Risk

Direct engagement with adults at risk in relation to its work remains a key priority for the Regional Safeguarding Board. The Adult Safeguarding Leads Group, who have this year placed a focus on the Multi-Agency High-Risk Behaviour Policy (including Self-Neglect and Hoarding) will carry this workstream forward into the coming year.

Initial discussions have been productive, and a number of local areas have shared their learning to date from local initiatives currently in place. The Boards continue to have a longer-term plan to formalise arrangements into a Regional Communication and Engagement Strategy for Adults at Risk.



## Junior Safeguarding Board

The Mid and West Wales Safeguarding Children Board continues to support a Regional Junior Safeguarding Board (CADW), facilitated by Tros Gynnal Plant (TGP) Cymru. This Group has been in place for several years and is well established within the region. The Business Development Officer within the Regional Safeguarding Boards leads this work on behalf of the Regional Board, working alongside the TGP workers who coordinate the regional meetings.

The young people of CADW have demonstrated exceptional commitment and enthusiasm in light of the limitations that COVID-19 has placed on their opportunities to come together. Local groups have continued to embrace virtual means of coming together, which is evident from the outstanding output once again achieved by each group (please see Section J). At the time of writing, opportunities to meet face-to-face have begun to arise in local and regional groups, which the young people have happily welcomed and enjoyed.

Despite the long-term restrictions posed by COVID-19, the Regional Junior Safeguarding Board has achieved an increased level of collaboration and unity this year, as its young people work together on the development of a training video/animation that, when complete, will be incorporated into multi-agency practitioner safeguarding training.

Face-to-face workshops to complete this project will take place in the coming months, with the final resource due to be launched in the year 2022-23. The young people have approached this work with remarkable creativity and insight, and this Board eagerly awaits the launch of this unique piece of work. Furthermore, this project is set to act as a springboard for further collaboration and unity as a regional forum, with further work anticipated in the coming year sure to feature in the 2022-23 Annual Report.

Please refer to Sections J and L for more detailed information.



Photographs during the productive training video / animation workshops



Photograph of Junior Board members during the productive training video / animation workshops

## Promote targeted enhanced communication with the public, including public awareness raising campaigns

An equal effort has been dedicated to communications with the general public this year, noting the benefits of increasing public awareness of key safeguarding issues to promote greater understanding of abuse, neglect and wellbeing, which in turn can aid public reporting of concerns and self-referring for support.

Campaigns and content promoted this year include the following themes/awareness days:

- Mental Health Awareness Week (national theme: nature and wellbeing)
- Stop it Now! Child Sexual Abuse awareness campaigns
- Information on how to report safeguarding concerns locally
- Promotion of the Boards' Annual Plan and Annual Report
- World Suicide Prevention Day
- Ending Physical Punishment in Wales campaign messaging and launch information
- National Safeguarding Week campaigns including Facebook Premieres of regionally developed materials, and messaging linked to regional events and webinars (see Sections F and L)
- Promotion of Junior Board content and projects
- National #CallOutOnly campaign on sexual harassment
- Safer sleep messaging and guidance for new parents
- Children's Mental Health Week

These efforts have materialised in terms of our social media reach and engagement data. In particular, our Facebook page reach has increased by 27% this year, with 33,361 people seeing CYSUR content on the platform. Once again, the peak of Facebook reach was during National Safeguarding Week, with numbers reaching 12,199 content views/engagements on a single day in November 2021. This is a notable increase from the highest number of insights on any date in the previous year (8,134 on a single day of National Safeguarding Week 2020). Facebook and Twitter continue to be the most prominent means of communication with the public for the Boards in terms of social media, with Twitter peaking at 17,400 impressions on a single date this year.

This data is tremendously encouraging in our work to increase our reach and engagement in respect of the general public, with the above data demonstrating that high numbers of individuals are seeing and engaging with our content and targeted campaigns. In addition to these primary forms of social media engagement, we have also launched an Instagram account, to promote visual content and attempt to further target young people in terms of communications. The establishment of a CYSUR YouTube channel this year has also enabled both an additional format of content to be further shared, i.e. video resources (ranging from 5 minute briefings to 1-hour presentations), and an additional platform through which the general public can be kept up to date on our work and key safeguarding messaging. In the coming year, it is hoped a greater frequency of communications and campaigns can be achieved, together with consideration of new and increasingly innovative ways of engaging with the general public, as well as considering how our social media platforms can better target practitioners.



## Improved communication with practitioners

The Board Business Unit has built upon its streams of communication this year to further support practitioner knowledge in key areas of safeguarding, as well as promotion of the Boards' work. The primary ways in which this has been achieved include:

- **7 Minute Briefings:** this method of communication has proved highly successful in enabling managers to succinctly brief teams on new developments and key topics in the safeguarding arena, and for this reason, new 7 Minute Briefings continue to be developed in respect of current priorities, new policies, and practice review learning.
- **Website:** our firmly established Resource Hub is configured to enable practitioners to quickly access a wealth of resources based on topic or by website user, and these resources continue to be added to from a variety of communication streams. New website pages are also added regularly in line with regional and national safeguarding developments.
- **Virtual training:** the increased use of virtual means to hold training webinars has resulted in a notable increase in training reach, as well as mechanisms to record events and make them accessible after the event date. Video resources have also been developed and published this year, which enable practitioners to access a greater variety of safeguarding information in a variety of formats, at a time and place, which is more accessible to them.

## What outcomes we have achieved and what difference we have made:

- Links have been strengthened between the Junior Board and the CYSUR/CWMPAS Boards in terms of alignment of workstreams and greater influence of the voice of children and young people.
- An increased variety and volume of safeguarding information is available to practitioners via numerous platforms and access routes.
- A wider audience is being reached for safeguarding campaigns targeted at the general public, leading to increased public awareness on abuse and neglect and how to access support.

## What we still need to do:

- Develop a robust process for engagement with adults at risk via a Regional Strategic Framework and Engagement Strategy.
- Identify further opportunities to increase avenues of communication with practitioners on the Boards' work and key areas of focus.
- Launch and begin to disseminate the regionally agreed newsletter template.

## 2. Thematic Learning and Developing Best Practice:

To Ensure a Thematic Approach to Learning and Evaluate the Continued Impact of Board Work over Time, Allowing Key Themes Identified to Inform Strategic Priorities. To Continue to Develop and Share Best Practice.

### What we said we would do:

- Amalgamate MAPF monitoring into Child and Adult Practice Review Sub-Groups and raise the profile of MAPFs regionally
- Simplify the referral processes for Child and Adult Practice Reviews and MAPFs
- Introduce a Rapid Response Model in response to suicide
- Provide additional business support to colleagues in their undertaking of reviews and MAPFs
- Continue to support the Single Unified Safeguarding Review national work
- Develop and expand virtual training across the region
- Implement regional remote evidence sites to support survivors of domestic abuse
- Implement new regional MACE Terms of Reference

### What improvements we have made:

#### Amalgamate MAPF monitoring into Child and Adult Practice Review Sub-Groups and raise the profile of MAPFs regionally

This year significant work has taken place on the regional monitoring of and support to MAPFs. All MAPFs are now monitored via the Child and Adult Practice Review Sub Groups. MAPFs and their progress are now discussed quarterly at the sub-group alongside CPR/APR updates from each local area. Improvements to our administration systems, including the establishment of Excel trackers for CPRs and APRs has complemented this development, with both reviews and MAPFs now tracked in the same central document, enabling more robust regional oversight of progress.

#### Simplify referral processes for Child and Adult Practice Reviews and MAPFs

A Practice Review Development Day took place in November 2021 to consider a number of proposals, which included a simplified referral processes for Child and Adult Practice Reviews and MAPFs. This proposal will enable new referrals to follow a streamlined process, allowing them to be considered at an earlier stage by the sub-groups, which in turn enables timelier commencement of reviews and therefore learning. The Executive Board has approved this proposal in principle and the development and implementation of the new process will take place in the coming year.



Practice Review Development Day 2021

### Introduce an Immediate Response Model in response to suicide

The purpose of this process is to identify and provide support to individuals who may be at increased risk of suicide or self-harm following an instance of suicide in their network or peer group. This development is an outcome of our regional suicide prevention work, which formed a key focus at the Practice Review Development Day, as well as having featured as a theme in a number of regional practice reviews and MAPFs. A regional task and finish group has been established to develop a model that will be implemented in the coming year.

Please refer to Section I for more information.

- Provide additional business support to colleagues in their undertaking of reviews and MAPFs
- This year, the Boards' Business Unit has expanded with the creation of a new post, namely, the Practice Review Business Manager role. This post has been created to support colleagues in conducting CPR/ APRs and MAPFs, as well as facilitating the implementation of numerous developmental projects identified in this area as outlined above. The Practice Review Business Manager commenced in post in January this year and will drive progress in both ongoing reviews/MAPFs and wider developmental objectives outlined in the 2022-23 Annual Plan in the coming year.

### Continue to support the Single Unified Safeguarding Review national work

Our Boards are engaged in several workstreams of the ongoing Single Unified Safeguarding Review national work, which has continued with pace this year. Further areas of focus include work to support the development of a National Repository of Reviews to promote wider sharing of learning between Regional Safeguarding Boards. Notably, our Boards' CPR/APR Action Plan template, which was developed and implemented across the region last year, has formed the basis of a trial national Action Plan template. Our Business Development Officer has worked closely with Gwent Safeguarding Board on the further development of this template, together with guidance for its suggested use, and have begun to engage with other Boards in Wales by delivering live demonstrations of the document to enable regional pilots to take place in the coming year. At the time of writing, several Boards are trialling the template, with feedback to be received and further development to take place in the coming year.

### Develop and expand virtual training across the region

A number of developments have taken place this year, which have expanded our regional safeguarding training suite considerably. National Safeguarding Week built upon the innovative virtual means of delivering training employed in the previous year by opting to utilise Microsoft Teams for large-scale virtual events and conferences, which were well attended and highly commended by attendees.

The Boards' social media accounts, which have been growing steadily over recent years in reach, were employed to launch video guides to learning from completed Domestic Homicide Reviews. These were launched as Premiere Live Videos on Facebook, which then became available afterwards on CYSUR's Facebook page, our most prominent and popular social media account. These resources also provided a valuable addition to CYSUR's new YouTube account, sitting alongside numerous other videos published thus far to create an additional platform for practitioners and the general public to access for safeguarding information relevant to Mid and West Wales. Two ongoing projects currently in development within the

Boards will add further to our virtual suite of training resources in the coming year, namely, a Professional Curiosity introductory video, and the animation being developed by our Junior Board, CADW, on how safeguarding professionals can better adopt child-centred approaches in their practice. We look forward to sharing these completed pieces of work in our 2022-23 Annual Report next year. [Please refer to Section L for more information.](#)

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### Implement regional remote evidence sites to support survivors of domestic abuse

As highlighted under the regional VAWDASV developments outlined in Section B, grant funds have been utilised to fund three remote evidence sites for victims and witnesses of incidents of domestic abuse across the region this year, making it easier and safer for victims to pursue criminal prosecutions against perpetrators.

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### Implement new regional Multi-Agency Child Exploitation (MACE) Terms of Reference

New MACE terms of reference developed in the preceding year have now been fully implemented across the region this year. This has been led by a Regional Exploitation Task and Finish Group, which is supporting MACE meetings to be primarily strategic, facilitating analysis and identification of patterns, trends and hotspots of activity, as opposed to an operationally focussed meeting. The scope of the meetings has also been expanded to incorporate wider forms of exploitation beyond sexual, for example criminal exploitation.

[Please refer to Section I for more information.](#)

### What outcomes we have achieved and what difference we have made:

- Monitoring of regional CPR/APRs and MAPFs has become more robust, aiding the progress of numerous ongoing review processes in the region. Lessons learned are captured and promoted to practitioners more robustly as a result.
- Clear plans have been devised and agreed for the development of Practice Review and MAPF processes in the region.
- Safeguarding training for practitioners has become increasingly accessible via the introduction of additional virtual platforms and resource suites.

### What we still need to do:

- Implement a through-age Practice Review Sub-Group and agree and adopt clearer, more efficient referral mechanisms.
- Establish an Immediate Response Model to instances of suicide in Mid and West Wales which identifies any need for support in the community and networks, as well as facilitating timely learning.
- Continue to support the Single Unified Safeguarding Review development, and prepare for regional implementation once launched.
- Recommence regional training task and finish groups to complete outstanding actions against the [Mid and West Wales All Age Regional Training Strategy and Delivery Plan](#).

### 3. Strengthening the Workforce and Managing Risk:

To Develop and Implement Strategic Initiatives, which will Enable Greater Retention and Recruitment into the Social Care Workforce, and to Identify and Respond to Other Significant Risks in the Safeguarding Arena.

#### What we said we would do:

- Devise and implement strategies across agencies that promote workforce development, recruitment and retention.
- Ensure timely identification of risk in relation to staffing levels at a local and regional level in respect of care and nursing homes and domiciliary care provision
- Recognise excellent safeguarding practice.
- Review the Multi-Agency Referral Form to develop a more effective referral form which can be used for a range of reports of risk.

#### What improvements we have made:

##### Workforce

Action that has been taken to strengthen the workforce in potential vulnerable areas across the region in previous years has continued. Strategies implemented to support improved recruitment and retention have continued to be progressed via the West Wales Regional Partnership Board, who are leading on this workstream, and with whom the Regional Safeguarding Boards continue to have strong links. All four Local Authorities within the region continue to have internal recruitment strategies in place to support a long-term sustainable model of recruitment and retention for social care staff.

An initial review of current staffing levels, vacancies and trends was undertaken this year across the four local authority children’s services, however it was decided a further, more advanced deep dive into social care recruitment patterns and vulnerabilities across the region, including adult safeguarding and social care, is needed. This work will be commissioned in the coming year. It is widely accepted there are significant challenges facing many public sector organisations across Wales at present, with high vacancy levels in some teams and areas who provide essential services to adults and children who may be at risk of harm. This has required some creative strategies and solutions to be put in place to manage and mitigate any potential increased risk. The Regional Safeguarding Boards has communicated directly with both the Welsh Government and Care Inspectorate Wales about these challenges, citing the need for a national consistent response to the continuing challenges.

##### Recruitment practice, grow your own initiatives and links to Universities

Grow your own initiatives and schemes are in place across the region, including within the Health Boards, specifically in relation to Health Visiting and some Local Authority areas. Health visiting in some parts of the Hywel Dda region is experiencing significant challenges in respect of recruitment and retention of staff. Risk assessments have been completed and assurance provided to the Regional Safeguarding Board that a plan and mitigating actions are in place to manage any risk. The Mid and West Wales Safeguarding Board along with its strong links to the West Wales Partnership Board continues to keep a very close watching brief on risks

identified within the care and nursing home and domiciliary care sector. The considerable work undertaken regionally in this area in recent years, led by the regional commissioning partnerships, has continued in the preceding 12 months. This includes the use of a regional dashboard tool to monitor services and support identification and escalation of risk, alongside the Regional Escalating Concerns Framework that helps to provide timely intervention and support to residential settings that may be struggling to maintain high standards of care. The impact of the global pandemic continues to present challenges in this area. It is well documented that care homes have been significantly impacted by the COVID-19 pandemic, and as such, these settings have a higher proportion of people at risk of serious complications from infections. The situation continues to be monitored closely alongside the regional COVID-19 Recovery Plan developed and implemented last year by the regional commissioning collaboratives. In summary, irrespective of significant challenges, effective plans are in place across the region to support and sustain a long-term healthy workforce, and to deal with and monitor additional challenges in at-risk areas, which have come under additional pressure throughout the COVID-19 pandemic.

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### Recognition of Excellent Practice

Within the confines of our reporting period, we can confirm clear arrangements are in place for a multi-agency awards ceremony to take place at University of Wales Trinity Saint David on 13th May 2022, to be attended by the Deputy First Minister Julie Morgan. It is intended a cross section of practitioners from across the region will be acknowledged and rewarded for their work, including work carried out throughout the pandemic.

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### Review of the Multi-Agency Referral Form (MARF)

Work is underway via a regional task and finish group to review the regional multi-agency referral form for children and adults. When the forms are updated, it is intended digital platforms will be utilised across the region to encourage online submission.

### What outcomes we have achieved and what difference we have made:

- We have clear plans in place to support robust staff recruitment and retention, and we understand our areas of weakness and vulnerabilities. A further deep dive exercise will be undertaken in the coming year.
- Responses to additional workforce challenges brought about by the COVID-19 pandemic have been timely, proportionate and collaborative, ensuring adequate safeguards for the most vulnerable in our communities.
- Clear plans are in place to improve the way practitioners report concerns for children and adults at risk.

### What we still need to do:

- Deliver an annual multi-agency staff award ceremony that identifies and acknowledges excellent safeguarding practice and achievement scheduled for May 2022.
- Better understand recruitment patterns and trends across children’s and adults’ services via a deep dive exercise to be undertaken in the coming year.

## 4. Leadership, Visibility and Challenge:

To Continue to Provide Visible Leadership and Influence the National Agenda in relation to Mid & West Wales Safeguarding Priorities, and to Enable Constructive Challenge and Active Engagement from all Agencies in our Partnership.

### What we said we would do:

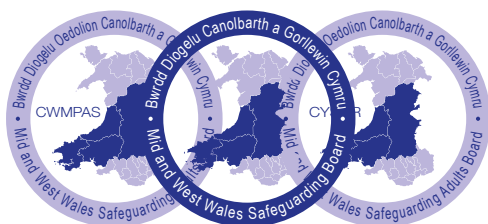
- Focus on engagement of specific services at Board, including Education colleagues.
- Support the development of national policy, legislation and guidance.
- Deliver and report against the actions assigned in the national Child Sexual Abuse Action Plan.
- Continue to work and collaborate with the Welsh Government, National Independent Safeguarding Board and other forums on issues of national importance.

### What improvements we have made:

#### Focus on engagement of specific services at Board, including Education colleagues

The Board has welcomed and enjoyed an increased level of engagement of Education services at Executive Board level this year, with numerous local Directors of Education having attended. This has been of particular value in the regional response to the “Everyone’s Invited campaign”, which gave the Boards an opportunity to consider the issue of sexual harassment and sexually harmful behaviour in schools, and the extent to which we as a region have consistent and effective policies in place to respond to this identified issue. Numerous significant discussions have taken place on the steps needed to achieve best practice in this area, culminating in bespoke work being undertaken by the Directors of Education as a group.

This work has commenced with a focus on agreeing consistent regional definitions of the key issues arising from the campaign, with the view that consistent identification and understanding of these issues will form a strong foundation in the subsequent responses agreed across the region. This issue is one of many examples of challenges facing our Boards today which benefit from the rich contribution Education colleagues have to offer, and we look forward to further utilising these relationships in the coming year as we work together on key safeguarding issues impacting children and young people.



Llywodraeth Cymru  
Welsh Government



Bwrdd Diogelu Annibynnol  
Cenedlaethol Cymru  
National Independent  
Safeguarding Board Wales

## Support the development of national policy, legislation and guidance

The Mid and West Wales Safeguarding Boards has given considerable support to a number of national pieces of work including the development of legislation, policy, guidance and bespoke projects, such as:

- Acting as the national Regional Safeguarding Board representative on the Ending Physical Punishment in Wales Strategic Implementation Group and Training and Diversion Task and Finish Group. This became law in Wales in March 2022, with the aim of deterring parents and carers from using physical methods such as smacking to chastise their children. Please see Sections I and M for more information on this work.
- Supporting the Single Unified Safeguarding Review. The Regional Safeguarding Board Chair, Regional Manager and other Board members have given considerable support to this work via representation at the national ministerial group, various sub groups including training, policy and governance groups, and specialist focus groups set up to redraft the statutory guidance. When complete, this work and new statutory guidance will replace the existing Child and Adult Practice Review guidance, and will include Domestic Homicide Reviews and Mental Health Reviews. Please see more detailed information on this work in Sections D and I.
- Supporting the development of new National Training Standards led by Social Care Wales. The Regional Safeguarding Board Manager and members of the Boards' sub groups have supported the development of new safeguarding training standards via membership of the national Safeguarding Standards group. The aim is to develop consistent training standards across Wales for multi-agency safeguarding training to be published later this year.
- Deliver and report against the actions assigned in the National Child Sexual Abuse Action Plan. The Mid and West Wales Safeguarding Boards submitted a substantial return this year evidencing how it has promoted resources to support children, parents, carers and practitioners to prevent sexual abuse occurring, and to improve how they respond when reports are received.

Please see more information on this in Sections I and M.

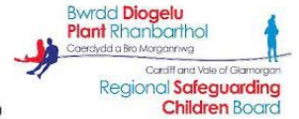
## What outcomes we have achieved and what difference we have made:

- Work to better support education practitioners to respond to and manage sexually harmful behaviour in schools is now embedded into the Boards' workstreams.
- Primary legislation, policy and guidance in Wales to effectively safeguard people is strengthened.
- Practitioners, parents and carers are better equipped to prevent and respond to incidents of child sexual abuse.

## What we still need to do:

- Continue to play a national role in the post-law implementation of the Ending Physical Punishment in Wales legislation.





# (d) How we have collaborated with other bodies engaged in activities relating to the Boards' objectives

## Welsh Government

The Mid and West Wales Safeguarding Board has continued to work closely with Welsh Government (WG) in the last year, via attendance at regular briefing meetings with Government officials to discuss the Boards' work. This year, this has included additional meetings related to the COVID-19 pandemic, at which the Board Chairs and the Regional Board Manager have represented the region.



Llywodraeth Cymru  
Welsh Government

As referenced in Sections C, I and M, the Mid and West Wales Safeguarding Boards have played a significant role in supporting the implementation of the Children (Abolition of Defence of Reasonable Punishment) (Wales) Act 2020, representing all Safeguarding Boards in Wales via membership of the Strategic Implementation group and the Training, Operations, Guidance and Diversion Task and Finish group.

The Boards have also continued to make a significant contribution to the Single Unified Safeguarding Review project, aimed at developing one all-encompassing safeguarding review process to replace Child and Adult Practice Reviews, DHRs and Mental Health Reviews. A number of groups have been established to complete this piece of work, and the Board Chair, Board members and Regional Board Manager are represented on several of these. This has been a significant resource commitment, both within the context of time and personnel commitment from the Mid and West Wales region.

Please see Sections D and I for more information.

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## Children's Commissioner for Wales

The Chair of CYSUR, Jake Morgan, has continued throughout the year to liaise with the previous Children's Commissioner for Wales on any appropriate matters in relation to the wellbeing and safeguarding of children in the Mid and West Wales region.

Constructive discussion and dialogue has continued to take place in respect of areas of mutual interest, including the ongoing issue of safeguarding within the context of elective home education (EHE), and the long-standing and ongoing need for Welsh Government to honour its previous commitment to strengthen safeguarding legislation in Wales for this group of children. The Board commits to continue to support and work with the newly appointed Children's Commissioner for Wales, who has agreed to support an event in the region scheduled to take place during National Safeguarding Week this year.

## Mid and West Wales Fire and Rescue Service (MAWWFR)

Although the Mid and West Wales Fire and Rescue Service are not statutory partners or formal members of the Mid and West Wales Safeguarding Boards, positive links continue between the two regional partnerships in areas of mutual interest. The MAWWFR Safeguarding Manager has collaborated and supported work underway to develop a regional policy and framework to manage high risk behaviours and self-neglect, and has arranged consultation internally in relation to this work.



She continues to periodically attend Local Operational Groups to provide updates and for relevant specific agenda items, and has contributed where relevant to the regional Adult Safeguarding Leads meetings.

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## Other Regional Safeguarding Boards across Wales

All Regional Safeguarding Board Managers meet regularly to share good practice, discuss areas of development and identify emerging national safeguarding trends. The Mid and West Wales Safeguarding Board has continued to work collaboratively with other regional Safeguarding Boards in Wales to plan National Safeguarding Week, developing regional themes to distribute the work and share good practice. The Mid and West Wales Safeguarding Boards continue to be represented on the National Project Board for the Wales Safeguarding Procedures, and play a very active part in their implementation and continuing development.

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## Regional West Wales Partnership Board

Strong links and communication established with the West Wales Partnership Board have been consolidated this year, who continue to progress key workstreams centred on strengthening and supporting the workforce, which aligns to the Boards' strategic priority in this area.



A collaborative approach continues to be taken with the West Wales Partnership Board concerning the impact of the pandemic. Joint work to undertake a review of lessons learned exercise is now underway. This work will provide a helpful insight into learning available from the regional response, as well as strengthen the collaborative relationship in place with the Partnership Board.

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## Social Care Wales

The Mid and West Wales Safeguarding Board have continued to work with Social Care Wales, who are developing Safeguarding Standards to support the delivery of multi-agency safeguarding training across Wales. The Mid and West Wales Safeguarding Board has continued to be represented on the national development group leading on the development of national multi-agency training standards, and has hosted a regional event of key partner agencies as part of the national consultation.



## Care Inspectorate Wales (CIW)

The Boards have responded to and provided information when requested by CIW, including assurance in respect of staff competency and training in complex safeguarding work for children at risk.



The request came in following significant UK-wide media attention following tragic deaths of children and perceived shortcomings in responses from professionals safeguarding them. Ongoing discussion, dialogue and communication has taken place in various forums with CIW and Welsh Government regarding the recruitment and retention crisis across the social care and public sector workforce in Wales, and the need for a national, targeted response to this. Without this, concern remains high that existing challenges within the sector to secure and retain a skilled, competent workforce long-term to safeguard the most vulnerable will be exasperated and increase risk.

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## Independent Inquiry into Child Sexual Abuse (IICSA)

The CYSUR Board has continued to support the work of the Independent Inquiry into Child Sexual Abuse via promotion of relevant information and events on the Boards' website and the dissemination of bulletins to regional partners, as well as the promotion of dissemination events hosted via Welsh Government.



This has included the outcome and report published this year into exploitation by organised networks of vulnerable groups. Work undertaken in the region to support the National Action Plan on Child Sexual Abuse, and the development and promotion of materials including a 7-minute briefing in to support the publication of [Working Together to Safeguard People Volume 7 – Safeguarding Children from Child Exploitation](#), aligns closely with this broader national work.

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## Community Safety Partnerships

The Mid and West Wales Safeguarding Boards continue to maintain strong links with Community Safety Partnerships in the region. This year, dialogue and work has been focused upon an area of mutual interest, namely, the Single Unified Safeguarding Review (SUSR) project, and constructive discussions continue to take place about what a future model in the region to support the SUSR will look like.



Proportionate communication takes place and is fed into the Boards' various forums and meetings in relation to the outcome of Domestic Homicide Reviews across the region, and areas of mutual interest including any relevant learning in need of dissemination.

## National Independent Safeguarding Board

The Mid and West Wales Safeguarding Boards continue to have a constructive relationship with the National Independent Safeguarding Board (NISB), and members regularly attend and contribute to Regional Executive Board meetings. Discussions and dialogue via Board Manager Meetings with Welsh Government and the NISB continue to take place regularly, as well as supplementary meetings with Board Chairs.

### National Independent Safeguarding Board



Works alongside Safeguarding Boards to **secure consistent improvements in safeguarding policy and practice** throughout Wales



- Gives support and advice
- Reports on effectiveness
- Makes recommendations

The Boards have continued to support the national review of multi-agency safeguarding arrangements currently being led by the NISB, via attendance at various meetings and events hosted by researcher Michelle McManus from Liverpool John Moores University, who is about to commence phase 3 of this work, and a number of bespoke interviews have taken place with key partners across the region to support this.



## (e) Requests made to qualifying persons under sec 137(1) and whether they were complied with

For the purpose of enabling or assisting the Boards to perform its functions, Section 137 of the Social Services & Wellbeing (Wales) Act 2014 allows Safeguarding Boards to ask a qualifying person or body to supply specific information.

The Mid and West Wales Safeguarding Boards made no such requests this year.



# (f) Achievements we have made during the year

## Response to the COVID-19 Pandemic

The systems, structures and processes implemented in the preceding year (2020-21), that developed and implemented a multi-agency response to the wide range of risks posed to safeguarding services and the public throughout COVID-19, has continued throughout 2021-22. These include policy guidance in relation to children on the child protection register, looked after children and threshold guidance for adults at risk.

Notwithstanding the significant workforce challenges referenced in Section C, this work has continued to support practitioners and managers practically and strategically to deliver safe services to the most vulnerable people in our communities. The achievements made this year despite the unprecedented challenges faced continue to be a source of great pride within the Boards.

Most of the non-urgent workstreams temporarily paused in the preceding year have now recommenced alongside new workstreams, encompassing a continuing business as usual approach across the Boards and their work.



**“ Feedback from Development Day:**

*Digital and blended learning can have a greater reach.*

.....

*There is a sense of looking afresh and there is opportunity in that.*

.....

*The continuation of our established relationships is fundamental going forward.* ”



## Completion / Publication of Regional Strategies and Policies

A number of key projects were completed in 2021-22, culminating in the publication of numerous key regional policies and pathways that include:

- [Decision Making at CP Conferences \(agency groupings\)](#)
- [Regional Guidance on Child to Parent Abuse](#)
- [Updated Regional Information Sharing Protocol](#)
- [Implementation of the Regional High-Risk Behaviours \(Including Hoarding and Self-Neglect\) Policy and Procedure](#)

All of these projects have been completed within the Boards' various groups and sub groups, including the Regional Conference Chairs group. Extensive support has been provided by all partner agencies to the development of these policies. All resources provide guidance to staff, and seek to support and improve professional safeguarding practice, closely aligned to the Boards' strategic priorities.

## Executive Board Development Day

After two years of reverting to Microsoft Teams to hold virtual Development Days during the COVID-19 pandemic, Board members were thrilled to return this year to a face-to-face event for our Executive Board Development Day 2022. This standing annual event provides an essential opportunity for colleagues to consider as a collaborative the outcomes and successes of the previous year's Annual Plan, and to use this reflection to then look forward to the key aims to be included in the plan for the coming year. Whilst the Boards are proud of the manner in which this was able to continue throughout the pandemic utilising virtual means, the benefits of working together face-to-face were clearly evident throughout the day, with meaningful discussion and debate arising as we considered our direction of travel in the coming year with respect of our overarching objectives, as well as agreeing a number of specific targets to be captured within the Plan.

In light of this desire to build upon existing work undertaken, and considering the expansion of opportunities presented by the increased options for face-to-face events, the Boards have retained their key strategic priorities of better engagement and communication, strengthening the workforce and managing risk, thematic learning, and leadership, visibility and challenge. The

**“ Feedback from Executive Board members at Development Day:**

Members agreed the following words best described the culture of the Mid and West Wales Safeguarding Board:

- ✓ **Collaborative**
- ✓ **Purposeful**
- ✓ **Focussed**
- ✓ **Collective** ”



additional priority agreed last year, namely, to prioritise the response to and recovery from COVID-19 across our region has been retained, to ensure that the regional transition to a post-COVID working practice is carefully considered and consistently applied.

The full outcome of the day and the Board priorities for the year going forward can be seen in the [Board Annual Strategic Plan for 2022-23](#).



Executive Board Development Day 2022

## Facilitation of Practice Review and Multi-Agency Professional Forum (MAPF) Learning Events

The Boards continue to oversee numerous ongoing Child and Adult Practice Reviews, with Local Operational Groups also managing ongoing Multi-Agency Professional Forums (MAPFs). This year, three Practice Review Learning Events have been held (two Child Practice Reviews and one Adult Practice Review), and four MAPF Learning Events have been held across the four localities in the region.

Learning Events have taken place both virtually and in person this year, with the format of events being determined by current COVID-19 regulations and practical considerations. Learning Event processes are well-established in the region and, as a result, have been able to be transferred to virtual sessions where required for both Practice Reviews and MAPFs.

The Boards and LOGs take a positive, learning-based approach to Learning Events, which encourages constructive and mindful discussions and challenge between practitioners about the circumstances of the review, together with their own perspectives in terms of the approaches taken, challenges faced and individual reflections of both good practice and potential learning available. All Learning Events held this year have received positive feedback in terms of providing a cathartic “safe space” to discuss challenging circumstances and identify valuable shared learning to inform future Board priorities and safeguarding work going forward. These Learning Events have each culminated in the identification of valuable learning forming the focus of Practice Review and MAPF reports and action plans, ensuring all learning is considered by the Boards and taken forward promptly and effectively.

**“ Learning Event Attendee feedback:**

*A valuable reflective exercise for professionals to highlight the importance of working together and sharing important information with the appropriate services and avenues to prevent missed opportunities.*

.....

*It was thorough, felt inclusive and non-judgemental.* ”



APR Learning event held at Parc Y Scarlets in October 2021

# Some collective photos from regional face-to-face events held during this year.



*CYSUR Chair Jake Morgan opening the Executive Board Development Day 2022*



*Practice Review Development Day 2021*



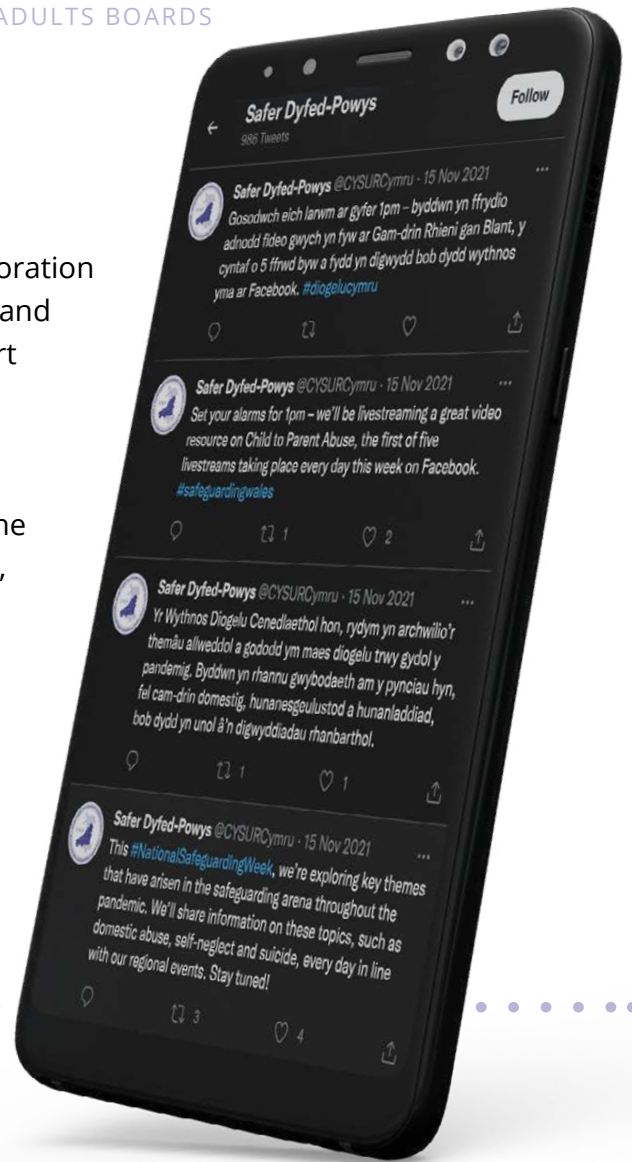
*APR Learning Event, October 2021*

## Local, Regional & National Collaboration for National Safeguarding Week (NSGW21)

In November 2021 the Board Business Unit, in collaboration with the four Local Operational Groups, coordinated and supported a regional programme of events to support National Safeguarding Week.

Events and communications during the week were centred on themes of particular significance during the pandemic, for example, domestic abuse, exploitation, suicide and self-harm and self-neglect.

A number of virtual seminars and workshops took place throughout the week exploring these topics, complemented by a social media and website campaign created and led by the Boards.



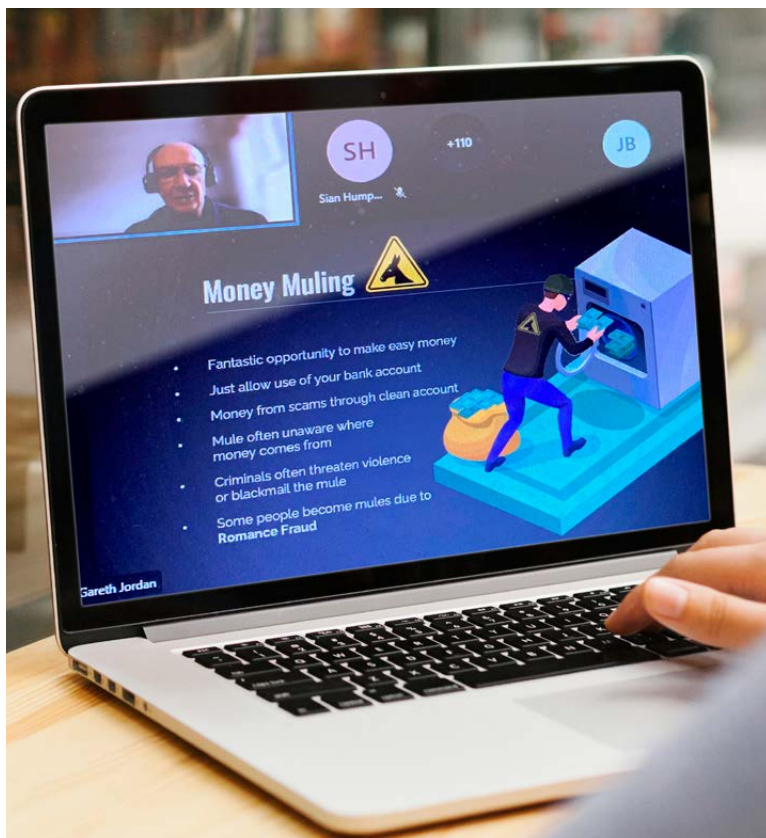
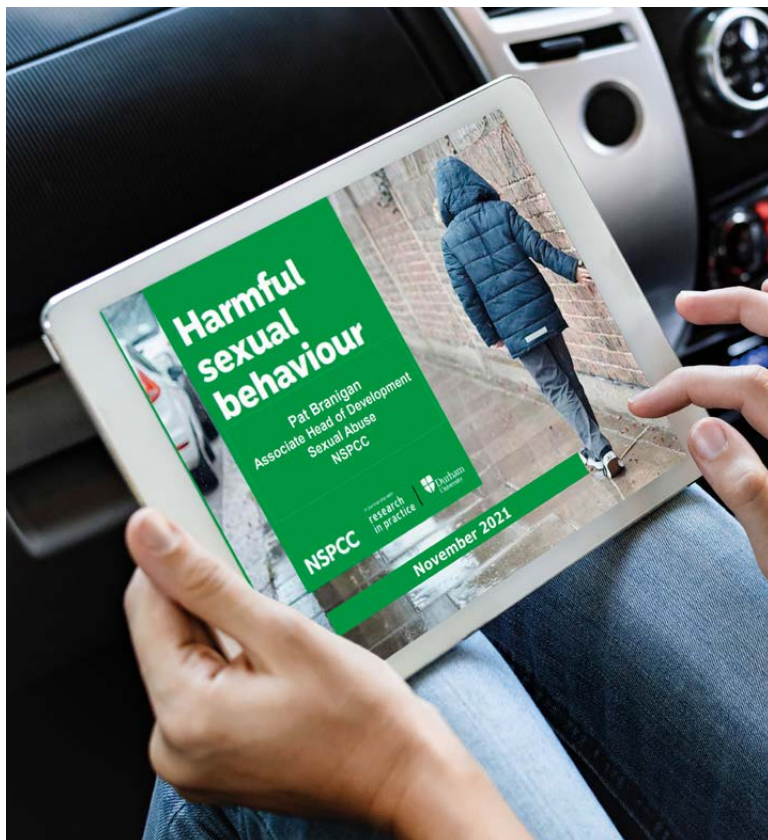
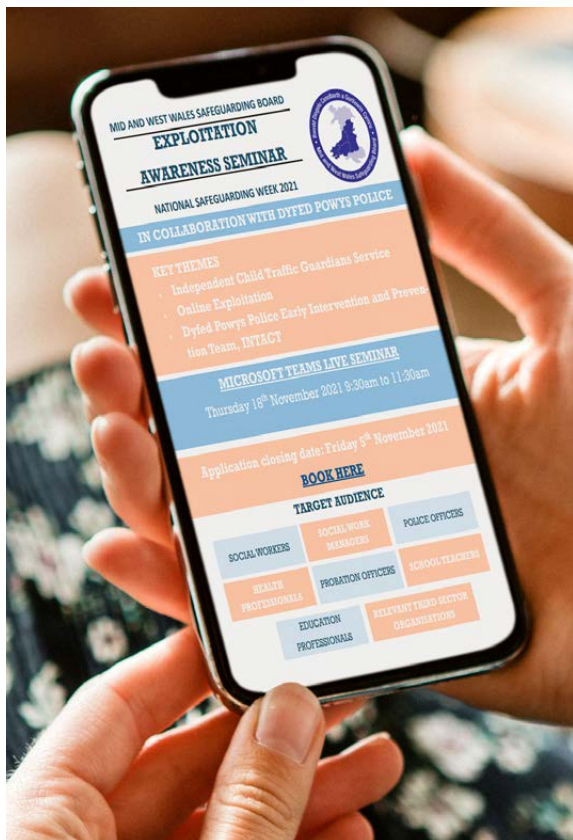
## Regional Conferences

National Safeguarding Week activities were able to proceed virtually this year, with Microsoft Teams being utilised to deliver a number of workshops to practitioners across the region.

[These are fully detailed in Section L.](#)



# Some collective photos from National Safeguarding Week 2021 and associated social media campaign



# (g) To what extent have agencies contributed to the Boards' effectiveness

## Hywel Dda University Health Board

Hywel Dda University Health Board continues to be a consistent member of the Mid and West Wales Regional Safeguarding Boards of CYSUR and CWMPAS, represented at Executive Board level as well as on multiple Board subgroups and each county's Local Operational Group. The Assistant Director of Nursing Assurance and Safeguarding Corporate Nursing is the Vice Chair of the CYSUR Executive Board. Hywel Dda continues to proactively support the Boards' undertaking of Child and Adult Practice Reviews and MAPFs. The Corporate Safeguarding Team have committed to building capacity within the corporate resource to support the increase in reviews undertaken across the region in recent years, particularly in light of the Health Board encompassing three of the four Local Authority areas within our Board footprint. The Head of Safeguarding continues to fulfil the role of Vice Chair of the regional Adult Practice Review Sub Group.



Having led the development of a new regional procedure for management of injuries in non-mobile children last year, Hywel Dda have actively promoted the implementation of the procedure in 2021-22.

Hywel Dda's Looked After Children (LAC) Lead Nurse continues to be a consistent and active member of Corporate Parenting Panels, regularly reporting to multi-agency Corporate Parenting Panels on LAC activity and assurance of compliance with health assessments to ensure the health needs of LAC are identified and met. In addition, the Lead Nurse Safeguarding Children is a member of the Heads of Children's Services meetings and has collaborated in drafting the Regional Guidance for Working with Families that are Difficult to Engage.



### Safeguarding Practice Highlight

*Hywel Dda University Health Board have implemented an all age Safeguarding Enquiry Database, which is a safe storage system for all enquiries and multi-agency information shares, promoting an 'organisation with a memory' across the age span.*

Hywel Dda is committed to focussing on action for children that supports wellbeing through their life-course, addresses inequality and is informed by the voices of our future generations. They have established a Children and Young People Working Group (CYP) which brings all relevant children's services across the organisation together to identify key priorities for service improvement and develop a holistic three-year improvement plan. Alongside this, the CYP Working Group is taking an outcomes-based approach to developing a longer-term plan.

The University Health Board (UHB) actively contributes to the NHS Wales Safeguarding Network and subgroups. The Lead Safeguarding Adults Practitioner represents the UHB at the National Safeguarding Standards Group. In addition, the Head of Safeguarding is the Vice Chair of the NHS

Wales Safeguarding Network, and is also the UHB lead alongside a Designated Nurse at the NHS Wales Network VAWDASV Steering Group. The Lead VAWDASV and Safeguarding Practitioner has this year worked in partnership with specialist providers to engage with GP clusters to promote of regional learning across Primary Care, further contributing to the extensive dedication given by Hywel Dda to promote awareness of VAWDASV.

Training and awareness raising has been another key theme in Hywel Dda’s safeguarding achievements over the year. The Named Doctor delivers Level 3 clinical recognition of abuse and neglect (child safeguarding) training and offers this to staff from Social Services and Police. Adult Safeguarding training has been delivered by the Adult Safeguarding Team to Doctors as well as Primary Care. On World Elder Abuse Day, the Lead VAWDASV and Safeguarding Practitioner delivered a lunch and learn workshop on Domestic Abuse and Older People. This has since been delivered to other groups on request. In terms of children’s safeguarding, the Lead Nurse Safeguarding Children and Named Doctor have developed and delivered Procedural Response to Unexpected Death in Childhood (PRUDiC) training with joint presentations from Dyfed Powys Police and Consultant Pathologist Cardiff.



## Powys Teaching Health Board (PTHB)



Powys Teaching Health Board (PTHB) continue to contribute fully to the CYSUR and CWMPAS Boards. PTHB representatives are routinely represented at the Executive Boards, Local Operational Group and all sub-group meetings, and they support the ongoing development of safeguarding practice at a regional and local level. This includes ongoing support to regional Practice Reviews and MAPFs, with PTHB providing a Chair to an Adult Practice Review this year.

PTHB fulfils its statutory responsibility as a member of the Powys Youth Justice Board as well as continuing to second a CAMHS nurse into the Youth Justice Service. This year, in response to the COVID-19 pandemic, PTHB participated in a review of children who were home schooled to establish if any children at risk, undertaken collaboratively with Powys County Council, Education, and Police.

PTHB are key members of the Sexual Assault Referral Centre (SARC) Health Collaborative, tasked with developing a long-term model and pathways for children and adults who have experienced rape or sexual assault. The Health Board are represented at the Project Board and all relevant sub-groups. PTHB remains an active partner in the NHS Wales National Safeguarding Network, engaging in its sub-groups, arising workstreams and task and finish groups. A key achievement within PTHB this year is the development of their Safeguarding HUB, which offers a single point of contact into the safeguarding team. This has enabled a lead nurse to join strategy discussions, as well as providing a more efficient route of communication with staff and partner agencies.



### Safeguarding Practice Highlight

*Powys Teaching Health Board have developed a robust Was Not Brought Protocol and Significant Event Chronology on Welsh Community Care Information System (WCCIS). This is aligned to the ongoing regional work on Professional Curiosity and widely embedding this into practice to promote earlier identification of risk, in encouraging practitioners to consider the potential reasons for missed health appointments, a theme identified in previous regional Practice Reviews.*

PTHB have also made improved use of Informatics and MS Team Services to support effectiveness and efficiencies with the Safeguarding Team. This includes the establishment of a safeguarding group supervision booking system, and an electronic feedback form following training sessions that can be easily analysed. The outcome of this development has been increased efficiencies in the team, enabling a redesign of the service and development of further improvements.

The Health Board continue to utilise their monthly newsletter to disseminate messages to practitioners on key safeguarding issues. They have provided this helpful word cloud below to illustrate the themes addressed in the newsletter this year.



An additional achievement within PTHB this year has been their engagement with Looked After Children to redesign of the Health Questionnaire, which is now live. The Questionnaire was originally designed to meet the needs of children who do not always want to have a health assessment carried out in person each year. During the pandemic, PTHB introduced virtual health assessments due to necessity, and it became evident that developing choices for children regarding their Health Assessment was needed. This resulted in a redesign and digitalisation of the Health Questionnaire with input from the children and carers. An improvement has already been noted in returned Health Questionnaires, along with positive responses from the children and carers.

## Public Health Wales (National Safeguarding Team)

Public Health Wales' National Safeguarding Team works closely with Welsh Government, Health Boards and NHS Trusts to improve safeguarding across NHS Wales. Inevitably, the impact of COVID-19 has been significant on the National Safeguarding Team, leading to a need to temporarily suspend engagement with the Boards and some of their sub-groups to prioritise the pandemic response for a period of time this year. As a result, the nature of future engagement between the Boards and the National Safeguarding Teams will be subject to review and discussion in the coming year, as PHW determine their long-term role within the context of Regional Safeguarding Boards post-pandemic.



## Welsh Ambulance Service Trust (WAST)

The Welsh Ambulance Service Trust (WAST) are represented at the Mid and West Wales Safeguarding Executive Board, and participate in sub-groups and Local Operational Groups as and when needed.



GIG  
CYMRU  
NHS  
WALES

Ymddiriedolaeth GIG  
Gwasanaethau Ambiwllans Cymru  
Welsh Ambulance Services  
NHS Trust

Despite being a small team pan-Wales, there has been a continued commitment to support the Safeguarding Boards where WAST attendance is required at meetings. They continue to support the wider safeguarding strategic agenda across the region. They are members of the MARAC (Multi-Agency Risk Assessment Conference) Regional Steering Group and support the ongoing VAWDASV work across Mid and West Wales.

WAST have maintained collaborative working throughout the pandemic, and there has been a sustained increase in enquiries from Local Authorities and other partner agencies within the Board. This has continued to strengthen engagement and partnership going forward. Despite the increase in demand on the service and staff, the Safeguarding Team have noted a continued increase in concerns identified and reports submitted by WAST staff. The majority of WAST staff are now registered to use the new digital system to submit safeguarding reports for the organisation. WAST Safeguarding Training has continued to be delivered both virtually and face to face.



### Safeguarding Practice Highlight

*Welsh Ambulance Service Trust have this year implemented a pan-Wales referral/ pathway between WAST and the Fire and Rescue Service, which includes the Mid and West Wales area. Thirteen referrals have been made thus far in this region. Feedback from the Mid and West Wales Fire and Rescue Service is that WAST referrals are of a high standard and enable identification of high risk individuals in the community.*

There has been a continual rolling programme of recruitment within WAST during this reporting year which has increased the demand for training. The Safeguarding Team continually reviews the training packages to ensure that they are suitable to both virtual and face to face delivery. Due to the increase in WAST's safeguarding reporting activity and the need to further engage with Safeguarding Boards, there was a need to review the structure and composition of the Safeguarding Team. They now have two Senior Safeguarding Specialists in post, and have recruited two external Band 7 Safeguarding Specialists.



## Dyfed-Powys Police

Dyfed-Powys Police (DPP) continue to actively contribute to the Mid and West Wales Regional Safeguarding Boards. This is evident through routine officer attendance and participation at all Board levels, including the Executive Boards, Local Operational Groups and all sub-groups.



The DPP Superintendent Board representative continues to hold the position of Vice Chair of the CWMPAS Board. The significant support which DPP continues to provide to regional Child and Adult Practice Review processes and associated sub-groups, particularly, by providing Chairs to a number of reviews, has further increased this year, with the Police providing a Chair for the Child and Adult Practice Review Sub-Groups. The Board is extremely grateful of this support, and the role of the Chair will be instrumental in driving forward the key developmental work planned within the realm of Practice Reviews during the year 2022-23.

DPP have expanded upon their mechanisms for engaging with other agencies, with a particular focus on early intervention. They have this year implemented an early intervention programme working with partners like Youth Offending Teams (YOT)/Youth Services, as well as a new Neighbourhood IOM scheme.

They have worked together with CPS on the Joint National Action Plan for rape to improve criminal justice outcomes, and also worked with Victim Support services to improve the referral process and support for Victims of Crime, specifically, domestic abuse and sexual offences. The overarching purpose of these collaborative approaches is to improve coordination of the response to safeguarding concerns across the region.

In addition to these numerous workstreams, DPP are currently exploring opportunities with the local authorities to reintroduce joint training, having made significant progress to date in achieving this objective. The Force's ongoing dedication to responding to VAWDASV continues to be evident in their activities over the year. DPP has reinstated domestic abuse satisfaction surveys, with feedback obtained from survivors through IDVA and Independent Sexual Violence Adviser (ISVA) services.

Vulnerability Training was provided for all officers and relevant staff from January to March 2022, including elements of domestic abuse, stalking and harassment, as well as covering other safeguarding themes including exploitation, early intervention and the completion of MARFs.

A safeguarding booklet has also been developed this year to improve the safeguarding knowledge of Detective Sergeants, demonstrating DPP's ongoing determination to embed safeguarding knowledge and skills across all levels of the organisation.



### Safeguarding Practice Highlight

*Dyfed Powys Police have successfully implemented their new INTACT Team into the Force. The team has now been up and running for 12 months, during which time they have received 320 referrals for support, with a take-up rate of around 85%. They have not only safeguarded the individuals at-risk of engaging in serious violence and organised crime, but have also supported their family and friend networks. The team have worked to build trusted relationships with other services such as Team around the Family (TAF), youth support and YOT to develop integrated opportunities for all.*

## Dyfed-Powys Youth Justice Service (YJS)

The Youth Justice Service (YJS) contribute to the Safeguarding Boards via regular and consistent attendance at the Executive Boards and underlying Local Operational Groups and sub-groups. The Pembrokeshire Youth Justice Service Manager continues to represent regional Youth Justice interests at the Executive Boards and sub-groups, disseminating information to colleagues across the Dyfed-Powys area via regional Youth Justice Meetings.



The Youth Justice Services themselves are multi-agency in composition and governed by their own Management Board. Youth Justice Services are integral to each Local Operational Group and collaborate fully with partner agencies. The four regional Youth Justice services have strong representation across a range of regional partnerships, and at a national level through YOT Managers Cymru.

Pre-pandemic modes of service delivery are back in operation within the Youth Justice Board, however, new developments have also been achieved over the year. The Youth Justice Board has this year reintroduced a framework for reporting and reviewing Serious Incidents involving a child death or serious further offence committed by a young person under YJ supervision. This is a new development that will be further reviewed in the coming year within the context of existing processes. In addition, the Youth Justice Board are committed to the development of the Youth Advisory Network and an all-Wales Youth Offending Team Young People's Charter.

Current training priorities within Youth Justice consist primarily of child sexual exploitation, criminal exploitation including county lines, substance misuse, and risk taking (or harmful behaviour to self and others).

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## The National Probation Service (NPS)

The National Probation Service (NPS) is represented on the Executive Boards, Local Operational Groups and some sub-groups. Throughout the pandemic, the service worked with safeguarding partners remotely and in the Dyfed Powys Police's Vulnerability Hub to develop processes to support safeguarding and vulnerability.



The NPS have provided particular support to regional VAWDASV work, securing additional funding to facilitate key workstreams on perpetrator interventions. The increased focus on safeguarding within the context of VAWDASV has increased the volume of requests for such checks, and this additional demand has been serviced via agreement of an additional admin resource through the Public Protection Team in the Probation Service to sit in Police HQ. The NPS has also welcomed 28 new trainees this year, as well as new PSO staff in the Probation Delivery unit.

A key achievement within the organisation this year is the launch of the new HMPPS policy framework on safeguarding. NPS have ensured that all managers are aware of this new framework and its implications.

## Carmarthenshire County Council

Carmarthenshire County Council's Statutory Director of Communities chairs the CYSUR Board and has fulfilled this role for a number of years, providing consistent strategic leadership to the Executive Board and its Local Operational Groups and sub-groups.



Carmarthenshire Children's Services have provided significant support to the Board and its various workstreams over the last year. In particular, extensive support has been given to practice review processes, with a number of Children's Services staff taking on review and chairing roles to ongoing reviews this year. This support is greatly appreciated by the Board due to both the significant time and resource dedication that review processes entail, as well as the collective regional benefits that practice reviews provide by way of identifying and considering effective means of implementing learning and achieving best practice.

A key learning outcome from Children Practice Reviews over the years has been the need to further promote and encourage the development of professional curiosity, Carmarthenshire Children Services have recognised this and have commissioned training in respect of professional curiosity, as well as holding workshop sessions with key members of staff. This training will be expanded in the coming year as the Board launches its new regional suite of multi-agency professional curiosity training. [Please see more information in Section L.](#)

Carmarthenshire Children Services engages regularly with Health, Police, Education and many other services and agencies to evaluate multi-agency safeguarding practice and ensure procedures and systems ensure children are effectively safeguarded. This year, they have worked with independent schools on this objective, who have now agreed to an audit process and safeguarding training.

Despite the numerous complex challenges, which the pandemic continued to raise throughout the year, Carmarthenshire Children's Services were able to visit and meet in person with the majority of known Electively Home Educated children in the county. The service took its dedication to safeguarding in the context of EHE further this year by facilitating support events for families who electively home educate.

Carmarthenshire Children's and Adults' Services have worked collaboratively over the past year to develop its Local Operational Group, in order to make it more effective in monitoring safeguarding on a multi-agency level, and to become more proactive in driving developments in safeguarding practice. The Head of Service for Mental Health and Learning Difficulties continues to chair the Regional Suicide & Self-Harm Group and the Adult Practice Review Sub-Group.



### Safeguarding Practice Highlight

*Carmarthenshire Adults' Services led the development of the High-Risk Behaviours (including Self-Neglect and Hoarding) Policy and Procedure, which was launched during National Safeguarding Week 2021. The development of the process brought complex challenges in terms of identifying clear and effective pathways of supporting individuals who self-neglect, particularly in the absence of legislation or national guidance. The Policy and Procedure facilitates a multi-agency discussion amongst agencies around an individual to enable the identification of the most effective response, considering any possible provision of support to the adult at risk.*

The strategic and operational lead for Adult Safeguarding leads the Regional Adult Safeguarding Leads Group, which is striving to improve and establish consistent adult safeguarding practice across the Mid and West Wales region, and chairs the VAWDASV Delivery Group as part of the revised regional structure. Carmarthenshire also hosts and supports the work of the Regional VAWDASV Advisor in implementing the regional Strategy and Annual Delivery Plans. Furthermore, the strategic and operational lead for Adult Safeguarding chairs the All Wales Safeguarding Leads group, which considers current priorities and challenges in the adult safeguarding arena on a national level.

In addition to the extensive support provided to numerous standing Sub-Groups, Carmarthenshire Adults' Services are also leading a current Task and Finish Group established to design and implement an Immediate Response model for responding to instances of suspected suicide in the region [as referenced in Section C](#).

The process will complement the existing PRUDiC procedures by enabling early identification of learning, as well as considering an individual's peer group and network to swiftly identify and provide support to connected individuals who may be at heightened risk of suicide and/or self-harm. This model will be piloted regionally on a multi-agency basis once designed, with the pilot anticipated to commence later in the coming year.

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## Pembrokeshire County Council

Pembrokeshire County Council is the regional host authority for the Mid and West Wales Safeguarding Boards, and facilitates the Regional Safeguarding Board Business Unit. The current Statutory Director of Social Services is the Chair of the CWMPAS Board. Pembrokeshire continues to benefit from an Integrated Safeguarding Team, combining both children and adult safeguarding strategic work into one unified service.



Regionally, Pembrokeshire continue to play a full and active role in the Boards' various sub-groups and workstreams. The Senior Safeguarding Manager led and chaired the Regional Child Practice Review Sub-Group for a number of years prior to her retirement this year, as well as contributing to a number of reviews, most recently in the capacity of Second Reviewer. Her tenure as Child Practice Review Sub-Group Chair was critical in terms of the development of regional review mechanisms and practice, with the Chair leading on the regional development of the MAPF Forum and Process prior to its amalgamation into the Practice Review Sub-Groups. The Chair also placed a focus on establishing a regional best practice template for new referrals, which has resulted in a significant improvement in the consistency and overall quality of Practice Review referrals across the region, as well as a significant increase in efficiency and a subsequent improvement in the promptness of new reviews commencing and therefore learning being identified and implemented.

The Local Operational Group continues to follow a through-age model and rotating agenda to ensure a range of issues in the safeguarding arena are explored in detail at the multi-agency forum. Guest speakers support this aim in enabling a more in-depth and informed discussion on specific

themes. The LOG also receives reports from Education on safeguarding, which helps to provide strategic oversight and discussions on relevant matters that affect all partner agencies.

Pembrokeshire’s effective and integrated LOG meetings enjoy a consistent commitment and contribution from all agencies, which further enriches discussions and outcomes. A further achievement within Pembrokeshire this year is the delivery of safeguarding training is the delivery of safeguarding and child protection training internally to the vast majority of childcare staff. This training was delivered in person by senior management staff.



### Safeguarding Practice Highlight

*Pembrokeshire has a well-established procedure in place for the undertaking of MAPFs, which formed the basis of the regional MAPF Practice Guidance. Two MAPF Learning Events have been undertaken this year, utilising virtual means of coming together in light of the continuation of COVID-19 restrictions throughout the reporting year. The Events received extremely positive feedback and culminated in focussed, high-quality MAPF Reports and Action Plans to take forward the learning shared at the multi-agency events.*



## Powys County Council

Powys County Council have continued to make a steady and consistent contribution to the Mid and West Wales Safeguarding Board and its workstreams at all levels in the last year.



Powys Children’s Services Senior Manager chairs the Regional Training Sub-Group, and Powys Children and Adults’ Services have each provided valuable contributions to ongoing practice reviews this year by way of chair and reviewer roles. Business support are supporting other staff to shadow ongoing reviews, to ensure their skill base is expanded and to increase capacity for these reviews. Powys Children’s Services continue to lead a regional review of the terms of reference for MACE meetings, which is a key piece of work agreed regionally to be of high importance and value [as referenced in Sections C and I](#). Children’s Services also hold the chairing role for the Regional Exploitation Group working on the development of a Regional Exploitation Strategy.

The Boards enjoyed support from Powys Children’s Services this year in respect of a National Safeguarding Week 2021 webinar on Harmful Sexual Behaviours, as referenced in Section L. Powys worked collaboratively with their Education colleagues to this end to ensure wider education attendance at this event.

Powys built upon their contribution to the Harmful Sexual Behaviours event by undertaking the NPSCC Harmful Sexual Behaviours audit toolkit. This was a joint undertaking between Children’s Services, Education and Powys Teaching Health Board, with final analysis and findings pending at time of writing. The Child Exploitation Team continues to work collaboratively to achieve the Child Exploitation Strategy 2020-2023 vision statement: making our communities harsher for perpetrators and safer and non-blaming for children.

During 2021, the team successfully embedded multi-agency Community of Practice events to raise awareness of best practice approaches within the identification, assessment, protection, intervention, and review of children at heightened risk of exploitation. The quarterly sessions have routinely gained excellent attendance and feedback, which averages of over 50 attendees across partners and third sector colleagues. The team connected with the Powys Youth Services to create community-facing videos, which reached over 200 people via various social media platforms to promote child exploitation being understood as a form of child abuse.

The team later created two further videos, one for parents and carers, and one for children, to specifically raise awareness of technology-assisted exploitation due to the increased identification of online harm during the pandemic.

In response to learning identified in a completed Child Practice Review in the area, Powys delivered training to its staff this year on safeguarding, culture and religion. Disguised compliance, which was also identified as a theme in the aforementioned review, has also been a focus of safeguarding training during the year, with neglect training also undertaken in recognition of this theme arising from a recent PRUDiC. This demonstrates a commitment from Powys to ensure that learning gleaned in practice reviews is taken beyond the report recommendations and actions, to inform thematic learning and drive continuous improvements in practice.



### Safeguarding Practice Highlight

*Powys Children's Services have worked with partners to roll out the Bright Spots survey to Children Looked After (CLA) and Care leavers in Powys. Findings will be taken forward in 2022/23. Initial headline findings from the CLA 4-18 survey are positive, indicating that children feel safe, have trusted adults, and enjoy education.*

Within Adults' Services, training has been delivered to external provider agencies on the Section 5 Position of Trust process. This training has sought to educate providers on the process and also link this with their responsibilities under Registration and Inspection of Social Care Wales Act (2018). Adults' Services have also achieved improved recording of the Section 5 process in alignment with the Wales Safeguarding Procedures, and are awaiting the build of new forms within WCCIS to further support this.

The safeguarding team undertook a review this year of the Adult Practice Review relating to the first APSO in Wales. This identified areas of development in the organisation. The action plan was then shared with the operational teams to ensure that they understood the powers of Section 127 and the organisational responsibilities.

## Ceredigion County Council



Ceredigion County Council continue to contribute to the Regional Safeguarding Boards at all levels. Senior officers have attended and engaged in all Executive Board meetings, and there is appropriate consistent representation at all the identified regional sub-groups. Ceredigion have also provided valuable support to an ongoing Adult Practice Review this year by providing a second reviewer.

Ceredigion continued its development this year of a Through-Age Wellbeing Model, including a Through-Age Safeguarding Service. This reflects the spirit and ethos of the Social Services and Wellbeing Act (Wales) 2014 and the all-age approach to Safeguarding People. This year has seen the establishment of and continued development of a Through Age Safeguarding Team, including the development of one process in relation to Professional Concerns processes across Children's and Adults Safeguarding.

Ceredigion have continued to build on collaborative working with Health and Schools colleagues to develop an integrated front door into social care at Porth Gofal to triage referrals and provide early safeguarding help and prevention.

A VAWDASV local delivery group has been agreed to be developed at a local level with partner agencies, in order to implement a local delivery plan in particular in relation to addressing need where domestic abuse, substance misuse and mental health issues impact on children being at risk of harm and/or becoming looked after.

A number of bespoke training packages have been delivered to safeguarding staff this year within Ceredigion. Professional Curiosity Training was delivered to Corporate Managers and Team Managers first in October 2021 with a rolling programme of training being delivered to staff across the Through Age Safeguarding Model. The training is through age training and initially has been provided by an external provider, who the Board have now commissioned to develop a regional package, which will be finalised and implemented in the coming year.

Counter-terrorism training was also delivered this year by a Specialist Officer in the Police to channel panel members of a newly formed channel panel membership, in order to ensure that panel members were aware of their roles and responsibilities and reflecting, understanding the importance of the process. In addition, bespoke safeguarding and whistleblowing training was developed and delivered for Managers of Provider settings, with further training developed to deliver to staff in provider settings.

The provision of advocacy services for Looked After Children has also been a focus in Ceredigion this year. An advocate is provided to every child who is being looked after, who attends all review meetings to ensure that the voice of the child / young person is heard.



### Safeguarding Practice Highlight

*Ceredigion have strengthened their Early Intervention/ Prevention services and resources with the further development of a Community Connector service for adults, children and young people. This has involved the development of an early intervention/prevention panel which meets weekly to discuss how interventions from any part of the model could support a child / young person and their family.*

## Regional Directors of Education

All education services related to the Board collaborate well. There are strong relationships with other partners including Health, Police, Youth Services, Probation Services, and Youth Offending Teams. Each education directorate shares information related to their own risks in order to provide support to one another.

Education is represented on all Local Operational Groups and Board sub-groups. At present, each local Statutory Director of Education attends the Executive Board on a rotating basis. Assurance on safeguarding practice is provided via the submission of an annual Section 175 report to the Regional Executive Board, which is a comprehensive assessment of all safeguarding systems processes within Education across the region. Education staff are represented at all Regional sub-groups and provide a full and active contribution to Board workstreams.

Key challenges facing education at present are ensuring that the work related to peer on peer sexual abuse and sexually harmful behaviour is supported and embedded in the work of schools. There have been a number of contributions from Education Services to the Board this year, including updates on this work undertaken by Estyn. An agreed local definition has been achieved through joint working with the authorities which will form the basis of achieving a response to peer to peer sexual harassment and harmful behavior which is consistent across not only schools in each locality, but across all localities in the region.

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## Regional Further Education (FE)

The Further Education (FE) colleges within the region have supported the work of the Boards and have been fully compliant in the adoption of its policies. They have also supported the work of the Boards through providing support for events during the pandemic. They have this year been involved in a number of PRUDiCs and chaired one MAPF, which was held remotely. They are represented on the sub-groups of the Boards by the Designated Senior Lead for Safeguarding at Pembrokeshire College, who is the regional designated Board link for FE Colleges.

The FE Lead has also led on the continued regional response to Welsh Government guidance, Keeping Learners Safe 283/2022, and co-chairs the Welsh Government's Safeguarding in Education Group. They have recently joined the Single Unified Safeguarding Review Group to represent the Boards, and continue to provide key input into the ongoing work around transition planning and suicide.

FE colleges across the region have continued their partnership work related to the mental health and wellbeing of learners, and have been successful in two mental health builds worth over one million pounds to Welsh Government, which has secured substantive support for learners and staff in the FE Colleges in the Boards' region. Resources from the 2020/21 project have been uploaded on Welsh Government's Hwb site.



Refresher safeguarding training has been delivered across the regional colleges remotely this year, consistent with the updated safeguarding modules. Within all the FE Colleges, strong and proactive safeguarding teams have been established and further developed this year, which have played a pivotal role in multi-agency working. They are also providing post-16 support to the work of the Local Authorities Liberty Protection Safeguards implementation and are participating in the regional and local suicide prevention forums.

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## Regional Commissioning Representative

The Mid and West Wales Commissioning Partnership is represented on the Executive Boards and links with the Powys Commissioning Partnership for regional collaboration. Commissioning Teams have worked collaboratively across the region with Health Boards, Public Health Wales, CIW and other partners to support the in-house and commissioned sector providers to mitigate the significant impact of COVID-19.

This year, regional Commissioning Services have developed protocols to manage and assess risk across the whole system for the care home and domiciliary care sectors. For example, collective action has mitigated against care home closures due to workforce and other COVID-related issues. They have also have worked with Care Inspectorate Wales (CIW) to share intelligence and provide a mutually supportive approach to the sector. A Memorandum of Understanding has been produced on an all Wales basis via ADSS (Heads of Service Group for LAs), Local Health Boards and CIW to share intelligence. The result of this work is more effective and timely sharing of information to support swift mitigating actions in relation to provider concerns and issues to safeguard people.

Recognising that the greatest impact of COVID has been experienced by the care home sector, a market stability report for the care home sector was undertaken in 2021 to more fully understand the potential risks and mitigations. This also formed part of the wider regional market stability report, which has been finalised and is going through relevant approval processes for the partner agencies.

A notable achievement within commissioning this year is the development of shared sitreps to assess and manage risks, for example, the domiciliary care sitrep, which provides an update on the hospital discharge situation, linked to workforce pressures.

# (h) An assessment of how the Boards use their resources

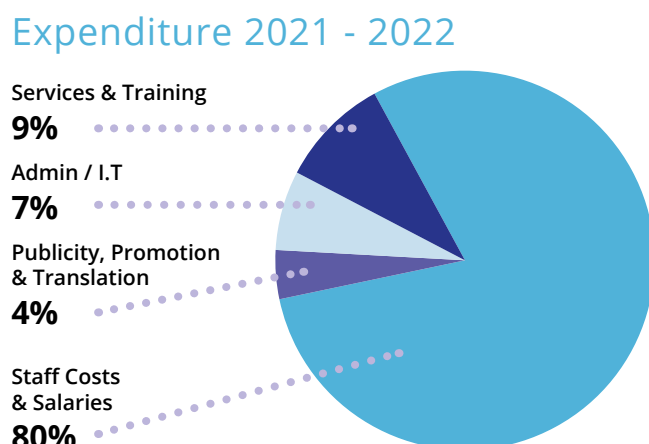
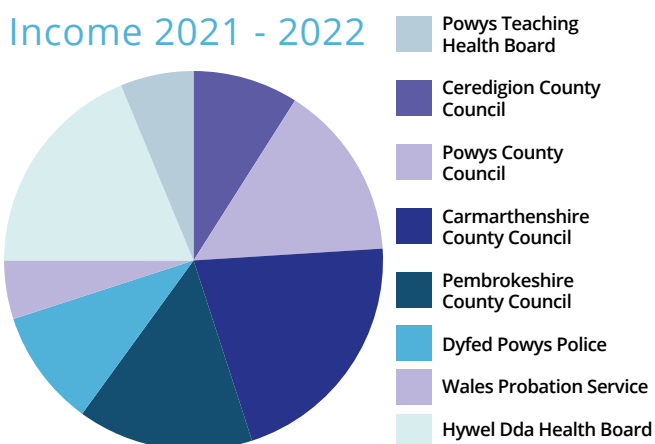
The Mid and West Wales Safeguarding Boards use the national funding formula to assess and identify annual financial contributions from statutory partner agencies. The graphs and charts below illustrate how the Boards have made use of their financial resources within the context of income, expenditure and partner contributions in the preceding financial year.

Resources used to support the work of the Regional Safeguarding Boards are not confined or restricted to financial contributions from statutory partner agencies. The Regional Safeguarding Board Chairs, Executive Board Members, Sub-Group Chairs and members provide a significant amount of their time to support the Boards and their work. This is often in addition to their identified professional roles and day-to-day responsibilities.

The variable and diverse nature of the Boards' work makes this difficult to report on within a quantifiable and measurable resource context, and is not always obviously visible to other professionals and agencies. The process, management and publication of Child and Adult Practice Reviews, the development

of regional protocols and policies, as well as projects that require high levels of professional input, knowledge and expertise are just some examples of Board work. All statutory partners of the Mid and West Wales Safeguarding Boards contribute financially to the running of the Boards, with the exception of Public Health Wales. This contribution is based on population areas within the region across the varied organisations. The total income into the Safeguarding Boards this year was £167,930, which is significantly lower than most of the Regional Safeguarding Boards in Wales.

In 2021-22, the majority of the Boards' expenditure was dedicated to general running costs, including staffing the Business Unit (80%). The commissioning of services and training also made up a sizeable amount of Board expenditure (9%), which is a reflection of the increased output from the Training Sub-Group in the delivery of the Training Strategy and accompanying 3-year Delivery Plan. Admin and IT costs totalled 7% this year, with publicity, promotion and translation costs increasing to 4%, reflecting the increased generation of resources and content for practitioners and the general public.



# (i) Underlying themes in the way the Safeguarding Boards have exercised their functions

## Supporting and Developing Learning Lessons from Safeguarding Reviews

Working alongside Welsh Government colleagues to support the development of the Single Unified Safeguarding Review Model to learn lessons from reviews, including Child Practice Reviews (CPRs), Adult Practice Reviews (APRs) and Domestic Homicide Reviews (DHRs) has been a keen theme of the Boards' work and priorities this year. A considerable amount of time and resource has been committed to support updating the existing national model in Wales. The CYSUR Board Chair, Regional Board Manager and other sub-group members continue to be members of various national sub-groups and task and finish groups to progress this important work.

This has included membership of bespoke groups to rewrite the statutory guidance and work to support improved family engagement in the review process. This sits alongside extensive investment committed locally to strengthen our regional work. This includes a full review undertaken of our existing CPR and APR sub-structures and sub-groups, with a decision taken this year to update the terms of reference and amalgamate existing groups into one sub-group next year. Further investment by Board members has been committed, alongside increased funds from Welsh Government, to fund the creation of a new Practice Review Business Manager role, appointed this year to further drive this work and support the regional Multi-Agency Professional Forum review work across the region.



## Professional Curiosity

The need for professionals to exercise more robust and better professional curiosity when intervening into the lives of children or adults who may be at risk of harm has been a theme in a number of CPRs/APRs and MAPFs across the region. This is not unique to the Mid and West Wales region, and we are aware this consistently features in reviews in other Boards in Wales and in UK-wide published safeguarding reviews. As such, considerable investment has been dedicated by the Regional Training Sub-Group to the development of a bespoke all-age multi-agency training package and accompanying practitioner resources.

Please see [Section L](#) for more information on the rollout of this training.

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## Information Sharing

Alongside professional curiosity, confusion and misunderstanding arises for multi-agency practitioners about what information can be safely and legally shared without consent, and this continues to be a feature in regional reviews. This is irrespective of significant work undertaken in this region by the Boards to promote better information sharing between professionals when concerns emerge.

Failure to share information in a timely and proportionate manner has also featured very recently in some very high profile UK-wide published safeguarding reviews. Further work has been undertaken this year, and the [Information Sharing Protocol for the Safeguarding of Children, Young People and Adults at risk within the Mid and West Wales region](#), previously completed in 2018 has been updated and expanded. It continues to be the view of the Mid and West Wales Safeguarding Boards that work is needed at a national level to promote better information sharing between professionals in multi-agency safeguarding work.

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## Tackling Exploitation

A number of initiatives have been led by the Boards in the last year to tackle child exploitation. A comprehensive review and update of the Regional Multi-Agency Child Sexual Exploitation meeting (MACE) terms of reference undertaken last year has been fully implemented across the whole region.

This work has been overseen by a regional task and finish group, and has taken into consideration the most up to date research into exploitation. The new model takes a strategic approach to this work and now considers children at risk of wider forms of exploitation, including criminal exploitation. A comprehensive dataset is in the process of being developed to further support and enhance this work. Work to develop a regional exploitation strategy remains ongoing, with publication of this work planned for the coming year.

## National Action Plan for Responding to and Tackling Child Sexual Abuse

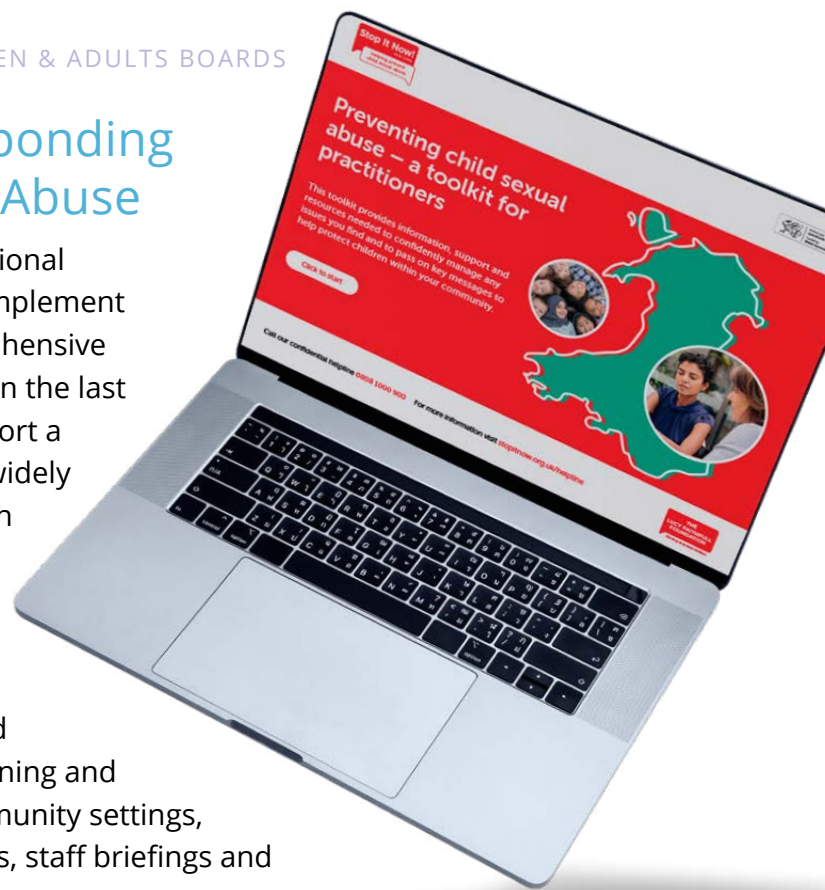
In accordance with the requirements for all Regional Safeguarding Boards in Wales to oversee and implement this National Action Plan, extensive and comprehensive multi-agency work has continued to take place in the last year to support this. This includes work to support a public awareness campaign, and has included widely promoting the [Stop it Now! Campaign](#) in relation to child sexual abuse and associated resources across Board partner agencies, specifically targeting preventative services.

Health Boards across the region have continued to promote an array of related information, training and resources to staff, including hospitals and community settings, fully utilising social media, intranet and websites, staff briefings and newsletters.

This has included information in relation to CSA and exploitation, the [Truth project](#) and the [it's time we talked about it campaign](#). Education Safeguarding Leads have continued to work closely with schools to promote awareness, which has included the promotion of various relevant resources and access to training packages, which include the [Lucy Faithfull Foundation's](#) 'What's the Problem?' booklet, a guide for parents of children and young people who have got in trouble online. One local authority in the region has developed a child sexual abuse toolkit specifically for teachers and education staff.

The VAWDASV Regional Strategic and Delivery Groups have continued to undertake significant work in relation to the promotion of information to children, parents and carers on healthy relationships. This includes work with Curriculum Leads across the region to in respect of Relationships and Sex Education (RSE) curriculum and ensuring that topics around VAWDASV are delivered consistently and with confidence. The Health Boards have continued to promote resources on child sexual abuse, sexual violence and healthy/unhealthy relationships, and a bespoke intranet page for Harmful Sexual Behaviours with links to the online Barnardo's HSB Training, along with resources for professionals, parents and carers remains available and accessible to staff.

Further significant work has been undertaken across Mid and West Wales to support practitioner learning on child sexual abuse, child sexual exploitation, harmful sexual behaviour and online abuse. Examples include the wide promotion and sharing of resources developed by Welsh Government in relation to this issues, as well as the wide promotion of the "keeping safe online" updates which includes the ['Step up, speak up' toolkit](#). We have made available a 7-Minute Briefing on Harmful Sexual Behaviour, which has been widely promoted regionally and placed on the Regional Safeguarding Boards' website, which can be accessed by both practitioners and the public.

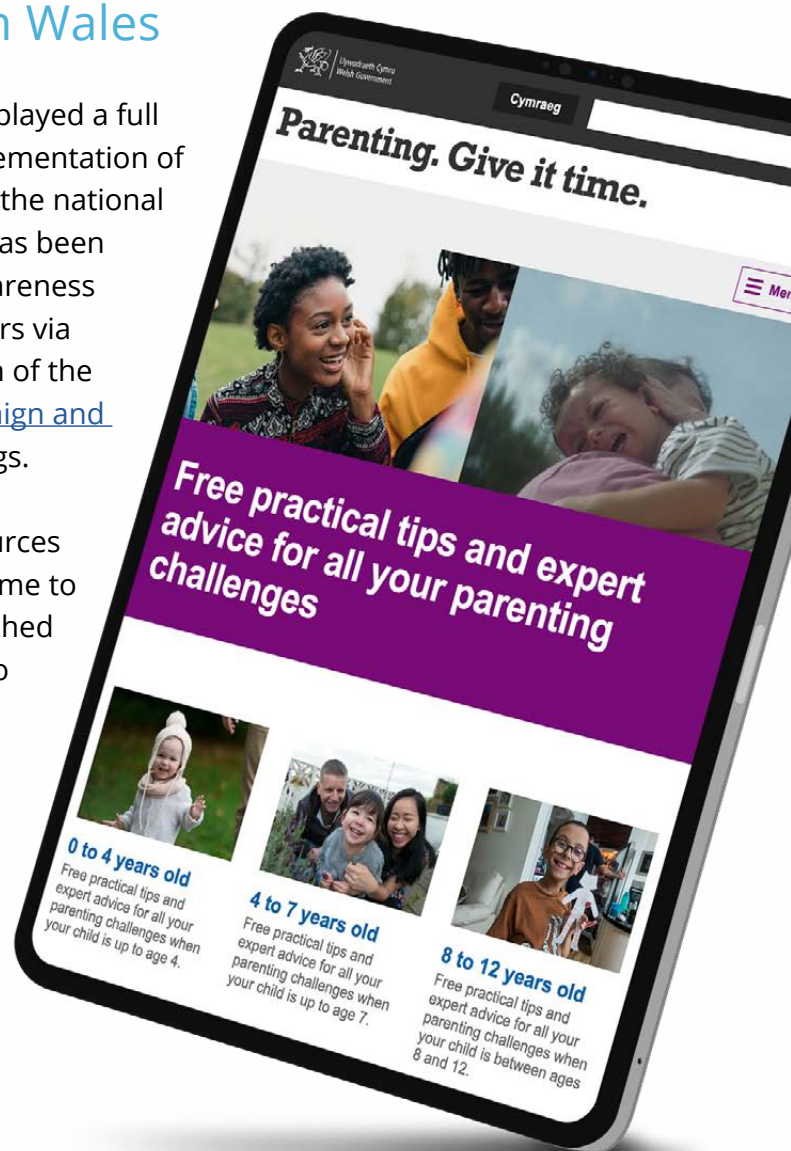


## Embracing the Preventative Agenda Ending Physical Punishment in Wales

The Mid and West Wales Safeguarding Board has played a full and active role in both the development and implementation of this new legislation in Wales. The work to support the national strategic groups overseeing the implementation has been supplemented with significant promotion and awareness raising across the region with multi-agency partners via newsletters and bulletins, including the promotion of the [Welsh Government Parenting. Give It Time. campaign and website](#), and the development of 7 minute briefings.

All of the four local authorities have secured resources and staff to deliver the out of court diversion scheme to support parents where reports received have reached the appropriate threshold, with alternative ways to discipline and chastise their children.

Work has been undertaken across the region between Dyfed-Powys Police and the Heads of Children's Services to implement a consistent and proportionate way of managing reports of physical punishment when they are received.



## Mental Health, Self-Harm and Suicide Prevention

Mental health, self-harm and suicide continues to remain a high priority for the Boards and their partner agencies, and substantial work continues to take place across the region. A regional coordinator was appointed last year to help implement the national Talk to me 2 Strategy Suicide Prevention Strategy, which will be significant in the coming year in driving forward this collaborative agenda. A new National Coordinator is leading on a number of initiatives including real-time surveillance data, which is welcomed in light of concerns about potential increased rates of suicide and self-harm during COVID.

Work to implement a 12-month pilot of a rapid response model in respect of suspected suicides for both children and adults has commenced via a bespoke task and finish group across the region. This will be implemented in the coming year, and will aim to provide targeted, rapid support to family members, peers and the community when incidents of suicide occur.

Information and data provided in relation to children's self-harm related hospital admissions across the region as part of the departments' performance framework has been interrogated at Executive Board due to a rise in trends in certain areas of the region post-pandemic.

Ongoing analysis is taking place alongside work with regional CAMHS services to assess long-term trends and any correlation with the impact of the pandemic and what additional support needs to be put in place. The impact of lockdown and its impact on people's emotional health and wellbeing has been identified as a significant issue across multiple Board groups and workstreams.



## Safe Sleep

Continuing and rising numbers of preventable deaths related to babies co-sleeping with parents have featured in the Process for Reviewing Unexpected Deaths in Children (PRUDiCs) across the region this year. We are aware this trend is not unique to the Mid and West Wales region and features in other Boards in Wales. Health partners have communicated concerns to the Welsh Government about the need to update current advice literature to parents, and as a result, this literature has now been withdrawn.

Localised literature is in the process of being developed by health partners in the region, and this will be shared and promoted in the coming year by the Boards. Dialogue continues to take place with Public Health Wales on what other strategies can be developed at a national level to promote better advice to new parents on safe sleep for babies.

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## Dyfed Powys Police INTACT Programme

The INTACT Programme is a partnership programme run by Dyfed Powys Police for Serious Violence and Organised Crime. The programme was launched in January 2021, and the Early Intervention and Prevention Team, who works with young people who are considered vulnerable to being drawn into Serious Violence and Organised Crime, was launched in April 2021.

This project forms part of the Polices Vulnerability Hub based at the Police HQ in Carmarthen. The Hub has brought together the police central safeguarding services, including the Central Referral Unit (Children and Adult Safeguarding), The Public Protection Hub (Offender Management – MAPPA & IOM), the Mental Health Triage Team, and the Neighbourhood Policing Crime and Harm Reduction Unit (responding to lower level community and individual vulnerability) into a broader Vulnerability Hub.

Areas of vulnerability include drugs, child exploitation, modern slavery and human trafficking, fraud and cybercrime. The INTACT Team is made up of a number of Police Constables, Special Constables, a Police Sergeant and an Analyst across the Mid and West Wales force area. Children and families are targeted, and officers undertake direct community-based work and activities with the children and young people, linking them in to other agency and community preventative services and highlighting the risks, dangers and strategies used by organised gangs and criminals used to target vulnerable children and their families.

This is done via an intervention criteria that includes a known history of parental separation, family history of mental illness and alcohol and substance misuse, residing in an area of high deprivation, family members with a history of involvement of serious crime or low level prolific offending, involvement in gang culture and a history of online risky behaviour.



Between mid-June 2021 and 29th October 2021, **166 people** were allocated to the team, with an **80% take-up rate** for support. Projected figures going forward anticipate around **40 new people** will be identified each month across the four local areas across the region.

Around **100 additional people** have indirectly received support; often family or carers of those referred benefit from the intervention, such as onward referrals to Team Around the Family (TAF), which is a key part of all local authorities' early help services.

## INTACT Case Example

### Circumstances:

A school referred two brothers, 7 and 10 years old, to the INTACT EIP Team. Mum has six children and was struggling to cope with their behaviour.

### Risk factors identified:

Bereavement and drug use in the family, parental separation, diagnosis of ADHD and ODD, displaying signs of violence.

### Action taken:

1. Both boys attended the INTACT Project Safe group intervention.  
*i.e During the group sessions, it became clear that there were wider concerns in the home environment and their violent behaviour was causing tension in the community.*
2. Following the conclusion of the group sessions, an officer visited the family and spoke about a referral to Team Around the Family (TAF). Mum consented to having a referral to the service and the officer helped her complete the form.
3. Signposting to local football clubs was undertaken for the boys.
4. Due to violent behaviour in the street, a joint event with the housing provider was arranged and parents had a chance to put forward their concerns regarding safety and the lack of provisions for children and young people, which could serve as diversionary activities.  
*i.e As a result, the housing provider are seeking funding for a new MUGA (multi use games area) for the local children and young people to use.*

### Outcome:

The behaviour of the boys has improved at school as a result of the intervention, one of the boys is also now attending football club regularly and took part in the CLIW boxing intervention. Mum feels that she has received quality support from TAF and continues to have their support.

## Drug Related Deaths and Non-Fatal Overdoses

Significant work has been undertaken across the region in the last year on awareness raising in respect of themes and trends associated with drug related deaths and non-fatal overdoses within the Hywel Dda area of the region. Information and presentations have been delivered to the Executive Board and Local Operational Groups by the Health Board. A number of factors have been analysed of those affected, including age, gender and county.

Overall, initial findings indicate drug-related deaths have been increasing in the region over the last few years, but there has been a sizeable reduction in 2021. More recent trends indicate the COVID-19 pandemic may have had a significant impact on the number of deaths recorded in 2020. COVID recovery planning and other targeted work such as work to tackle County Lines by Dyfed Powys Police may be contributing to the reduction in deaths. Data collation in respect of non-fatal overdoses, however, is relatively new, and was not recorded until May 2020. Initial trends suggest that overdoses are taking place across all levels of deprivation in the region, from the most deprived to the least. These trends will continue to be monitored and shared with partners to highlight any increased risk and vulnerability in the coming year.

## High-Risk Behaviours for Adults at Risk (Including Hoarding and Self-Neglect)

Current legislation in Wales provides a robust and comprehensive framework for agencies to provide early intervention for adults who exhibit high-risk behaviours, including those who hoard and self-neglect. Irrespective of this, a disproportionately high number of cases feature in referrals into the Board for Adult Practice Reviews and MAPFs, where sadly adults have either died or suffered serious harm where concerns of this nature are known and understood by professionals, who often feel powerless to effectively intervene to prevent harm or reduce risk.

This hugely complex and challenging area of work has been a key workstream in the last year for the regional multi-agency Adult Safeguarding Leads Group, who have implemented a regional multi-agency protocol and framework to support service users who fall into this category, Multi-Agency High-Risk Behaviour [Policy](#) (Including Self-Neglect/Hoarding) and Multi-Agency High-Risk Behaviour [Procedure](#) (Including Self-Neglect/Hoarding). It is hoped the framework will help improve practitioners' understanding of the legislation in Wales, alongside an enhanced and improved understanding of how mental capacity legislation can be implemented to support adults in a more creative, solution focused multi-agency approach. The protocol formed a key part of activities as part of National Safeguarding Week, and was formally launched in November 2021. [Please refer to Section L for more information.](#)



## Accommodation for Those with Complex Needs

Work has continued across the region regarding accommodating those with complex needs. The work has been led via a specialist task and finish group chaired by Carmarthenshire's Head of Adults and Social Care. Identified issues are in relation to an identified gap in resources within the criminal justice system for adults with varying degrees of mental health needs, who also present behaviours that could be harmful to others. Examples include adults with a learning disability and/or autism, who also present challenging and risky behaviour in the community.

It has been identified often care and support needs for these individuals are unclear, but the package of support needed is often significant in light of the risk posed, and a lack of resources and specialist residential provision within the criminal justice system often filters through to social care via requests for costly and expensive care packages. It is considered that social care services are being utilised in these instances as a means of monitoring high-risk offenders in the community.

This raises further questions and challenges within the context of human rights and equality for these individuals. The task and finish group established has focused on the need for agencies to collaborate to develop a whole system response, that provides the right support in the right place whilst effectively safeguarding these individuals and protecting the public.

Work in the last year has specifically focused on housing needs, supporting a regional multi-agency response to this complex area. The work is challenging and complex, requiring a high level of buy-in and commitment from multi-agency partners across the region.

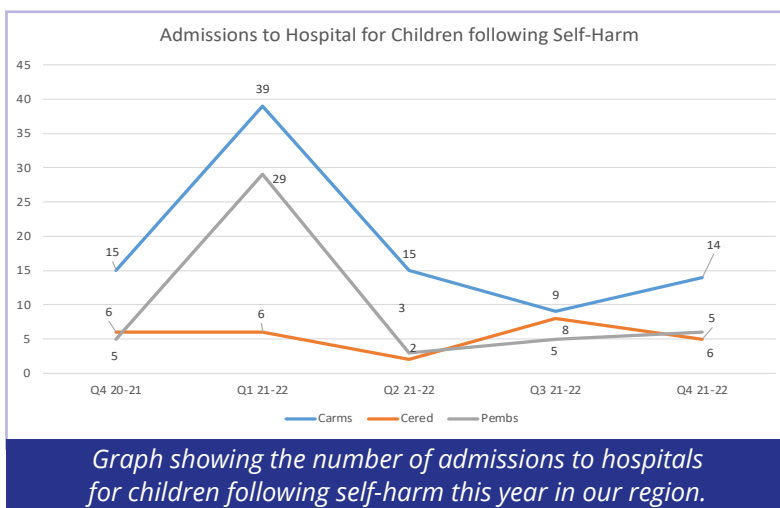
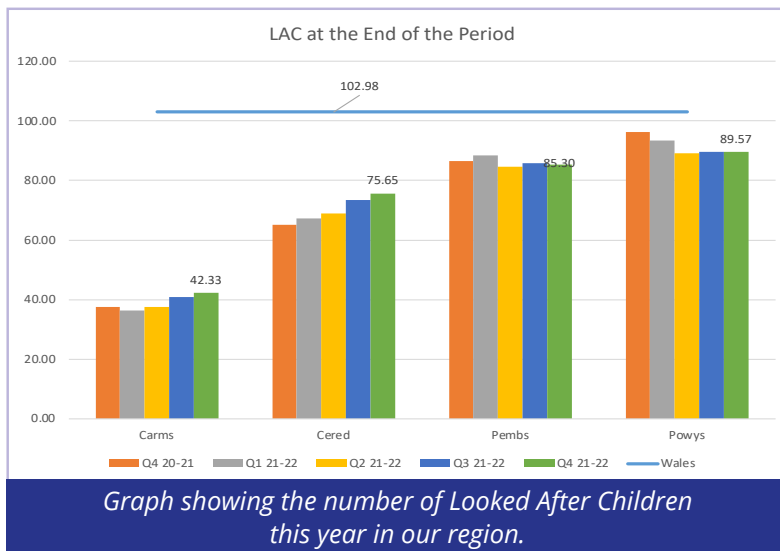


## Safeguarding People

- Supporting effective challenge and professional accountability in the delivery of safeguarding practice

The Boards' Quality Assurance and Reporting Framework, which includes a comprehensive dataset alongside a local and thematic regional audit schedule, has continued to aid the Boards' understanding of professional safeguarding practice. The Regional Executive Board has a robust helicopter view of high-level multi-agency safeguarding practice across the region, through scrutinising quarterly overview reports containing analysis of key regional and local trends. This supports the Boards in their commitment to effectively challenge and hold agencies to account when safeguarding practice and service delivery falls below expected standards.

This has proven particularly valuable in the last year, in providing a means of overseeing safeguarding trends throughout the pandemic. Self-harm related hospital admissions for children is one example of an area of particular focus for the Boards this year.



### Practice Reviews

A number of Practice Reviews have commenced and concluded during the year. Themes identified for consideration as a result of these reviews include:

- The need for training and awareness raising for multi-agency practitioners in relation to professional curiosity and disguised compliance
- The need for improved training and awareness for practitioners in relation to mental capacity legislation, particularly where service users exhibit high-risk behaviours
- Suicide prevention
- Alcohol and substance misuse
- Deaths related to safe sleep
- The need for better information sharing between agencies

# (j) When and how children and adults have had an opportunity to participate in the Boards' work

## Regional Animation Project

The primary focus of the CADW Regional Junior Board this year has been a workstream stemming from a completed Child Practice Review, assigned to them by the Training Sub Group. The purpose of which is to develop a safeguarding training resource outlining the views of children and young people on how safeguarding practitioners can better support and interact with them. The young people of the CADW Board have approached this work with great enthusiasm and creativity, conveying some very powerful messages to practitioners.

This project has been a fully collaborative, unifying project for the Regional Board, with all four Local Boards contributing extensively to numerous stages of the project. Feedback from young people and Participation Officers thus far is that this project has been significantly beneficial in uniting the Local Boards into an engaged, cohesive regional partnership.

As a result, this project is set to act as a springboard for further strengthening the Regional CADW Board in the coming year, and this Board looks forward to further enjoying the rich, valuable contributions that the young people make to our Regional Safeguarding Boards through their excellent work and commendable enthusiasm and dedication.

[For more information, please refer to Sections J and L.](#)



## Residential with a Twist 2021

Although the annual CADW Residential was not permitted to take place once again this year due to COVID-19, the Junior Board instead enjoyed a "Residential with a Twist" in September 2021. The purpose of this event was to allow the young people to come together for an enjoyable event, which placed a focus on positive ways to maintain healthy wellbeing during times of restriction and isolation.

Zoom was utilised for this event, which included a baking session, a wellbeing workshop, crafting, and a gameshow. This event was greatly enjoyed by all involved, and serves to demonstrate the unwavering motivation and positivity within CADW throughout exceptionally difficult times.

## Management and Future of the CADW Group

2021 saw a changeover of management of the group, with Angie Felkin-Heins taking over as TGP Cymru's Participation Development Lead from Sera Coles. Angie has commenced in post with a focus on revising the group's existing terms of reference and objectives, to be taken forward with the young people in the coming year. Angie has met with this Board on a number of occasions to discuss the future management of this group, with clear objectives in place. This Board looks forward to this further development of the group, which will have at its core a focus on reflecting the views and intentions of the young people forming the Junior Board.

Challenges have faced the CADW Board this year, with membership having decreased from previous years. As is the nature of a Junior Board, a number of young people have moved onto pastures new as they enter the next stages of their lives, including employment and higher education, and also enjoying the benefits of returning to greater normality following the two-year period of significant restriction and isolation.

It is thought that the need to meet as a virtual-only group for an extended period of time may also be a factor in this decrease, particularly in light of young people also being asked to use virtual means for so many other aspects of their lives during the pandemic. This challenge, teamed with the reduction in the number of existing members, has presented a further challenge in the recruitment of new members. This is a current area of focus in the CADW Group, with plans in place to recruit new members through a range of activities and promotion in the coming year, once again empowering young people to drive the progress and aims of their Junior Board, supported by a strong and dedicated support network within the Board and TGP Cymru.

Despite entering the coming year as a smaller group, the Junior Board concludes 2021-22 as a strong, unified group, brought together by their shared objective of developing and launching their excellent animation project. Celebrating and taking forward this work, together with considering their objectives and membership as a group going forward, are exciting workstreams to be taking forward in the coming year.



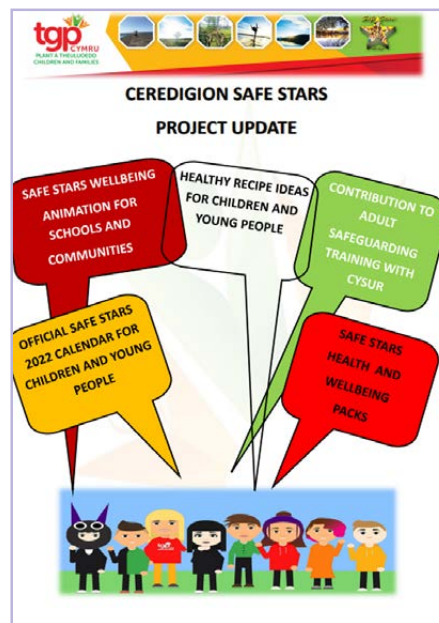
**Powys Ambassadors of Youth Safeguarding (PAYS)** commenced this year with a focus on active promotion this year, with the aim of increasing participation from young people in Powys. The group have identified three key objectives for themselves, namely: raising awareness of the United Nations Convention for the Rights of the Child (UNCRC); safety at home, school and the community; and transitioning into adulthood. PAYS provide representation on the Junior StartWell Board, reporting back to the group on key areas of progress. PAYS have contributed actively to the ongoing regional animation project, offering invaluable insight into the view of young people, which has significantly informed the messaging of the resource.

PAYS have however experienced some challenges this year associated with the staffing of the youth engagement post, as well as retention of group members and recruitment of new young people. At the time of writing however, the post has been refilled and work has commenced on tackling recruitment challenges in the coming year, which will feed into the regional objectives in this area.



**Ceredigion 'Sêr Saff' and Ceredigion Youth Service** continued to contribute to key CADW work in 2021-22, and completed a variety of projects locally. The Junior Safeguarding Board for Ceredigion created a number of simple and healthy recipes for children and young people this. They will be distributed as part of the Safe Stars Health and Wellbeing Packs for children and young people living in Ceredigion, to support young people, particularly those who may be experiencing challenges at home, by equipping them with information to support their wellbeing and health.

Also included within the Health and Wellbeing Packs, as well as being delivered to Ceredigion young people, is the Safe Stars calendar, which they have developed once again for 2022. The calendar includes dates of key awareness days relevant to young people, on themes including mental health and exploitation, against the backdrop of picturesque views of Ceredigion taken during the young people's time spent getting into nature during lockdown. As well as utilising Zoom to keep in touch on a regular basis, the Safe Stars have also made use of social media to increase communication this year, both by sharing frequent updates on current projects on Facebook and Instagram, and by utilising a "group chat" to stay in touch with one another.



Ceredigion Safe Stars have experienced similar challenges to the regional Board in terms of recruitment, with the departure of some existing members due to progressing onto new opportunities and moving out of county leading to a reduced membership compared to previous years. Recruitment will be a focus locally and regionally in the coming year to attempt to bring in new young people with a passion for safeguarding and promoting the voice of children and young people.

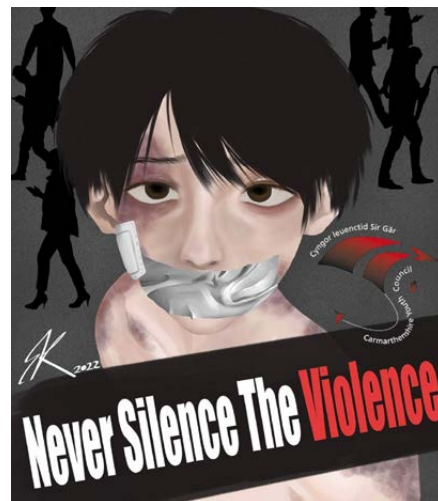


Carmarthenshire Council do not commission a local Junior Board and young people's safeguarding matters and issues are captured via **Carmarthenshire Youth Council (CYC)**, who continue to run the Children's Rights Community Ambassadors scheme. Their main role as Ambassadors is to promote the United Nation Convention on the Rights of the Child (UNCRC), act as a voice for local young people and pass on their opinions to the Children's Rights Commissioner in Wales.

CYC's members are engaged within both the United Kingdom Youth Parliament (UKYP) and the Welsh Youth Parliament (WYP). The UKYP programme provides opportunities for 11-18 olds to use their elected voice to bring about social change through meaningful representation and campaigning. The previous CYC UKYP member's term spanned 2020 to 2022, with a focus on environmental work, in respect of which they undertook a number of projects in the community. Additionally, they presented the motion for LGBTQ inclusivity in schools, which they presented, to the UK Youth Parliament. It was later used to encourage Healthy Schools Wales to make schools a better place for young people.

During the pandemic, they helped construct and help involvement from all backgrounds on the Wales Equality Action Plan to ensure a better future. In March 2022, the new UKYP member was elected, who will hold the term for the next two years. The primary focus of UKYP's work will be on the priority area of health and wellbeing. Within the CYC structure, there are three co-opted spaces for the WYP members from the three continuances. In December CYC was joined by the newly elected WYP members for the 2021-2023 cohort.

WYP Hustings was hosted by CYC ahead of the WYP elections held in November 2021. A former WYP member and current CYC member was in charge of organising the event, which took place on Wednesday 10th November. This event was an online election hustings for the online Welsh Youth Parliament election, which took place from November 1st to November 22nd. WYP candidates from the three constituencies of the county were asked what their priorities were as candidates, giving them an opportunity to say why young people should vote for them. It was a great way to showcase children and young people's rights in action. Members of the Senedd were also present at the event, and young people could ask them questions and ask for their advice.



As a result of the Make Your Mark Consultation, CYC focused on Domestic Abuse as their priority issue for the last year. CYC has set up a new subgroup focused on the topic 'Domestic Abuse'. The group has held several meetings, both online and in person, to discuss approaches that they can take to try to bring more attention to this important topic. The group attended training about domestic abuse, which included learning about the different types of abuse, challenging myths, and facts about the topic. They have learnt how to keep themselves safe in such situations and knowing where to go for support/guidance. CYC members met with the Domestic Abuse (DA) project coordinator and Healthy Schools Coordinator to ask for guidance and gain more information about the topic. They are currently working on a digital platform, which would include information about DA, recent statistics, a support directory, and blogs.



**Pembrokeshire Junior Safeguards** have actively engaged in a range of projects once again this year, of mutual benefit to their own group and to local and regional priorities. In particular, the Safeguards have strong links with a range of services in Pembrokeshire County Council, which promote the voice of young people within services, as well as enabling the young people to influence and find out more about the services who support them.

Group members worked with the Head of Children's Services this year to develop a Children and Young People's Charter, which is a Children's Services promise to children and young people about how they will be treated when they have a social worker. This will help children and young people decide if the service they are getting meets their needs and considers their views and lived experience.



Members of the Junior Safeguardians are members of the Education Recovery Team, they have attended meetings and provided feedback on the views and opinions of the peers. The role that young people played in the Education Recovery Team meetings during Covid-19 has influenced how pupils returned to schools in Pembrokeshire safely. Young people who are members of the Board then produced a report in partnership with Pembrokeshire Youth Assembly called Pembrokeshire Youth Assembly, Education Recovery – The Voice of Young People January 2022.

The young people reached out to others and asked 3 main questions:

- **What are the positives about school?**
- **What are the negatives about school?**
- **What do you think the solutions are to the negatives?**

The Youth Assembly were also asked: If you could tell the Director of Education one point about the impact of COVID on your education, what would it be?

In July 2021, members of the Junior Safeguardians formed part of the interview panel for the Head of School Improvement. The young people's panel is a valuable part of the recruitment process; it develops young people's skills and it gives them the opportunity to have their voice and recommendations heard by senior managers and decision makers. The young people enjoy being part of the process, and it enables them to develop sustainable relationships with local decision makers.

Young people worked with PCC to light up County Hall blue to promote Children's Universal Day on 20th November 2021. Young people celebrated the bright, boundless potential of every child and standing up for their rights. The theme was Children's Rights and Climate Change, and the young people were involved in running a competition in the county on how to make schools more carbon friendly.

The group members have also been involved in various local and national consultations during the last 12 months. These include:

- **Pembrokeshire Communities COVID response**
- **Pembrokeshire Well-being Assessment**
- **Period Dignity**
- **Hywel Dda University Health Board - Building a Healthier Future after COVID-19**
- **Annual Child Poverty Survey**



## (k) Applications for Adult Protection & Support Orders

There have been no applications for an Adult Protection & Support Order (APSOs) in Mid and West Wales during 2021-22, and there has only been one application in this region since the introduction of the Social Services and Wellbeing (Wales) Act 2014.

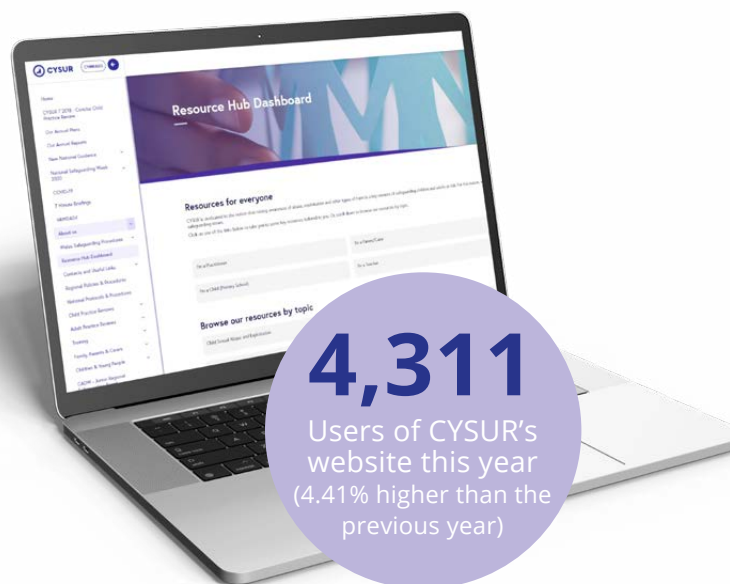
The Boards are aware this trend mirrors activity in other areas and welcomes any observations from Welsh Government as to the likely reasons for this.



# (I) Information or learning the Boards have disseminated and training recommended or provided

## Website and Social Media

The Boards’ website acts as a central hub of useful information, including how to report a concern and available training provided in the region. All Practice Review reports are published on the Boards’ website, as are current and previous Annual Plans and Annual Reports. The website is a resource that has continued to grow this year. The comprehensive [Resource Hub](#) has continued to grow in content and in topics, with specific pages users can access based on their individual needs (e.g. parents/carers, professionals) or by safeguarding issue (e.g. various types of exploitation, domestic abuse).



The Business Unit has further worked to develop the site as a “one-stop shop” of key information relevant to safeguarding today. To this end, a new website section has been developed for national safeguarding updates, for example, [Ending Physical Punishment in Wales legislation](#).

Development work has also taken place this year on both the format of resources available, and the avenues from which information can be found. A number of video resources, made both regionally and nationally, have been made available on the website this year, as well as forming the first set of content for the Boards’ new [YouTube channel](#), to give practitioners and the general public an additional means of obtaining safeguarding information. Significant further work will take place in this area in the coming year.



## Training

As outlined in Part 7 of the Social Services & Wellbeing (Wales) Act 2014, Regional Safeguarding Boards should ensure practitioners in their area have access to and receive the training they need in child and adult protection work. The Boards’ multi-agency Regional Training Strategy and accompanying Delivery Plan continues to provide a framework that both supports the commissioning and delivery of bespoke multi-agency training linked to the Boards’ strategic priorities, as well as providing assurance on the quality and availability of safeguarding training to practitioners and managers across the partnership. The Boards are assured all agencies provide good quality safeguarding training to their staff, and this has continued on virtual delivery platforms throughout the pandemic. A wealth of safeguarding training has been delivered across Mid and West Wales this year, as outlined overleaf.

**Reviewer Training to support APRs, CPRs and MAPFs** was delivered across the region, facilitated by **Barbara Firth**. The purpose of this training was to equip a greater number of colleagues across Board agencies with the skills and knowledge required to act as a Reviewer and Panel Chair for a Practice Review or MAPF, as well as supporting Panel members to fulfil their responsibilities in an open and transparent manner.

The Boards are grateful of the ongoing willingness from all partner agencies to support review processes by providing chairs and reviewers when required. A hybrid approach was taken to the delivery of these events, with a sequence of virtual Microsoft Teams webinars taking place during the summer of 2021, followed by an in-person event in Llandovery on 13th October, to act as a follow-up to the initial sessions, and a platform to discuss review processes and skills in greater depth.



*Photographs from the Reviewer Training Follow-Up Event in October 2021*



**Wales Safeguarding Procedures Training** was rolled out this year. Each agency has continued to support the on-going implementation of the Wales Safeguarding Procedures by delivering relevant practitioner and manager training at a local level.

**DBS Workshops** were also delivered this year by a representative from the Disclosure and Barring Service. The purpose of these sessions was to support safe recruitment and provide an informative overview of the DBS' role and remit, together with practical guidance about how to identify the level of check required for a role, as well as outlining the Barring Service and its objectives and procedures. The presentation was a very useful session which highlighted the need to place a focus on the appropriate level of DBS check to undertake not only for a new role, but when a role changes.

Two **Child Sexual Exploitation** webinars also took place later in the reporting year. These sessions were delivered by Dr Sophie Hallett and offered to each Safeguarding Board in Wales by Welsh Government. The sessions utilised real case studies from interviews conducted by Dr Hallett, which outlined the grooming process and the nature of the exploitation from the point of view of young people, to aid practitioners in understanding their lived experience and how to better support them.

**“ CSE Training Attendee feedback: ”**  
*Facilitator was fantastic, motivational, upbeat and provided clear messages.*

## Ongoing Training Projects

A substantial resource and time commitment has been dedicated to two key projects this year, and will be finalised and launched in the next reporting year. The first of these projects is the **Junior Board Animation Project**. When complete, this will be a safeguarding training resource for practitioners who intervene in the lives of children and young people.

This work has spanned a number of months due to the multi-stage nature of the project, together with the need to await a significant reduction in COVID-19 measures in order to facilitate in-person animation workshops to develop the resource. The animation is however on track to be completed and formally approved in summer 2022, with a launch in autumn/winter.

A suite of **Professional Curiosity Training and Resources** is in development at time of writing. The suite of training is comprehensive in including three key elements:

- A Through-Age Multi-Agency Training Package developed by a specialist trainer, which includes options for both full-day and half-day training session.
- A Resource Pack which can be accessed virtually at any time by practitioners across the region, providing an introduction to professional curiosity, including a detailed overview of how to exercise professional curiosity and judgement, containing case studies.
- A Training Video in which the Lead LAC Nurse from Hywel Dda University Health Board, Janet Edmunds, explains what it means to be professionally curious, and the questions which practitioners can ask themselves and the families they work with to exercise professional curiosity in practice.

This suite of training will aim to provide numerous avenues through which professionals can access information on this topic, which continues to feature in ongoing and completed Child and Adult Practice Reviews regionally and nationally. The suite of training is well-balanced, with an in-depth, focussed approach to the topic provided in the Training Package, supplemented by resources which are easily accessible to practitioners. The Boards were delighted to formally launch the new **High-Risk Behaviours (including Self-Neglect and Hoarding) Policy and Procedure** during National Safeguarding Week. The event was led by the following guest speakers:

- **Dr Mary Rose Day**, who has authored numerous publications in the field of self-neglect;
- **Professor Michael Preston-Shoot**, who has researched major studies on effective practice with adults who self-neglect; and
- **Diana Harris, Safeguarding Lead for the Mid and West Wales Fire and Rescue Service**, who was instrumental in developing the policy.

**Professional Curiosity Training Attendee feedback:**

*The interactive sessions were extremely useful as they were multi-agency.*

.....

*The case studies were great to look at scenarios from a multi-agency aspect.*



The policy itself is a proud achievement of our Boards this year, as it is a result of outstanding multi-agency collaboration, through which we engaged with the third sector to devise a truly collaborative response to individuals exhibiting high-risk behaviours. Self-neglect and hoarding are areas which currently are not addressed via a legal framework, and so the purpose of this policy was to offer a support mechanism to protect individuals at risk who exhibit such behaviours. This policy has been carefully designed to enable multiple agencies related to the individual at risk to come together and determine a coordinated provision of support and engagement, by determining as a group the best way forward, informed by the collective information available.

**Official Launch of the High-Risk Behaviours (including Self-Neglect and Hoarding) Attendee feedback:**

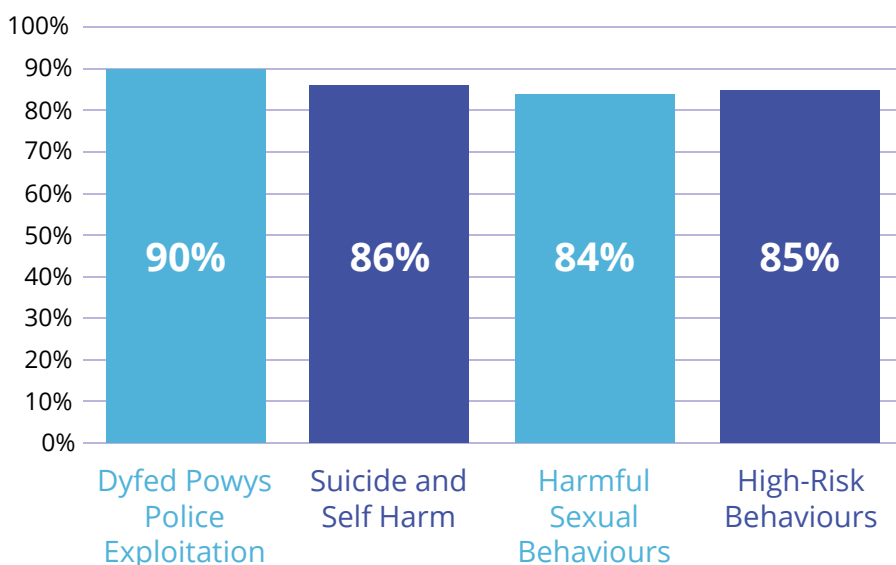
*I am really optimistic that the policy and guidance capture what it is we need to move forward to manage these complex cases.*

This event therefore provided an excellent opportunity to provide practitioners with a wealth of information about this policy and how it can be used going forward, supported by valuable insights from leading experts in the field.

Attendees were also invited at this forum to ask questions to both Professor Preston-Shoot and regional colleagues who developed the new Policy and Procedure, to enable practical discussions and consideration of how this work can be taken forward and embedded into practice. Attendees rated the event at 85% on average in terms of the extent to which it will impact their practice.

### NSW Events and their impact to practice

Average scores given by event attendees to the question, “to what extent will what you have learnt influence your practice and help keep service users at risk safe?”, on a scale of 1 to 10, per event held during National Safeguarding Week.



**Dyfed Powys Police facilitated an Exploitation Awareness Seminar** as part of the regional programme of events. Exploitation can take a number of forms, and the Exploitation Webinar facilitated by Dyfed Powys Police provided a thorough overview of numerous types of exploitation that both children and adults can be at risk of. Topics covered in the session included the role of the Independent Child Trafficking Guardian, online exploitation including “sextortion” and economic crimes, and an introduction to the INTACT programme established within the police force.

**“ Exploitation Awareness Seminar Attendee feedback:**  
*It will better inform my decision making and also enable me to provide frontline officers with more detail on what is expected from them when potential victims of exploitation are identified.* ”

Presentations were delivered by Police staff and officers who are experts in their particular field of knowledge, allowing attendees to learn about the current methods employed by perpetrators of exploitation, as well as the innovative ways in which the Police identify and respond to these issues. The session was highly successful; when attendees were asked to rate the extent to which the content of the course would influence their practice going forward, an average score of 90% was given. This feedback is extremely positive in light of the multi-agency nature of the training, indicating that the wide range of roles and agencies represented at the event found the content to be significantly relevant and helpful to their safeguarding practice.

**Suicide and Self-Harm Training** also took place during National Safeguarding Week. Suicide and self-harm continues to be an issue of particular focus for us in Mid and West Wales, and so we continue to explore new avenues of highlighting and examining the issue in our safeguarding training and awareness raising. This year, National Safeguarding Week was utilised once again to promote key messages in terms of safeguarding those at risk of suicide and self-harm, with outcomes of research shared by Professor Ann John, lead author of the Talk to Me 2 strategy.

**“ Suicide and Self-Harm Training Attendee feedback:**  
*Much more insight into future trends and valuable insight given by hearing someone’s lived experience.* ”

Kate Heneghan spoke on behalf of POPYRUS to explain the role of this organisation in providing confidential support through their helpline. Attendees also enjoyed the significant value added to the webinar by Sarah Dale, a young person in the region who shared her perspective and lived experience of self-injury. This insight into her own experience was extremely powerful and brought the experiences of children and adults at risk of suicide and self-harm to the centre of discussions, a sentiment echoed by numerous attendees in their feedback. The event was extremely well-attended, with an overall rating of 86% given by attendees in terms of usefulness for practice.

Education professionals were invited to a targeted webinar on the theme of **Responding to Harmful Sexual Behaviours** during National Safeguarding Week. Teachers and education staff across the region were welcomed to this event facilitated by Pat Branigan (NSPCC). This event was aligned to the regional and national current focus on two overlapping issues, namely, Child Sexual Abuse and peer to peer sexual abuse.



The event aimed to improve practitioner understanding of how harmful sexual behaviours can present and how they should be identified and addressed, and provided an excellent opportunity to share information with education staff on this issue, who are often those practitioners most likely to recognise and respond to Harmful Sexual Behaviours. The seminar was extremely informative and received excellent feedback by those who by all attended. A number of practical tools were provided to attendees of the event, who in responding to feedback, gave an 84% average rating to the question asking the extent to which they felt the information shared would directly impact and support their practice.



### Responding to Harmful Sexual Behaviours Training Attendee feedback:

*Information and delivery was very good, statistics and links to other resources was very valuable*



The **Domestic Homicide Reviews Learning Materials** were utilised for livestreams on CYSUR's Facebook page each day of National Safeguarding Week, and made available on YouTube and Facebook thereafter. This provided both an opportunity for the materials to reach a wider audience, and to provide an opportunity to trial an additional means of communication with practitioners and the general public for the Boards, which remains a key aim in our Annual Plan.

The first of many **Domestic Abuse Awareness Sessions** delivered by **Calan DVS** aligned with the Monday of National Safeguarding Week 2021. Targeted at the beauty industry, these online workshops were designed to offer guidance to stylists and beauty technicians on how they might witness warning signs of domestic abuse.

For example, stylists might notice that clients are being controlled by their partners in terms of when and where they can attend appointments, that their means of paying for services are controlled strictly by their partner, or they may even share information in informal chats with beauticians which suggests that they are a victim of domestic abuse.

These sessions therefore served to highlight the unique position of this role to beauticians, and equip them with the knowledge of both how they can identify domestic abuse in the community, and also how they can respond to this challenge when it arises within their role.

**Stalking Awareness Training** was delivered once again this year by the VAWDASV Board, with **Professor Jane Monckton Smith** delivering a virtual session to a large regional audience via Microsoft Teams. The training placed a focus on stalking behaviours and associated risk factors, together with an overview of the "8 steps to homicide" which Professor Monckton Smith identified through her study of over 400 cases across the UK.

Attendees heard how risk should be assessed in terms of the level of time and attention perpetrators dedicate to their stalking behaviour, providing them with tools to identify and respond to risk at an early stage, with a strong focus also placed on the experience of victims and the need to centre this in decision-making. This training was widely praised across the region as being highly engaging and valuable for practice.



**Hywel Dda University Health Board's Adult Safeguarding Team** has delivered bespoke training sessions this year on self-neglect, discharge planning, professional concerns and providing information to inform the enquiry process. Lucy Faithful Training has also been delivered on the following topics:

- [Professionals Protect](#)
- [Digital Resilience](#)
- [Understanding Harmful Sexual Behaviour](#)
- [Sexual Exploitation Awareness](#)

Training is currently being rolled out to all Supervisors Sergeants in **Dyfed-Powys Police** to raise their awareness of the importance of the DASH risk assessment process and the daily discussion process. In addition, SCAIDIP Courses have been reintroduced following COVID, and the numbers of those to be trained has increased. All frontline officers have engaged with training from the Centre of Expertise on CSA in identifying and responding to signs of CSE.

**Powys County Council** commissioned JMG Training & Consultancy to deliver training this year on Hoarding, Self-Neglect and Complex Lifestyles. This local focus on these high-risk behaviours is in alignment with the regional developments in this area, noting the recent launch of the High-Risk Behaviours (Including Self-Neglect and Hoarding) Policy and Procedure.

In **Ceredigion County Council**, training delivered this year includes a bespoke safeguarding training session delivered to foster carers, and a workshop provided to Corporate Lead Officers and Corporate Managers in relation to the Local Authority's roles and responsibilities under CONTEST.

The innovative [online safeguarding module](#) **Keeping Children, Young People and Adults Safe in Pembrokeshire** was once again highlighted and celebrated as part of this year's programme of events. The online-based web resource is a great package of information designed by and for young people, offering an introduction to the topic of safeguarding.

The MWW VAWDASV Regional Training Subgroup are continuing to oversee the delivery of groups 1-3 and 6 of the National Training Framework. In response to COVID-19, a bespoke regional package of online delivery has been developed, which is delivered across all four local authorities with support from specialist service providers. Despite the impact of the pandemic, good progress has been made in the rollout of Ask and Act and this will continue in to this next financial year.

The governance supporting the regional rollout ensures consistent delivery, support for trainers and centralised evaluation repository. There are clear reporting structures to Welsh Government centrally, and the regional VAWDASV Board work closely with Health and Fire Service leads to coordinate deliver across all three training packages. A training needs analysis has also been completed across regional specialist service providers, in relation to groups 4 and 5. This will be utilised to inform investment in training, to meet the requirements of groups 4 and 5 within the specialist service providers. This will be in conjunction with specialist training commissioned by Welsh Government.

# (m) How the Safeguarding Boards have implemented advice from Welsh Government and the National Independent Safeguarding Board

Although no specific formal advice from Welsh Government Ministers has been issued to the Mid and West Wales Safeguarding Boards in the past year, the Chairs of the CYSUR and CWMPAS Executive Boards continue to work closely with senior WG officials and the National Independent Safeguarding Board on areas of mutual interest, and where it is identified improvements can be made to professional safeguarding practice.

This includes the development of legislation, policy and guidance. The Regional Safeguarding Board continues to implement and report against the National Action Plan for Child Sexual Abuse as directed by Welsh Government, and continue to provide multi-agency representation and input on a number of formal government workstreams as previously outlined, including the ongoing Single Unified Safeguarding Review process and the Ending Physical Punishment in Wales legislation.



# Glossary

- **APR/CPR** – Adult Practice Review/Child Practice Review
- **MAPF** – Multi-Agency Professional Forum
- **VAWDASV** – Violence against Women, Domestic Abuse and Sexual Violence
- **MACSE/CSE** – Multi-Agency Child Sexual Exploitation/ Child Sexual Exploitation
- **LOG** – Local Operational Group
- **NSGW** – National Safeguarding Week
- **ERW** – Education Regional Working
- **EHE** – Elective Home Education
- **NISB** – National Independent Safeguarding Board
- **DoLS** – Deprivation of Liberty Safeguards
- **CIW** – Care Inspectorate Wales
- **IICSA** – Independent Inquiry into Child Sexual Abuse
- **PRUDIc** – Procedural Response to Unexpected Death in Childhood
- **ACEs** – Adverse Childhood Experiences
- **PTHB** – Powys Teaching Health Board
- **CYPP** – Children and Young People Partnership
- **CAMHS** – Child and Adolescent Mental Health Services
- **MARAC** – Multi-Agency Risk Assessment Conference
- **MAPPA** – Multi-Agency Public Protection Arrangements
- **PHW** – Public Health Wales
- **NST** – National Safeguarding Team
- **WAST** – Welsh Ambulance Service Trust
- **DPP** – Dyfed-Powys Police
- **YJS** – Youth Justice Service
- **NPS** – National Probation Service
- **CRC** – Community Rehabilitation Company
- **SoS** – Signs of Safety
- **PSE** – Personal & Social Education
- **ADEW** – Association of Directors of Education in Wales
- **LGBTQ+** – Lesbian, Gay, Bisexual, Transgender, Questioning Plus
- **DBS** – Disclosure and Barring Service
- **MARF** – Multi-Agency Referral Form
- **DHR** – Domestic Homicide Review
- **DA** – Domestic Abuse
- **SARC** – Sexual Assault Referral Centre
- **BAME** – Black, Asian and Minority Ethnic
- **CSPPI** – Community Safeguarding and Public Protection Incidents
- **YJB** – Youth Justice Board
- **UNCRC** – United Nations Convention on the Rights of the Child
- **CSA/CSE** – Child Sexual Abuse/Exploitation
- **CCE** – Child Criminal Exploitation
- **IRISi** – Social enterprise established to promote and improve the healthcare response to gender-based violence.
- **DSP** – Designated Safeguarding Person





## THE MID AND WEST WALES SAFEGUARDING CHILDREN & ADULTS BOARDS ANNUAL REPORT

*Produced by the Mid & West Wales Safeguarding Board*

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## Cabinet 19<sup>th</sup> June 2023

**Subject: Petition for Road Safety – Black Lion Road, Cross Hands**

**Purpose: To respond to petition received by Council on 7<sup>th</sup> December 2022.**

**Recommendations / key decisions required:**

1. That the contents of the report are noted.
2. That the petitioners' request for traffic calming on Black Lion Road be declined.
3. That the petitioners' request for changes to the staggered junction of Black Lion Road be declined.
4. That Officers work to influence driver compliance with speed limits along the Cross Hands Economic Link Road.
5. A Stage 4 Road Safety Audit be undertaken in due course.
6. The petitioners are informed accordingly.

Reasons: To provide petitioners with the Council's response to the issue raised.

Relevant scrutiny committee to be consulted NO

Cabinet Decision Required YES

Council Decision Required NO

**CABINET MEMBER PORTFOLIO HOLDER:- Councillor Edward Thomas**

<p>Directorate:</p> <p>Steve Pilliner</p> <p>Report Authors:</p> <p>Richard Waters</p> <p>Mike Jacob</p>	<p>Designations:</p> <p>Head of Service for Highways &amp; Transportation</p> <p>Highways &amp; Transportation Services Manager</p> <p>Traffic &amp; Road Safety Manager</p>	<p>Email addresses:</p> <p><a href="mailto:sgpilliner@cararthenshire.gov.uk">sgpilliner@cararthenshire.gov.uk</a></p> <p><a href="mailto:rwaters@cararthenshire.gov.uk">rwaters@cararthenshire.gov.uk</a></p> <p><a href="mailto:mjacob@cararthenshire.gov.uk">mjacob@cararthenshire.gov.uk</a></p>
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# EXECUTIVE SUMMARY

Cabinet  
19<sup>th</sup> June 2023

## Petition for Road Safety – Black Lion Road, Cross Hands

### Introduction

A petition was presented to Council on the 7<sup>th</sup> December, 2022, by Ms M. Ballard bearing 130 signatures requesting the following:

*We, the undersigned, residents of Black Lion Road, want speedcalming measures installed along our road to ensure that the speed limit of 30mph is respected by drivers. We also want the dangerous staggered junction to be changed as a matter of urgency; this is a road hazard and a safeguarding issue.*

At the Council meeting Ms Ballard outlined the rationale for the petition which was said to reflect the concerns of the community on road safety within Black Lion Road, Cross Hands.

In response the Cabinet Board Member for Transport, Waste and Infrastructure Services, Councillor Edward Thomas, advised that the issues raised in the petition would be investigated by the department and that a report would be presented to a future meeting of the Council's Cabinet.

The minutes of the meeting are recorded as:

*Resolved that in accordance with Corporate Procedure Rule 10.14 the petition be referred to the Cabinet for consideration.*

As requested by the Cabinet Board Member an investigation has been undertaken by officers of the Highways & Transportation Service and the findings are contained within this report.

The investigation has focused on two particular aspects requested by the petitioners, namely:

1. The introduction of traffic calming measures on Black Lion Road to ensure compliance with the 30mph speed limit, and
2. Changes are made to the staggered junction to ensure safety.

These two issues are discussed in detail within the following section of this report.

## **Background**

Although Black Lion Road is designated as a 'C' class road it is nevertheless relatively busy in providing a link between the Capel Hendre and Gorslas. It also provides a connection to the Cross Hands Economic Link Road which was recently completed and have changed traffic patterns in the area.

Initial stages of the Link Road had been opened for some time and these provided a route south from Black Lion Road to the A48 Trunk Road. More recently the northern section of the road was completed to provide a strategic route from the A48 to the A476 north of Gorslas.

The full impacts of the A476 are still to materialise as traffic patterns change over time and a potential redesignation of the Link Road as the A476 would change patterns again and reduce traffic on the current A476 through the northern side of Cross Hands and Gorslas.

Traffic patterns along Black Lion Road have also changed, and will continue to change, as use of the Link Road increases. The County Council will continue to monitor these changing traffic patterns.

## **Request for Traffic Calming on Black Lion Road**

The County Council received frequent requests for a range of highway improvements with traffic calming being one of the more frequent requests. The requests we receive far outstrip the budget available.

In 2017 the Council's Executive Board adopted a two-stage model for assessing and prioritising requests for Highway Infrastructure and Road Safety Improvements. The model enables an evidence-based approach to be taken so that all requests are considered objectively and fairly to ensure that the funding available is directed to the areas of greatest need. Candidate schemes do not progress through Stage 1 of the assessment unless there is evidence of recorded personal injury accidents to justify further consideration.

Stage 2 then involves a more in-depth analysis of accident details, including accidents involving vulnerable road users, the concentration of accidents together with a study of traffic, pedestrian and cycle flows to provide a prioritisation model to identify the most urgent projects.

## **Recorded Personal Injury Accidents on Black Lion Road**

The Council maintains an accident database which is based on information collated by Dyfed Powys Police regarding road traffic collisions which have resulted in personal injuries being sustained. This provides a reliable source of information which can be used to analyse accident trends and identify accident cluster sites.

The database also enables the comparative assessment of requests for highway improvement schemes and the analysis of how an intervention might be reasonably expected to bring about a reduction in road casualties.

An analysis of Black Lion Road has been undertaken to identify recorded personal injury accidents recorded in the last five years by Dyfed Powys Police. A report of the recorded personal injury accidents is included as Appendix A.

The report indicates that there have been 3 personal injury accidents recorded in the five-year period 01/01/2018 to 31/12/2022. Details of the accidents are contained within Appendix A and summarised below.

Reference	Date	Detail
A022120	16/03/2020 at 12:20hrs	V1 collided with parked trailer attached to V2 and went over foot of driver of V2 who was loading trailer.
A091122	02/11/2022 at 17:20hrs	V1 emerged from Black Lion Road (eastern arm) and collided with V2 travelling north to south on Link Road.
A042319	22/05/2019 at 16:30hrs	V2 and V3 were stationary due to traffic, V3 travelling behind failed to stop and collided with V2 shunting it into V3.

### Traffic Speeds and Speed limits

Black Lion Road is currently subject to a 30mph speed limit along the predominantly residential sections of the road with a 40mph limit in place where the surrounding environment is more rural in nature. The is illustrated on the plan below.

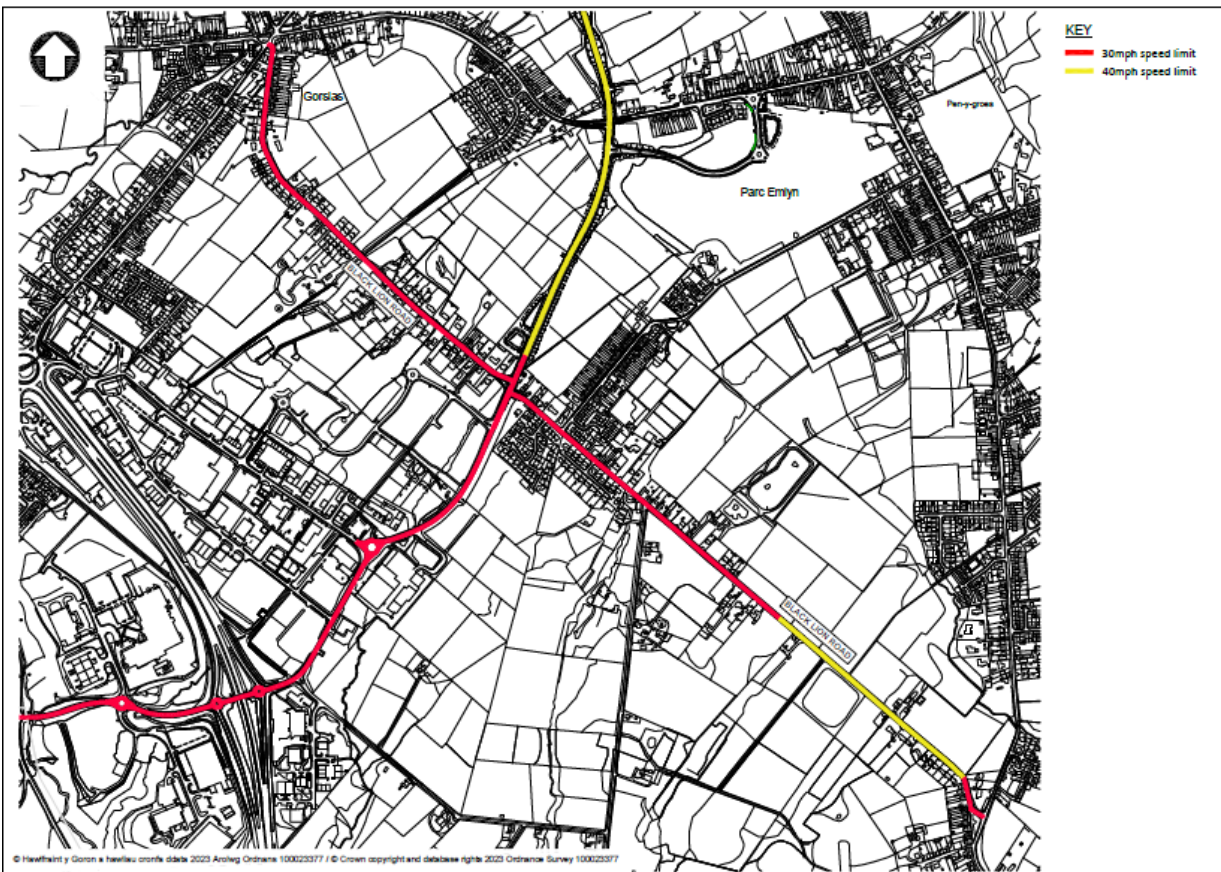


Figure 1. Existing Speed Limits (red - 30mph, yellow - 40mph)



The County Council holds details of two traffic surveys along Black Lion Road which were undertaken in 2019. The location of the surveys are shown on the plan below.



Figure 2. Traffic Survey Locations on Black Lion Road.

The surveys indicate average traffic speeds recorded at the eastern site to be 33.7mph and 33.9mph at the western survey site.

Speeds limits on restricted roads in urban residential areas across Wales will reduce as a result of a change in legislation being implemented by Welsh Government. The legislation will reduce the current default limit of 30mph, down to 20mph.

Carmarthenshire County Council is preparing for this legislative change and a great deal of work is being undertaken in reviewing the impact, preparing for its implementation and, where necessary, bringing forward additional measures to ensure the legislation is introduced effectively and reasonably with respect to the wider role of the highway network.

It is proposed that the speed limits on Black Lion Road will largely reduce to 20mph with a section of 30mph limit as shown on the plan below.



Figure 3. Legislative and Proposed Speed Limit Changes on Black Lion Road (blue 20mph, Green 20mph, red 30mph)

This legislative change will require a fundamental change in driver behaviour and national campaigns supported by local initiatives will be put in place ahead of the September 2023 change. This change in speed limit regime, and the public messaging which will support it, will have a wider impact on driver behaviour to improve road safety and create safer environments for more walking and cycling.

Specific supplementary initiatives are being developed nationally and locally around the key themes of education and enforcement to encourage driver compliance with the new speed limits. The new legislation can be expected to have a positive influence on reducing traffic speeds on Black Lion Road and improving road safety.

### Conclusion

The analysis of the three recorded personal injury accidents in the 5 year period analysis does not appear to indicate traffic speeds on Black Lion Road to be a significant causation factor and there is nothing to suggest that the introduction of traffic calming would have prevented two of the accidents (A022120 and A091122). The third accident, A042319, is suggested to be due to a failure by the driver to appreciate stationary traffic ahead.

The current speed limits on much of Black Lion Road will also change in September 2023 with the residential sections of the road reducing to 20mph and the current 40mph section reducing to 30mph. This should reduce traffic speeds and have a general calming effect on traffic along the road.

There does not appear to be sufficient evidence to take forward the request for traffic calming on Black Lion Road and it is recommended that the request for traffic calming be declined.

## Recommendations

- 1) That the contents of the report are noted.
- 2) That the request for traffic calming on Black Lion Road be declined
- 3) That the petitioners are notified of the report.

## Request for Changes to the Staggered Junction

### Engineering Design of the Junction

The Link Road has been designed in accordance with the Design Manual for Roads and Bridges. This is a longstanding design manual used which is used by Local Highway Authorities and Trunk Road Agencies for the design of strategic roads in the United Kingdom.

The design manual provides guidance on the geometrical parameters appropriate for a range of highway layouts including geometric widths, alignments, junction layouts, visibility requirements and so on for a range of road types and speeds. The design manual also integrates with a number of individual supporting design standards which provide further detailed information on specific elements of highway design.

The design of the staggered junction at Black Lion Road conforms with the Design Manual for Roads and Bridges and the advice contained in TD9/93 Highway Link Design (replaced by CD109 in 2020 and CD123 Geometric Design of at Grade Priority and Signal Controlled Junctions in 2021).

These design standards set out the necessary minimum geometry of the junction and requirements such as visibility splays from the minor arms of the junction and forward visibility along the main carriageway and approaches to junctions.



Figure 4 View north from eastern arm of Black Lion Road

Design standards require visibility from the minor arm to be a minimum of 120m from a point 2.4m back from the give-way line. The actual visibility available is considerably in excess of this requirement.

The use of a staggered priority junction is also in accordance with design advice with respect to traffic flows on the major and minor arms, and is preferable to a crossroads arrangement which can give rise to particular road safety concerns. The staggered junction also provides a consistency with Norton Road junction just to the north along the Link Road.

### **Road Safety Audits**

In addition to ensuring engineering designs accordance with design standards, the designs are also subject to Road Safety Audits at appropriate stages in their development and this extends through the construction phase and when the road is open to traffic. These audits are undertaken by experienced and qualified Road Safety Engineers who are independent of the design process.

Road Safety Audits are normally undertaken at the following stages for a major engineering project:

- Stage 1: Preliminary Design
- Stage 2: Detailed Design
- Stage 3: Completion of Construction
- Stage 4: Post Opening

Following the opening of the northern section of the Link Road a Stage 3 Road Safety Audit has been undertaken.

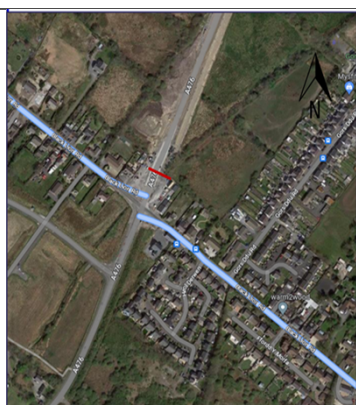
The Auditors made a number of relatively minor recommendations, which is expected for a major project, largely around signage. These recommendations are being considered but it should be noted that the Auditors have not made any recommendations regarding physical changes to the staggered junction arrangement.

### **Local Traffic Speed Concerns.**

The County Council has received some concerns regarding traffic speeds along the Link Road. The road is subject to a 40mph speed limit from its start to the north of Gorslas to a point 130m north of the Black Lion Road junction where it reduces to a 30mph limit.

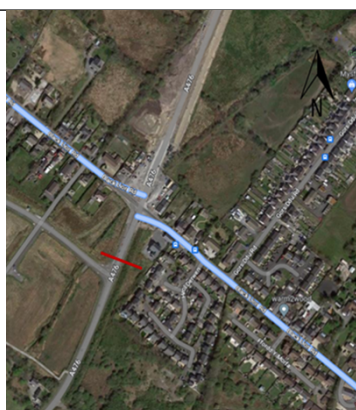
Two traffic surveys were undertaken on the Link Road between 28<sup>th</sup> February 2023 and the 6<sup>th</sup> March 2023. The survey details are summarised below.

Site A – Link Road approximately 40m north of the western junction of Black Lion Road (within the start of the 30mph limit)



Northbound Speeds		Southbound Speeds	
Mean	85 <sup>th</sup> Percentile	Average	85 <sup>th</sup> Percentile
37.8mph	43.4mph	37.8mph	45.4mph

Site B – Link Road approximately 75m south of the eastern junction of Black Lion Road (within the 30mph limit)



Northbound Speeds		Southbound Speeds	
Mean	85 <sup>th</sup> Percentile	Average	85 <sup>th</sup> Percentile
25.9mph	36.5mph	25.9mph	35.8mph

It is noted that an element of traffic was found to be travelling well in excess of the posted speed limit along the Link Road and this was also an observation made by the Road Safety Auditors. This is being addressed in two ways. Go Safe are operating a speed enforcement site within the 30mph limited area to encourage compliance with the speed limit. Traffic signs are also being reviewed to investigate any improvements which highlight both the 40mph section and the 30mph section along the Link Road.

**Conclusion**

The Link Road is still in a 'settling in' period and traffic patterns will continue to change over a period of time. A reclassification of the Link Road as the A476, with associated directional signage changes from the A48, will further influence traffic patterns when introduced. As motorists become more familiar with the new road driver behaviour will also change.

The road itself has been designed and constructed in accordance with design standards and subject to the appropriate Road Safety Audits. The most recent Stage 3 Audit has not identified any significant concerns with the design of the staggered junction at Black Lion Road.

Some higher traffic speeds along the Link Road have been noted and this is being addressed through enforcement by Go Safe and additional signage.

A Stage 4 Road Safety Audit will be undertaken when the road has been open between 12 and 18 months. At that stage more data will be available on driver behaviour which will allow a more comprehensive review.

**Recommendations**

1. That the contents of the report are noted.
2. That the request for changes to the staggered junction of Black Lion Road be declined.
3. That Officers work with Go Safe and investigate additional traffic signs to influence driver compliance with existing speed limits and that a Stage 4 Road Safety Audit be undertaken in due course.

**DETAILED REPORT ATTACHED?****Yes  
Accident Report**

# IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report:

Signed: Head of Highways and Transportation Services

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
<b>NONE</b>	<b>NONE</b>	<b>NONE</b>	<b>NONE</b>	<b>YES</b>	<b>NONE</b>	<b>YES</b>

### **Risk Management Issues**

Ensuring the safety of road users is a key objective of the County Council and discussed throughout this report.

### **Physical Assets**

The Cross Hands Economic Link Road provides a new strategic link within the road network. It has been designed in accordance with design standards and is expected to be reclassified as the A476 at a future date.

## CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed: S.G.Pilliner

Head of Highways and Transportation

1. Scrutiny Committee – N/A

2. Local Member(s) - N/A

3. Community / Town Council – N/A

4. Relevant Partners - N/A

5. Staff Side Representatives and other Organisations - N/A

CABINET MEMBER PORTFOLIO HOLDER(S)  
AWARE

Include any observations here

Section 100D Local Government Act, 1972 – Access to Information  
List of Background Papers used in the preparation of this report: NONE

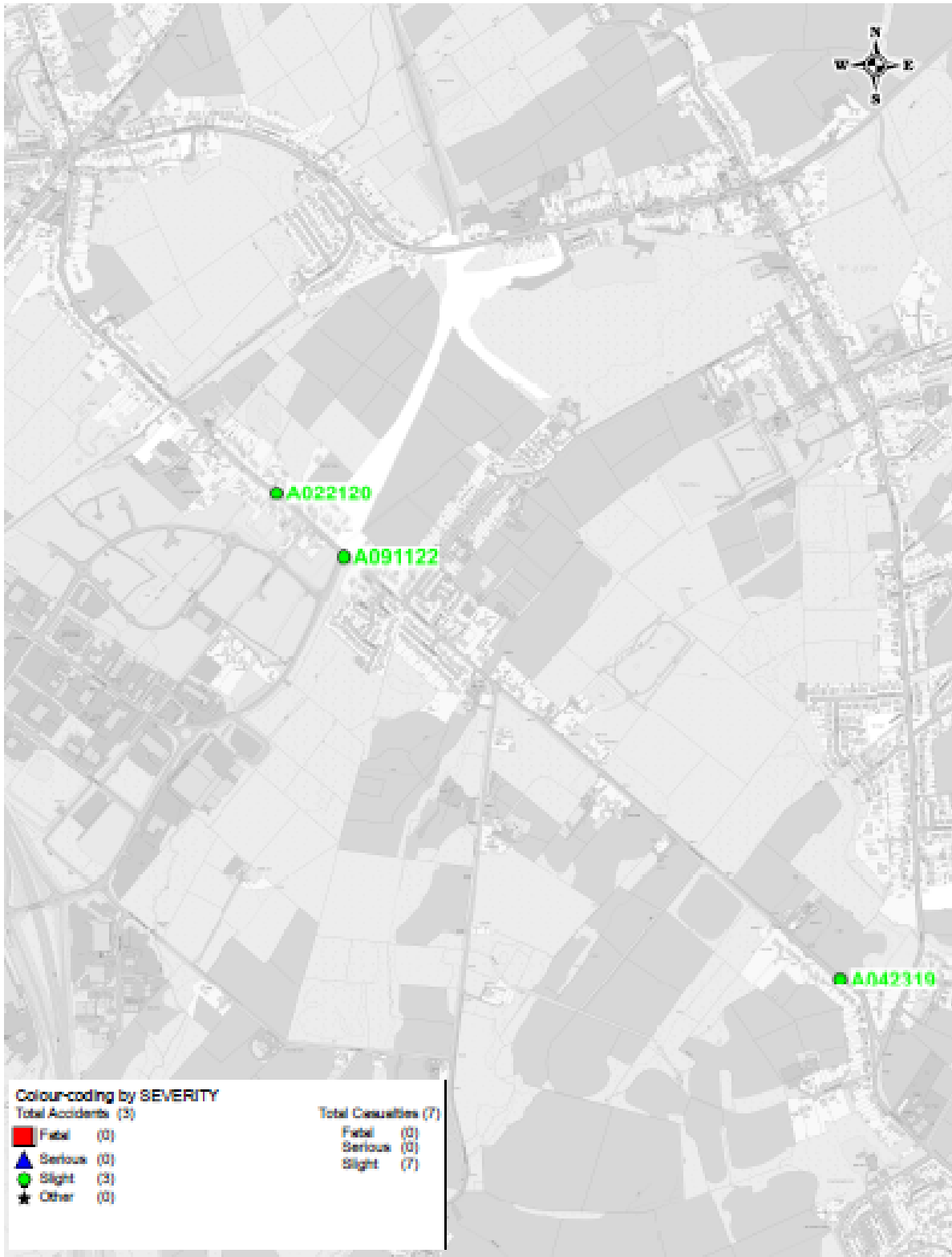



Appendix A

Black Lion Road Petition

CMT Report May 2023

Accident Report



	<b>Black Lion Road - Last 5 Years</b> Selected Range of Accidents between dates 01/01/2018 and 31/12/2022 Selected using Manual Selection	SCALE	1 : 10760
		DATE	09/05/2023
		DRAWING No.	
		DRAWN BY	

## Accident Details

A042319	Wednesday	BLACK LION ROAD	301 254 LAMP	Veh 1	Car	Going ahead	NW to SE					
	22/05/2019	POST N/A	CAPEL HENDRE	Veh 2	Car	Stopping	NW to SE	FSP	F	05	Slight	
R1: C 2060	1630hrs	(N/A)		Veh 2	Car	Stopping	NW to SE	RSP	M	12	Slight	
	Daylight:street lights present			Veh 2	Car	Stopping	NW to SE	Dri	F	32	Slight	
E 258,671	Dry			Veh 3	Car	Wait go ahead held	NW to SE	Dri	F	36	Slight	
N 211,997	Fine without high winds											
	30 mph											

### Causation Factor:

1st: Failed to judge other persons path or speed  
 2nd: Failed to look properly

### Participant:

Vehicle 001  
 Vehicle 001

### Confidence:

Very Likely  
 Possible

ALL THREE VEH'S TRAV ON BLACK LION ROAD FROM CROSS HANDS TO CAPEL HENDRE. V3 WAS ON STOP DUE TO TRAFFIC AHEAD, SO WAS V2. V1 TRAV BEHIND STARTED TO BRAKE & NOT STOPPED IN TIME & DRIVEN INTO BACK OF V2 SHUNTING IT INTO REAR OF V3. NO SKID MARKS ON ROAD & CONDITIONS WERE GOOD. V1 & V2 - ALL THREE OCCUPIERS SUFFERED WHIPLASH. YOUNG BOY HAD TWO BLACK EYES. V3 - WHIPLASH. (CASUALTIES - SEATBELT WORN BUT NOT INDEPENDENTLY CONFIRMED)

A022120	Monday	BLACK LION ROAD	TY-A-FI	Veh 1	Car	Going ahead	NW to SE	Dri	F	80	Slight	
	16/03/2020	N/A	CROSS HANDS (N/A)	Veh 2	Car	Parked	0 to 0	Ped	M	52	Slight	
R1: C 2060	1220hrs											
	Daylight:street lights present											
E 257,462	Dry											
N 213,036	Fine without high winds											
	30 mph											

### Causation Factor:

1st: Uncorrected, defective eyesight

### Participant:

Vehicle 001

### Confidence:

Possible

V2 PARKED ON SIDE OF ROAD. V2 DRIVER WAS ON PAVEMENT & LOADING SACK OF GARDEN WASTE ONTO V2'S TRAILER. DRIVER V1 FAILED TO SEE V2'S TRAILER & COLLIDED WITH IT. TRAILER MOVED FORWARD & WENT OVER V2 DRIVER'S FOOT. (CASUALTY 1 - SEATBELT WORN & INDEPENDENTLY CONFIRMED)

A091122	Wednesday	Black Lion Road junction	New By-Pass	Veh 1	Car	Turning right	SE to NE	Dri	M	45	Slight	
	02/11/2022	Road		Veh 2	Car	Going ahead	NE to SW					
R1: U	1720hrs											
R2: A 476	Darkness: street lights present a											
E 257,607	Wet/Damp											
N 212,899	Raining with high winds											
	30 mph											

### Causation Factor:

1st: Failed to look properly

### Participant:

Vehicle 1

### Confidence:

Very Likely

V2 trav along New Link Road to Cross Hands & V1 trav along Black Lion Road from Capel Hendre. When at jct with new By-Pass road, V1 pulled out, turned right & V1 & V2 collided.

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## CABINET 19<sup>TH</sup> JUNE, 2023

### SUBJECT: BURRY PORT HARBOUR PETITION

#### **Purpose:**

The purpose of this report is to update Cabinet on the position at Burry Port Harbour, following a petition presented to full Council on the 25<sup>th</sup> January 2023 by the Friends of Burry Port Marina (FBPM).

#### **Recommendations / key decisions required:**

- To note the position with regards the lease obligations of Burry Port Marina Ltd (BPML) in respect of their management of the Harbour.
- To note CCC's position with regards landlord responsibilities for the lease of the asset and the continued engagement by officers with the management of BPML.

#### **Reasons:**

- Burry Port Harbour was leased to BPML, a subsidiary of The Marina Group for a period of 150 years from the 1<sup>st</sup> April 2018.
- Harbour users and the Friends of Burry Port Marina (FBPM) have raised concerns over the condition of the harbour, culminating in a petition being presented to Council.
- It is noted that Burry Port Marina Ltd has been placed into Administration as of Friday the 2nd June 2023.

Cabinet Decision Required:	YES – 19 <sup>th</sup> June, 2023
Council Decision Required:	NO

#### **CABINET MEMBER PORTFOLIO HOLDER:-**

Cllr. G. John (Cabinet Member for Regeneration, Leisure, Culture and Tourism)

**Directorate:**  
Communities

**Name of Head of Service/  
Report Author:**  
Ian Jones  
Jason Jones

**Designations:**

Head of Leisure  
Head of Regeneration

Email addresses:

[IJones@carmarthenshire.gov.uk](mailto:IJones@carmarthenshire.gov.uk)  
[JaJones@carmarthenshire.gov.uk](mailto:JaJones@carmarthenshire.gov.uk)

**EXECUTIVE SUMMARY  
CABINET  
19<sup>TH</sup> JUNE 2023**

**BURRY PORT HARBOUR PETITION**

**Issues raised within petition presented by Chair of Friends of Burry Port Marina (FBPM)**

*'We the undersigned electors in the County of Carmarthenshire petition the Carmarthenshire County Council:*

*To recognise that the condition of Burry Port harbour and marina has steadily deteriorated to what is essentially an unworkable state despite the long-term lease to a private marina operator, and we register our deep concern and dissatisfaction.*

*To ensure, as Landlord and Statutory Harbour Authority, that all terms of that lease are fully enforced without further delay.*

*To inspect the property and issue notices of any breaches of these terms within the next month, and if the leaseholder fails to take appropriate and effective action, to pursue your rights under the lease.*

*To take note that we have no faith or confidence that the Water Injection Dredging method will clear the harbour of the heavy sand that needs removing, which makes up the vast bulk of the accumulated sediment, and we do not consider this to be an appropriate or effective action.*

*We want to see the harbour and marina return to the best possible condition, to be a safe, functioning, attractive facility that is a genuine benefit for both the harbour users and our whole community.'*

**Update position**

CCC officers representing the Regeneration, Finance, and Leisure divisions continue to meet regularly with the Managing Director of The Marine Group, where operational concerns have, and continue, to be raised and discussed. Officers are also meeting regularly with the chair of FBPM.

The County Council shares the stated aim of FBPM in wanting a safe, functioning, attractive facility that is a genuine benefit for both the harbour users and our whole community.

Many of the concerns raised locally are recognised by CCC, however, the harbour is still operating albeit access and egress times for vessels are reduced due to the lack of sustained progress with dredging. These concerns have been relayed to BPML and the tenant has been issued with legal notice of potential breaches against the terms of the lease, with a requirement for the operator to outline a clear, measurable, and timebound plan of action to address these concerns. This plan has since been received and published; however, it is noted that actions and deadlines have already slipped and are not being met.

One of the main points of concern is the lack of progress in ensuring that the harbour is dredged to a depth of 1m of water, below the top of the harbour sill, at impound level. Whilst the terms of the lease do not specify how BPML should operationally manage (or dredge) the harbour, the expected outcome is clearly articulated in terms of depths within the harbour. The operator must also comply with all environmental and Health and Safety regulations as they undertake day-to-day operations and any major works. The Water Injected Dredging (WID) methodology is a recognised and environmentally supported method of sustainable dredging, however, there is a recognition by all parties, including BPML, that some other methods, such as mechanical dredging, will and may continue to be required to remove heavier sand-based sediment from the harbour.

BPML have referenced a very challenging financial environment, along with the impact of the covid pandemic as some mitigation for the current condition of the harbour, however, there is a recognition that progress over the first five years of the lease period has not been satisfactory, especially in relation to the dredging regime.

Debt has accumulated in respect of rent, rates, and other charges and this has also become part of the dialogue with BPML management. Enforcement action has been implemented and repayment schedules agreed. There is continued ongoing discussion in respect of BPML securing funds to support the repayment of debt and the delivery of the works programme. More recently, it is noted that Burry Port Marina Ltd has been placed into Administration as of the 2<sup>nd</sup> June 2023.

A list of other improvements has been promised around the harbour by BPML, including an upgrade of the commercial pontoons, a re-commencement of work to re-furbish the old RNLI building into a new Harbour Masters' office and improved changing and showering facilities for harbour users. A plan of work has been communicated to stakeholders via TMG's website and by direct contact with mooring holders, however, concerns remain over the (timely) delivery of these developments.

CCC officers continue to take legal advice and are formally pursuing options to bring matters to a conclusion as part of the lease management process.

**DETAILED REPORT ATTACHED**

**NO**

## IMPLICATIONS

**I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report:**

**Signed:**        **Ian Jones**                      **Head of Leisure**  
                      **Jason Jones**                      **Head of Regeneration**

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
<b>NONE</b>	<b>YES</b>	<b>YES</b>	<b>NONE</b>	<b>NONE</b>	<b>NONE</b>	<b>YES</b>

### 2. Legal

Instructions received and letter issued to BPML stating that they are currently in breach of their repairing obligation under Clause 25, and specifically Clause 25.3, which places an obligation to:

*‘...dredge the Harbour and East Dock when necessary to ensure that the Dredged sea bed level of both the Harbour and East Dock is of no less than 1.0 metre at impound level (with the lock gate up) at any time during the Term.’*

BPML have been put on notice of the steps open to Carmarthenshire County Council to remedy the breach, which will also include recovery of any costs incurred in doing so.

It is noted that Burry Port Marina Ltd has been placed into Administration as of Friday the 2<sup>nd</sup> June 2023. CCC officers continue to take legal advice and are formally pursuing options to bring matters to a conclusion as part of the lease management process.

### 3. Finance

Annual lease is chargeable at a minimum of £30k pa. Debts in respect of rental, rates and employee related costs remain outstanding and recovery action and a repayment schedule has been implemented.

It is noted that Burry Port Marina Ltd has been placed into Administration as of Friday the 2<sup>nd</sup> June 2023.

### 7. Physical Assets

Concerns expressed by CCC and key stakeholders regarding dredging of harbour not meeting the outcomes stated in the lease with BPML. This needs to be addressed to protect the authority’s asset and reputation.



## CONSULTATIONS

**We confirm that the appropriate consultations have taken in place and the outcomes are as detailed below**

**Signed:**      **Ian Jones**                      **Head of Leisure**  
                      **Jason Jones**                      **Head of Regeneration**

<b>1. Scrutiny Committee request for pre-determination</b>	YES
--	-----

<b>Scrutiny Committee</b>	<b>Communities, Homes &amp; Regeneration</b>
---------------------------	--

<b>Date the report was considered:-</b>	<b>15<sup>th</sup> May, 2023</b>
---	----------------------------------

**Scrutiny Committee Outcome/Recommendations:-**

UNANIMOUSLY RESOLVED that the Committee’s concerns at the current situation at Burry Port Harbour be conveyed to the Cabinet and the Cabinet be requested to:

1. Undertake a site visit to Burry Port Harbour at low tide,
2. Consider terminating the lease agreement with Burry Port Marine Ltd if no improvements had been achieved by the end of the current legal process.

**2. Local Member(s)**

Local members support the views of the above scrutiny committee and are being kept fully informed with regular meetings on this matter.

**3. Community / Town Council**

Updates provided via local members and FBPH representatives.  
 Officers in regular dialogue with Town Council officers.

**4. Relevant Partners - N/A**

**5. Staff Side Representatives and other Organisations - N/A**

<b>CABINET MEMBER PORTFOLIO HOLDER(S) AWARE/CONSULTED</b> YES	<b>Include any observations here</b>
--	--------------------------------------

**Section 100D Local Government Act, 1972 – Access to Information**  
**List of Background Papers used in the preparation of this report:**

**THESE ARE LISTED BELOW.**

Title of Document	File Ref No.	Locations that the papers are available for public inspection
<b>Lease between CCC and BPML</b>		<b>CCC online folders.</b>

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**EXECUTIVE SUMMARY  
CABINET  
19 JUNE 2023**

**Tackling Poverty Plan**

The Plan has been developed as an Interim Plan that will be reviewed once the Welsh Government Child Poverty Strategy is published (expected within the next 12-months). Given the current cost of living crisis it was deemed important to publish a Council plan that focuses on actions over the next 12-months that will provide direct interventions but also support development of our medium and longer-term approach to tackling the root causes of poverty in Carmarthenshire.

The Plan outlines a definition of poverty, the reasons why we are developing a plan, links to the Council's Corporate Strategy and Public Services Board's Well-being Plan, the governance arrangements and outline of the range of Council services working on this agenda.

The Plan focuses on four key areas:

- Better understanding the challenges
- Preventing poverty
- Helping people into work
- Improving the lives of people living in poverty.

Actions against each of these four key areas are identified in the Plan.

The Plan is supported by Carmarthenshire poverty profile (attached as Appendix 1 of the report: Poverty – a Carmarthenshire Perspective). This provides an analysis of the key information and statistics to help build the picture of poverty in the County and will be continually reviewed and refreshed in order to help better understand the challenges and shape our interventions going forward.

**DETAILED REPORT ATTACHED?**

**YES**

1. Tackling Poverty Plan

## IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report:

**Signed:** Noelwyn Daniel, Head of ICT & Corporate Policy

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
<b>YES</b>	<b>NONE</b>	<b>YES</b>	<b>NONE</b>	<b>NONE</b>	<b>NONE</b>	<b>NONE</b>

### **Policy, Crime & Disorder and Equalities**

The Council has identified Tackling Poverty as one of our thematic priorities within the Council Corporate Strategy 2022-27, aligned to the wider Well-being Objective to enable our communities and environment to be healthy, safe and prosperous. In addition, the Carmarthenshire Public Services Board (PSB) has set a specific Well-being Objective to tackle poverty and its impacts as part of its Well-being Plan 2023-28.

Welsh Government are currently in the process of engaging stakeholders on the development of a refreshed national Child Poverty Strategy. It is anticipated that this will be published in the next 12-months.

### **Finance**

There are no direct additional direct costs associated with delivering this plan as it will be delivered through existing budgets. However, it should be noted that the Council manages a range of support grants that tend to be income based and provide support to residents facing financial challenges including (but not limited to):

- Council Tax Reduction
- Discretionary Assistance Fund (DAF)
- Discretionary Housing Payment (DHP)
- Housing Revenue Account (HRA) Prevention Fund
- Pupil Development Grants
- Cost of Living Discretionary Fund.

# CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed: Noelwyn Daniel, Head of ICT & Corporate Policy

**(Please specify the outcomes of consultations undertaken where they arise against the following headings)**

<b>1. Scrutiny Committee request for pre-determination</b>	NO
<b>If yes include the following information: -</b>	
<b>Scrutiny Committee</b>	
<b>Date the report was considered:-</b>	
<b>Scrutiny Committee Outcome/Recommendations:-</b>	

**2. Local Member(s)**

Member of the Council's Tackling Poverty Advisory Panel have contributed to the development of the Plan.

**3. Community / Town Council**

Links with town and community councils will be further developed as part of the implementation of the plan.

**4. Relevant Partners**

Links with Public Services Board (PSB) members will be further developed as part of the implementation of the plan and integration with the PSB well-being objective relating to tackling poverty and its impact.

**5. Staff Side Representatives and other Organisations**

N/A

<b>CABINET MEMBER PORTFOLIO HOLDER(S) AWARE/CONSULTED</b> <p style="text-align: center;">YES</p>	<b>Cllr. Linda Davies Evans fully supportive of the plan</b>
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**Section 100D Local Government Act, 1972 – Access to Information**  
**List of Background Papers used in the preparation of this report:**  
**THERE ARE NONE**

# Cynllun Trechu Tlodi Tackling Poverty Plan

2023



[sirgar.llyw.cymru](http://sirgar.llyw.cymru)  
[carmarthenshire.gov.wales](http://carmarthenshire.gov.wales)

## Contents

1. Foreword
2. Introduction & Context
3. Action Plan

### Appendix 1: Poverty – A Carmarthenshire Perspective



## 1. Foreword

### **Councillor Linda Davies Evans, Deputy Leader and Cabinet Member for Tackling Poverty**

This Tackling Poverty Plan is an important document for the Council as we work towards addressing and alleviating some of the pressures caused by poverty for our local residents and communities. It is disappointing that we have to prepare such a plan, but the reality is that a greater number of our residents and communities are now facing challenges as a result of poverty that we as a Council, working with our partners, are keen to support in whatever way we can.

We very much recognise that the current cost of living crisis is having a big impact on our residents, but we also recognise the longer-term generational impact that poverty has so we are keen to address the root causes of poverty and find ways to support our residents to lift themselves out of poverty.

We have to acknowledge that we as a Council won't be able to resolve poverty ourselves – many of the factors contributing to the situation need to be addressed at a Wales and UK level. However, we do have a leading role in supporting our residents and communities to help themselves, by removing barriers to access support and empowering people to do for themselves.

With this in mind, the Council has identified tackling poverty as a thematic priority as part of its Corporate Strategy for 2022-27 and this will be a key contributor to making progress against our well-being objective to enable our residents to live and age well. In addition, the Carmarthenshire Public Services Board (PSB) has identified tackling poverty and its impacts as one of its well-being objectives and as a Council we will work with our public sector partners and other stakeholders on areas of collective responsibility to make progress on this objective.

This Plan provides a focused response on our activity over the next 12-months and is very much focused on support with the pressing cost of living crisis. It also identifies key areas of development that will enable us to refine our longer-term plan to address the broader causes of poverty. During the next 12-months Welsh Government will be publishing its national Child Poverty Strategy and once that is published, we will review our approach and further develop our medium to long-term tackling poverty plan.

I would like to acknowledge the input and support of the cross-party elected member Tackling Poverty Advisory Panel who have contributed towards the development of this plan in a considered, constructive and meaningful manner. This input is particularly welcome as we all strive to support the residents and communities of Carmarthenshire as best we can.

## 2. Introduction & Context

### 2.1 How do we define poverty?

For the purpose of this plan and our approach as a Council we will adopt the Joseph Rowntree Foundation definition of poverty in the UK:

Poverty affects millions of people in the UK. Poverty means not being able to heat your home, pay your rent, or buy the essentials for your children. It means waking up every day facing insecurity, uncertainty, and impossible decisions about money. It means facing marginalisation – and even discrimination – because of your financial circumstances. The constant stress it causes can lead to problems that deprive people of the chance to play a full part in society.

### 2.2 Why are we preparing a plan?

- Relative poverty can be defined as whereby total household earnings are less than 60% of the national median income. As at 2022, 60% of national median income was £22,020. At a household level the most recently available paycheck data suggests that 34.5% of all households in Carmarthenshire are living in poverty, this translates to around 28,730 households. Carmarthenshire exhibits the 8th highest level of all local authorities in Wales and poverty levels remain higher than the Welsh average by 1.1%.
- In addition to earnings, we have also taken account of the findings of the most recent (2019) Welsh Index of Multiple Deprivation (WIMD), which is the Welsh Government's official measure of relative deprivation for small areas in Wales. It identifies areas with the highest concentrations of several different types of deprivation including access to services; community safety; education; employment; health; housing; income; and physical environment. Carmarthenshire has a total of 112 Lower Super Output Areas (LSOAs) and 25 of those Carmarthenshire LSOAs are ranked as being in the 30% most deprived areas in Wales. The majority of these areas (60%) are located in the Llanelli region (15 LSOAs) with 20% in the Amman area (5 LSOAs), 12% in the Gwendraeth area (3 LSOAs) and 8% located in the Carmarthen area (2 LSOAs).
- We have a statutory Socio-Economic Duty to reduce inequalities of socio-economic disadvantage that was introduced in March 2021.
- The COVID-19 Pandemic and current cost of living crises are demonstrating a greater impact on those living in the most deprived communities. We need to better understand and address the factors driving this in order to bring about longer-term change for our residents and communities.

2.3 The Council alone cannot resolve the situation ourselves and it is therefore essential that we work with our local Public Services Board (PSB) partners and stakeholders from the third, community and private sector to remove barriers and enable people help themselves whilst also providing a voice to lobby at a Wales and UK level.

2.4 The Council has identified Tackling Poverty as one of our thematic priorities within the Council Corporate Strategy 2022-27, aligned to the wider Well-being Objective to enable our communities and environment to be healthy, safe and prosperous. In addition, the Carmarthenshire Public Services Board (PSB) has set a specific Well-being Objective to tackle poverty and its impacts as part of its Well-being Plan 2023-28. We will therefore ensure that the Council and PSB partners work collectively to respond to the challenges facing our residents.

2.5 The Council has appointed a dedicated Cabinet Member focused on Tackling Poverty and a cross-party elected member Tackling Poverty Advisory Panel is in place to support and advise the Cabinet Member on their approach with making progress on this agenda. There is a Head of Service level Officer Working Group leading the Council's response to this work and the PSB is due to establish a Task & Finish Group to identify areas of collective action where partners can add value by working together.

2.6 The Council already provides a range of support services aimed at providing advice and guidance to our residents on a range of matters. These services include (but are not limited to):

- Housing support services including tenant support and homelessness prevention
- Revenues and benefits services
- Hwbs and Contact Centre
- Employability schemes
- Education based support services, family support services and supporting people
- Economic recovery schemes and business support.

The Council will continually look at ways to ensure these services are fully integrated and respond to the needs of our residents in a holistic way. We will also ensure greater collaboration between our services and those of external providers in order to ease resident access to relevant support services.

2.7 For this plan we have identified four key areas of focus for this plan. These will be reviewed once the national Child Poverty Strategy is published:

- i. We need to **better understand the challenges** facing our county and use our enhanced understanding to drive our interventions. We will need to look at this across the spectrum of Council and partner services with a focus on key geographical areas (akin to the current programme of work in Tyisha) and population groups who face particular disadvantages.
- ii. We need to **prevent poverty** – there is a strong correlation between being born poor and experiencing a lifetime of poverty and many of the triggers of poverty experienced in childhood and later life are preventable if identified and addressed in a timely manner. Providing early, targeted, and holistic interventions can therefore help reduce the likelihood of poverty occurring in our communities.
- iii. We need to **help people into work** - work is one of the most fundamental and effective means of tackling poverty in all its forms. Work provides income and opportunities for improved health and well-being.

- iv. We need to **improve the lives of people living in poverty** by supporting those in poverty and improving access to help to maintain basic standards of living.

2.8 Welsh Government are currently in the process of engaging stakeholders on the development of a refreshed national Child Poverty Strategy. It is anticipated that this will be published in the next 12-months. The Council is actively engaged in the development of that national Strategy and will review our local plans once it is published.

2.9 However, given the current pressures facing residents in Carmarthenshire we feel it is important and necessary to identify activity the Council will take over the next 12-months to support some of the short-term challenges our residents will face whilst also developing our understanding and response to the medium and longer-term issues. This plan is therefore considered an interim short-term plan that will be fully reviewed once the national Child Poverty Strategy is in place.

2.10 We will embed the Well-being of Future Generations Act five ways of working as we implement the various actions of this plan and we further develop our medium and long-term approach.

5 ways of working	Council approach
<p><b>Collaboration</b> Acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its well-being objectives</p>	Developing understanding across the Council of collaboration opportunities. This will be continually reviewed and developed as part of the One Council approach to this thematic priority.
<p><b>Integration</b> Considering how the public body's well-being objectives may impact upon each of the well-being goals, on their other objectives, or on the objectives of other public bodies</p>	Improving our understand of cross-service impacts and ensuring that our interventions work towards the same goal and objective. Developing greater cross-organisation understanding and response in order to enable holistic service provision to our residents.
<p><b>Involvement</b> The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves</p>	Ensuring those with lived experience of poverty have a leading voice in shaping our approach.
<p><b>Long term focus</b> The importance of balancing short-term needs with the need to safeguard the long term needs</p>	Developing our understanding of the challenges in order to tackle the root causes of poverty and not just address the short-term presenting challenges.
<p><b>Prevention</b> How acting to prevent problems occurring or getting worse may help public bodies meet their objectives</p>	We recognise that early intervention to prevent issues from escalating are central to this agenda. We will work to ensure that the resources available to provide support are used in the most effective and efficient way.

2.11 One of the key areas of focus of this plan is to better understand the challenges facing our County. We have already made progress in this area with the development of a Poverty Profile for Carmarthenshire which will be continually reviewed and updated on

a six-monthly basis. The latest iteration (April 2023) is attached as Appendix 1. We will use this profile as a means to gather, correlate and analyse various data and information sets in order to build the picture of poverty in the County, develop our understanding, identify data gaps and inform our decision making about proposed interventions.

### 3. Action Plan

A lead officer/s have been identified for each of these actions, however it should be noted that all relevant Council services will pro-actively contribute to this work and the Council will engage with other relevant PSB members and other stakeholders in order to make progress.

Priority Area	Key issues	Identified Action	Lead Officer/s	Timescales
Preventing Poverty	<ul style="list-style-type: none"> <li>Plethora of support services available and can be challenging for residents (and staff) to know what and how to access.</li> <li>Cross-referral between services in the Council does not always happen – number of reasons: data protection, lack of awareness, capacity, specialist view to addressing customer needs</li> </ul>	Develop universal support model through Hwb – triage and signpost. This will be in addition to direct access to specialist services already in place	Deina Hockenhull	Approach developed, will be reviewed on an on-going basis
		Develop Council website content and information about support services available and self-referral option	Deina Hockenhull	Content developed, will be reviewed on an on-going basis
		Embed holistic approach to addressing customer needs across all council services by developing means of cross-referral and client management across services – review current best practice i.e. children’s services single referral form	Deina Hockenhull & Gwyneth Ayers	January 2024
		Review current entry points and develop consistent approach and develop road map for customer contact – particular focus on Cllr enquiry process.	Deina Hockenhull, Siân Rees-Harper & Gwyneth Ayers	September 2023
		Identify data protection issues and develop approach for addressing i.e. seeking relevant permissions for sharing data at initial contact with customer	Deina Hockenhull, Siân Rees-Harper & Gwyneth Ayers	September 2023
		Develop internal directory of support services for Council staff (and councillors) – consider use and further development of existing directories such as Dewis	Deina Hockenhull & Siân Rees-Harper	September 2023 & reviewed on

Priority Area	Key issues	Identified Action	Lead Officer/s	Timescales
				an on-going basis
		Develop ways of providing support to pupils and wider families through school support staff – will need to be mindful of resources and capacity	Aeron Rees	September 2023
		Develop communication plan with focus on specific campaigns – linking into national work	Deina Hockenull	Communications plan in place – will be reviewed on an on-going basis
<b>Improving the lives of people living in poverty</b>	<ul style="list-style-type: none"> <li>Public awareness of financial support, and stigma of claiming is still an issue.</li> <li>Pandemic/cost of living has had a harder impact on most deprived areas – need to consider what specific interventions can be provided</li> <li>Digital literacy can be a barrier to accessing support available</li> <li>A number of community groups and organisations also providing support – some very localised, others across the county</li> </ul>	Specific promotion of unclaimed benefits with targeted groups e.g. free school meals; Council Tax Reduction Scheme; Discretionary Housing Payments	Deina Hockenull & Gwyneth Ayers	Communications plan in place – will be reviewed on an on-going basis
		Consider opportunities for outreach support sessions – focusing on 10 rural towns	Deina Hockenull	July 2023
		Review current Council contacts with external groups and organisations and identify ways of improving cross-referral and intelligence sharing about key issues facing Carmarthenshire	Deina Hockenull, Siân Rees-Harper & Gwyneth Ayers	November 2023
		Work with PSB partners to better understand key challenges, identify existing support and gaps for further development	Gwyneth Ayers	September 2023
		Better understand and develop a plan for addressing digital literacy across Carmarthenshire	Gwyneth Ayers	December 2023
<b>Helping people into work</b>	<ul style="list-style-type: none"> <li>A number of different employability programmes</li> </ul>	As new curriculum is introduced, ensure links between schools and RLSP in terms of preparing pupils with future skills and areas for growth in terms of employment/careers	Aeron Rees & Jason Jones	September 2023

Priority Area	Key issues	Identified Action	Lead Officer/s	Timescales
	provided (tend to be grant funded) – good connectivity with certain services but could further develop across the Council. <ul style="list-style-type: none"> <li>In-work poverty an issue but we need to better understand why and how this is affecting our residents.</li> </ul>	Review information and intelligence gathered through employability schemes in relation to local challenges and barriers in getting people into work  To consider new projects/programmes that could be delivered through future funding opportunities	Jason Jones & Gwyneth Ayers  Tackling Poverty Officer Working Group	December 2023  On-going
<b>Better understanding the challenges</b>	<ul style="list-style-type: none"> <li>We need to strip back to focus on who has been most impacted by the pandemic/cost of living crisis, where there is greatest need and to better understand key groups and what support is required/available e.g. the homeless, unemployed, those in need of education or training.</li> <li>Benefit/entitlement take-up – need to better understand current position in order to target future specific cohorts</li> <li>In-work poverty – need to better understand implications and scope</li> <li>Improve use of data and information already held by</li> </ul>	Analysis of research and information relating to COVID/Cost of living community impact – identify key communities/population groups of interest in Carmarthenshire.	Gwyneth Ayers & Rachel Clegg	Reviewed every 6 months
		Research into unclaimed benefits in order to develop targeted campaigns	Gwyneth Ayers & Rachel Clegg	November 2023
		Research into in-work poverty rates in Carmarthenshire and better understand barriers	Gwyneth Ayers & Rachel Clegg	November 2023
		Use intelligence gathered through various consultations undertaken by services to help build the Carmarthenshire picture – tell us once approach	Gwyneth Ayers & Rachel Clegg	Reviewed every 6 months
		Develop understanding on a geographical basis – what are the differences and similarities between different communities. Will support targeted intervention rather than holistic support	Gwyneth Ayers & Rachel Clegg	Reviewed every 6 months
Develop network of data and performance officers across the council (and with other partners) to help build intelligence and the Carmarthenshire picture	Gwyneth Ayers & Rachel Clegg	July 2023		



Priority Area	Key issues	Identified Action	Lead Officer/s	Timescales
	the Council – build a Carmarthenshire picture <ul style="list-style-type: none"> <li>External groups and organisations hold a wealth of information – need to share intelligence to develop a Carmarthenshire picture</li> </ul>			

# **Appendix 1:**

## **Poverty – A Carmarthenshire Perspective**

# Poverty – A Carmarthenshire Perspective

April 2022

Updated: April 2023



[sirgar.llyw.cymru](http://sirgar.llyw.cymru)  
[carmarthenshire.gov.wales](http://carmarthenshire.gov.wales)

## Contents Page

Introduction	1
Poverty Rates	2
Contributory Factors	6
Small Area Picture	12

# Section 1 – Introduction

## 1.1 Purpose and Context

Poverty is considered one of the most acute challenges facing Wales and its constituent local authorities. It is an issue that has been worsening over recent years and is set to worsen even further against a back-drop of rising living costs. The Joseph Rowntree Foundation (JRF) define poverty as;

*‘..not being able to heat your home, pay your rent, or buy the essentials for your children. It means waking up every day facing insecurity, uncertainty and impossible decisions about money. It means facing marginalisation – and even discrimination – because of your financial circumstances.’<sup>1</sup>*

The complexity surrounding poverty means that it transpires differently in various places and for different groups of people. For instance, it is well evidenced that Wales has the highest poverty rates of all the home nations, however, to target interventions based on need it is essential to understand to what degree poverty effects our smaller areas. Through utilising available data and information this report intends to provide a baseline of this for Carmarthenshire and will attempt to address some key questions, specifically:

- Who are the groups most affected by poverty in Carmarthenshire?
- Where is poverty concentrated and why?
- How does rural poverty differ to urban poverty?
- What is the prevalence of child poverty in Carmarthenshire?
- What is the prevalence of in-work poverty in Carmarthenshire?

## 1.2 Process and Methodology

The pandemic brought with it many challenges, not least with regards to data collection. There are instances in this report where reference is made to data for 2021 and onwards. This data will be based on information collected during the height of the pandemic and should therefore be interpreted with caution. This is especially pertinent in relation to data on child poverty.

The lack of a single best measurement for poverty adds a further layer of complexity to truly understanding what it means and what it looks like. With this in mind, this work draws on a number of different data sources in order to build as representative a picture as possible, these include (but are not limited to):

- Department for Work and Pensions (DWP) – [Households below average income statistics](#)
- [CACI Paycheck data](#)
- [Annual Population Survey](#)
- [Census 2021](#)

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<sup>1</sup> [What is poverty? | JRF](#)

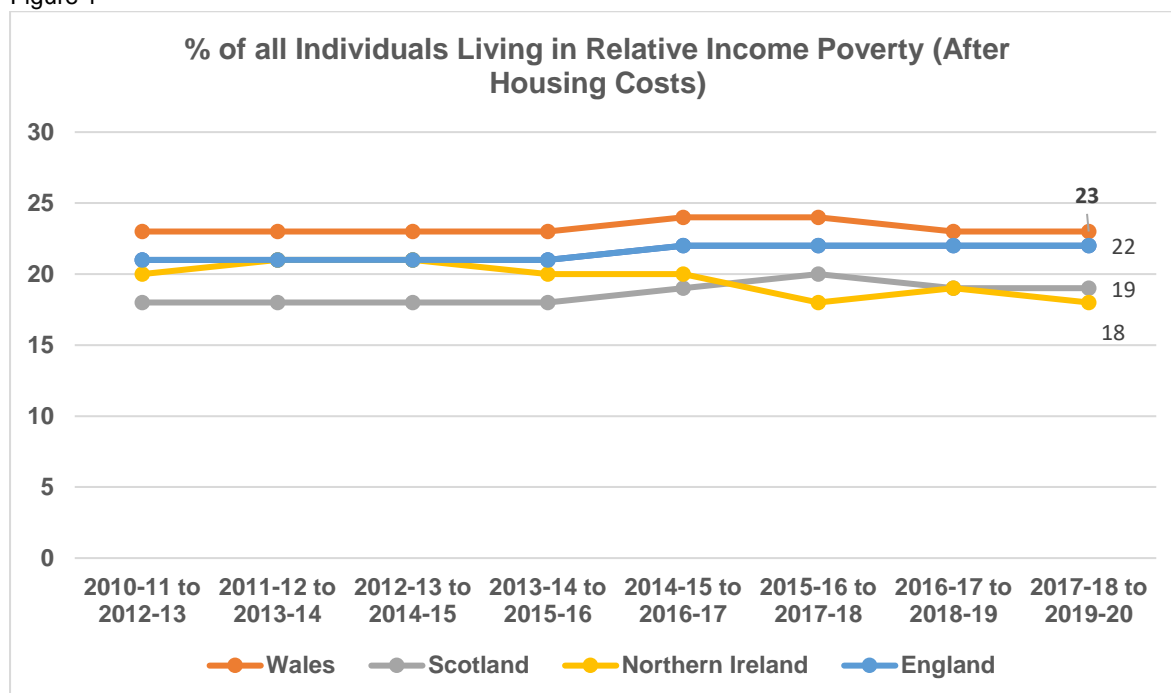
## Section 2 – Poverty Rates

### 2.1 Over-all Relative Poverty Rates

Relative poverty can be defined as whereby total household earnings are less than 60% of the national median income.<sup>2</sup>

Data shows that between 2017-18 and 2019-20, 23% of all people in Wales were living in relative income poverty, the highest level of all the home nations. The figure has been relatively stable over the last 15 years which suggests that further interventions (in addition to those in existence) may be required to lift people out of poverty or reduce the risk of them falling into poverty in the first place. A trend analysis of how this rate has changed over time is provided below in figure 1 against home nation comparators.<sup>3</sup>

Figure 1



#### 2.1.1 Carmarthenshire Poverty Rates

At a household level the most recently available paycheck data suggests that 34.5% of all households in Carmarthenshire are living in poverty<sup>4</sup>, this translates to around 28,730 households. This is a slight decrease of 1.1% since last year which mirrors trends seen nationally. It is thought that this is largely to do with the time period covered by the data which coincides with the pandemic.

Whilst this is the case Carmarthenshire still exhibits the 8<sup>th</sup> highest level of all local authorities in Wales and poverty levels remain higher than the Welsh average by 1.1%.

<sup>2</sup> As at 2022 60% of national median income was £22,020

<sup>3</sup> [Relative income poverty: April 2019 to March 2020 | GOV.WALES](#)

<sup>4</sup> Household income totals less than 60% of the GB median income

## 2.2 Child Poverty Rates

Children are consistently the age group most likely to be in relative income poverty; this is true across all four UK nations. Data for 2019/20 indicated that 31.3% of children in Carmarthenshire were living in poverty, compared with 30.6% at a Wales level.

The latest data for 2021 estimates that 34% of children in Wales are living in poverty, a percentage point increase of 4.8 over the last five years. This is compared to an UK level of 27%. The figures for Carmarthenshire show a 4.7 percentage point increase over the same time period, with 34.6% of children living in poverty.<sup>5</sup> This translates to around 11,247 children. This is the 12<sup>th</sup> highest level of all local authorities in Wales and the joint sixth highest rate of change over the last five years.<sup>6</sup>

As expected, the largest proportion of children living in poverty live in workless households. However, more concerning is the increasing rate at which children living in working households are living in poverty. At a Wales level the risk of a child being in poverty in a household whereby all adults are in work is 17%. This is an increase of 5 percentage points from 12% over the last ten years.<sup>7</sup>

### 2.2.1 Free School Meal Eligibility

Free school meal eligibility has increased markedly in Carmarthenshire from 15% in academic years 2017/18 to 22% in academic years 2021/22. This is 2% above the same figure for South West and Mid Wales and 1% higher than the Welsh figure. When compared with other local authorities in Wales, Carmarthenshire has seen the sixth highest percentage increase on 2017/18 levels at 49%.<sup>8</sup>

## 2.3 In-work Poverty

Whilst it is well evidenced that being in paid employment reduces the risk of poverty compared to being in a workless household, trend data indicates that levels of what is termed as 'in-work' poverty are rising. For context, the risk of being in poverty for working age adults living in a household where all adults work has increased by 2 percentage points between 2010 and 2020.<sup>9</sup> This is indicated in figure 2 below.

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<sup>5</sup> [Child-Poverty-AHC-estimates-2015-2021-FINAL.xlsx \(live.com\)](#)

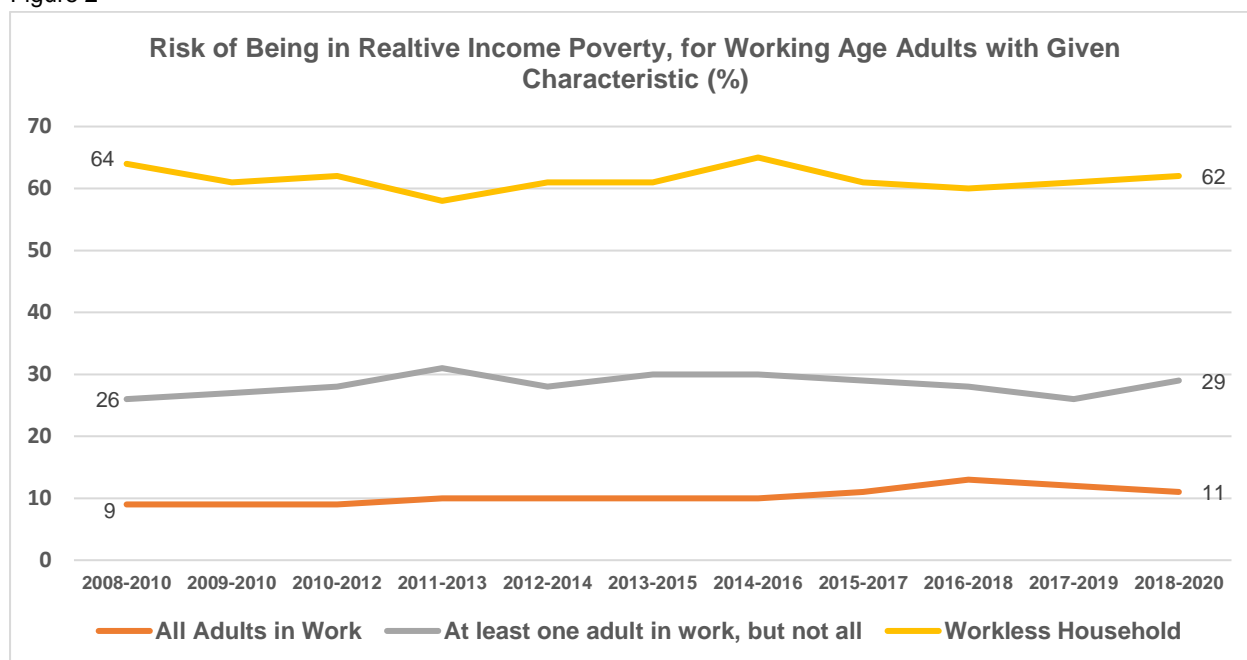
<sup>6</sup> The HBAI figures for 2020/21 are less reliable than earlier years due to sampling issues related to the pandemic. This should be kept in mind when interpreting the statistics

<sup>7</sup> <https://stats.wales.gov.wales/Catalogue/Community-Safety-and-Social-Inclusion/Poverty/childreninrelativeincomepoverty-by-economicstatusofhousehold>

<sup>8</sup> [Pupils eligible for free school meals by local authority, region and year \(gov.wales\)](#)

<sup>9</sup> [Working age adults in relative income poverty by economic status of household \(gov.wales\)](#)

Figure 2



Further evidence shows that the risk of poverty is higher for disabled workers, BAME workers, single parents and families with children. Falling benefit incomes and rising living costs continue to pull low-income working families into poverty.<sup>10</sup>

Job quality (remuneration), job quantity (labour market participation of household members) and household expenditure (cost of dependents) are some of the contributory factors to in-work poverty.<sup>11</sup> This is substantiated in figure 2<sup>12</sup> which indicates that households with one or more person in full time employment has the lowest risk of being in income poverty.

The reasons for in-work poverty are explored further in section 3.

! There is a lack of data available at a Carmarthenshire level for this measure.

## 2.4 Pensioners in Poverty

The most recent data indicates that 18% of pensioners in Wales are living in poverty, translating to nearly 1 in 5 people. This figure has increased by 4 percentage points over a ten-year period to 2020-2022.<sup>13</sup>

Increasing rates are thought in part to be due to individuals entering retirement with insufficient savings or earnings. This is made worse by the rising cost of living, compounded by the fact that pensioners have very little opportunity to increase their income to counteract these effects. Evidence also indicates that pensioners are least likely to check what benefits they are entitled to, this is explored further in section 3.

! There is a lack of data available at a Carmarthenshire level for this measure.

<sup>10</sup> [UK Poverty 2019/20: Work | JRF](#)

<sup>11</sup> [Hick and Lanau In-Work Poverty in the UK.pdf \(nuffieldfoundation.org\)](#)

<sup>12</sup> [Working age adults in relative income poverty by type of employment \(gov.wales\)](#)

<sup>13</sup> [Pensioners in relative income poverty by age of the head of household \(gov.wales\)](#)



## 2.5 Poverty by Tenure

At a Wales level, the risk of being in poverty is highest for social renters (47%). This is driven by rising housing costs and low incomes. This is followed by a risk of 34% for private renters and 13% for households that are owner occupied.<sup>14</sup>

In Carmarthenshire 29.2% of households are social or privately rented, which is less than national averages. More people in the county (43.6%) own their home outright when compared with national figures which sit at 38% in Wales and 32.8% in England and Wales.<sup>15</sup>

## 2.6 Homelessness

There are many reasons individuals may become homeless, however a lack of affordable housing and poverty are examples of some of the main contributory factors.

At a Wales level the numbers of households unintentionally homeless and in priority need has been increasing year on year, from a rate of 17 per 10,000 households in 2017/18 to 30 in 2021/22. However, rates for the same measure are significantly higher in Carmarthenshire and have been rising at a quicker rate. The rate for 2021/22 was 65 per 10,000 households an increase of 225% since 2017/18, compared to an increase of 76% at a Wales level.<sup>16</sup>

Whilst it would fair to attribute some of this increase to the extended requirements imposed by Welsh Government during the pandemic to accept a homeless duty to all households, the increases for Carmarthenshire seem disproportionately higher. For Carmarthenshire, these changes resulted in an increase in presentations by single and family group households,<sup>17</sup> a trend which arguably would have been exhibited across Wales due to the far-reaching effects of the pandemic.

Figures from The Samaritans suggest there is potential for 1.7 million people to be pushed into homelessness this year, with the cost-of-living crisis more likely to affect low-income homes. It was predicted that an average of 133% of income would have been needed for rent, food and energy by January 2023. This inevitably leads to a drop in living standards and therefore creates a greater risk for homelessness.<sup>18</sup>

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<sup>14</sup> [People in relative income poverty by tenure type \(gov.wales\)](#)

<sup>15</sup> Census 2021

<sup>16</sup> [Households eligible for homelessness assistance and in priority need by Area and Measure \(Section 75\) \(gov.wales\)](#)

<sup>17</sup> Carmarthenshire County Council

<sup>18</sup> [Reasons for Homelessness | Why is homelessness increasing? \(connection-at-stmartins.org.uk\)](#)

## Section 3 – Contributory Factors

There is not one definitive reason as to why individuals find themselves living in poverty or why an area may be more acutely affected, rather a plethora of issues culminate in creating an ecosystem where poverty can embed and thrive.

The possible most pertinent contributory factors to these rising rates are explored further below.

### 3.1 Rising Cost of Living

A consultation conducted with Carmarthenshire residents in late 2022 indicated that the cost-of-living crisis was one of the main challenges being faced by most respondents<sup>19</sup> and their families at the time of survey.

To put this into context according to the Office for National Statistics the rate of inflation for the UK currently sits at 8.9%. This means that the average person is currently spending 8.9% more on the same products in comparison to 12 months ago.<sup>20</sup>

Most concerning is the fact that the two highest categories for inflation can be considered essential to achieving a healthy standard of living. These include:

- Food and non-alcoholic beverages (19.2%)

Food prices are rising at their fastest rate for 45 years. Whilst affects will be more acutely felt by low-income households, this is likely to push households who are just getting by below the poverty line. This places households in a position whereby difficult decisions have to be made with regards to spending as it becomes more challenging to maintain living standards.

Demand for emergency food parcels in Wales has reached record highs, with the Trussel Trust indicating that they provided 185,230 parcels to those in need between April 2022 and March 2023. This is a 41% increase on figures for the previous year. 69,683 were provided for families with children, accounting for 38% of the total parcels distributed.<sup>21</sup>

At a Carmarthenshire level, since 2017-2018 demand for emergency food parcels from the Trussell Trust has increased by 40%. The most recent figures indicate that 11,758 food parcels were distributed between April 2022 and March 2023. 39% of these parcels were for children. The number of distribution centres has also doubled from 4 to 8.<sup>22</sup>

According to the Joseph Rowntree Foundation on a UK level 2.9 million individuals in poverty face food insecurity, meaning they cannot access enough food or a varied and nutritious diet. This translates to 20% of people in poverty being food insecure, with around 26% of children in poverty facing this food insecurity. Only 4% of those not in poverty are food insecure.

Food insecurity can have major effects on people's health which in turn places increased pressure on an already pressurised healthcare system.<sup>23</sup>

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<sup>19</sup> 2,195 respondents

<sup>20</sup> [Inflation dashboard - Data Cymru](#)

<sup>21</sup> [Microsoft Word - EYS Wales Factsheet 2022-23 - FINAL \(trusselltrust.org\)](#)

<sup>22</sup> Trussel Trust – End of Year Statistics

<sup>23</sup> <https://www.financialfairness.org.uk/docs?editionId=13680f09-11bd-4bd0-9a11-028152543b8d>

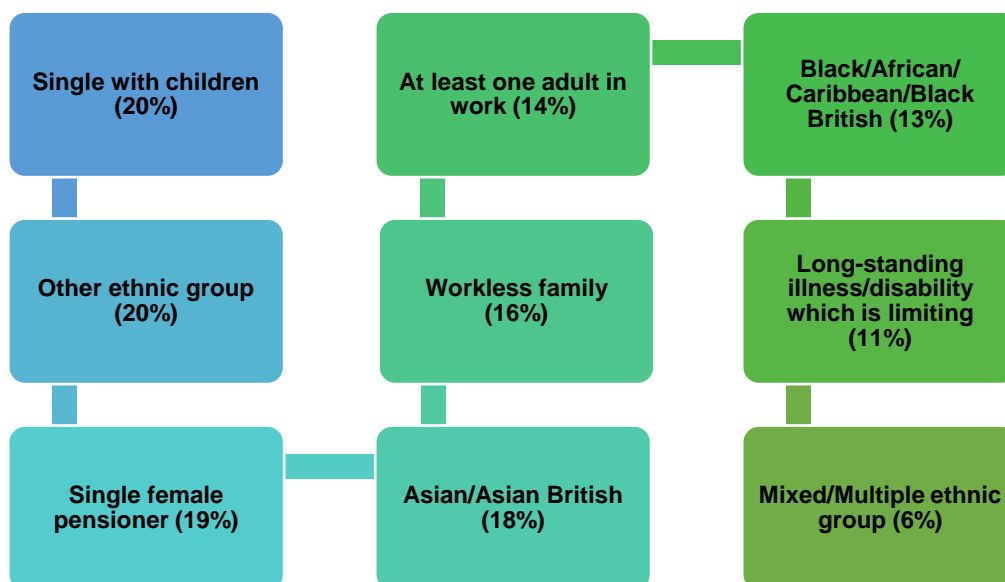
- Housing, water, electricity, gas and other fuels (11.6%)

According to the ONS private rental prices paid by tenants in the UK increased by 4.4% in the 12 months to January 2023, representing the largest annual percentage change since January 2016.<sup>24</sup> In Wales, private rental prices increased by 3.9% in the 12 months to January 2023. This is up from an increase of 3.5% in December 2022 and is the highest annual percentage change since this Wales series began in January 2010.<sup>25</sup>

In addition, on a UK wide scale 12 million people report a decline in their ability to keep their homes warm and comfortable. According to the Financial Fairness report 2022, 44% of people are beginning to struggle to heat their homes.<sup>26</sup> However, in Wales the Bevan Foundation reports 57% of people are having to cut back on their heating, electricity and/or water.

### 3.2 Proportion of Groups Most at Risk

Income dynamics data published by DWP provide an indication of the groups that are most likely to be in persistent low income at an UK level. A visual of this is provided below<sup>27</sup>:



Since low income is one of the primary contributory factors of poverty, utilising this data and placing it in a Carmarthenshire context provides an indication of where and which type of poverty might be most prevalent in the County.

The data in table 1 below indicates that Carmarthenshire is home to an above average level of several of the family types at most risk of being in poverty (highlighted in Red in the table). These include:

- Lone parents,
- Single pensioners,
- Pensioner households (i.e. a pensioner couple),
- Those with long-term limiting health conditions or disabilities,

<sup>24</sup> First time data was collected at UK level

<sup>25</sup> [Index of Private Housing Rental Prices, UK - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk)

<sup>26</sup> <https://www.financialfairness.org.uk/docs?editionId=13680f09-11bd-4bd0-9a11-028152543b8d>

<sup>27</sup> % of population groups in persistent low income (before housing costs) UK <https://www.gov.uk/government/statistics/income-dynamics-2010-to-2020>

- Workless households.

The above average presence of these groups within the County may provide an indication as to where poverty is concentrated and therefore where and which interventions should be prioritised. This is explored further at ward level in Section 4.

Table 1

Family Type	Sub-type	Carmarthenshire		Wales		England and Wales	
		Figure	%	Figure	%	Figure	%
<b>Single with children (2011)</b>	Lone parents in part-time employment	1,914	32.2%	32,694	33.5%	555,483	33.4%
	Lone parents in full-time employment	1,662	28.0%	24,341	25.0%	432,214	26.0%
	Not in employment	2,363	39.8%	40,489	41.5%	674,508	40.6%
<b>One Person Household (of pensioner age)</b>	Aged 66 and over	12,569	15.4%	196,056	14.6%	3,197,845	12.9%
<b>Single Family Household (where all inhabitants are of pensioner age)</b>	All aged 66 and over	9,525	11.6%	138,010	10.2%	2,283,288	9.2%
<b>Ethnic Group</b>	Mixed/Multiple Ethnic Group	1,756	0.9%	48,598	1.6%	1,717,976	2.9%
	Asian/Asian British/Asian Welsh	2,321	1.2%	89,028	2.9%	5,515,420	9.3%
	Black/Black British/ Black Welsh/African/Caribbean	455	0.2%	27,554	0.9%	2,409,278	4.0%
	Any other Ethnic Group	714	0.4%	26,466	0.9%	1,255,619	2.1%
<b>Health</b>	Day to Day Activities Limited a Lot	21,255	11.3%	319,406	10.3%	4,459,763	7.5%
	Day today Activities Limited a Little	21,897	11.7%	350,860	11.3%	5,985,013	10.0%
	Long-term sick or disabled	9,710	6.2%	151,321	5.9%	2,025,621	4.2%
<b>Work</b>	Workless Households	11,600	21.2%	157,700	17%	(GB) 2,866,800	14%

### 3.3 Earnings

The most recent statistics for 2021 indicate that Wales' average gross weekly earnings is £603.50 which is significantly lower than the GB average of £642.20<sup>28</sup>. In Carmarthenshire, the average weekly wage is £623.40, higher than the average for Wales but still noticeably lower than the GB average. Earnings have a direct effect on a person's life, impacting every decision that is made. This becomes particularly difficult if a person's earnings do not allow them to meet their basic needs and made worse if wage growth does not coincide with the rate of inflation, the effects of which many are facing right now.

<sup>28</sup> [Average \(median\) gross weekly earnings by UK country - English region and year \(£\) \(gov.wales\)](https://gov.wales)

These lower than average wages are directly related to where employment is concentrated in Wales and its smaller areas, with more people on average working in occupational areas which tend to offer lower pay and less secure employment. This is depicted in table 2 below, which clearly shows that both Carmarthenshire averages exceed GB averages in major groups 8 and 9 and 6 and 7. Conversely, averages are significantly lower for occupational groups 1-3 where wages tend to be higher and the employment more secure.

Table 2 – Employment by Occupation 2021 -2022<sup>29</sup>

<b>Occupational Group</b>	<b>Carmarthenshire (%)</b>	<b>Wales (%)</b>	<b>GB (%)</b>
<b>Major Group 1-3</b>	<b>41.3</b>	<b>45.9</b>	<b>51.6</b>
1. Managers, Directors & Senior Officials	7.7	8.5	10.5
2. Professional Occupations	20.3	22.4	26.0
3. Associate Professional & Technical	13.2	14.9	14.9
<b>Major Group 4-5</b>	<b>24.5</b>	<b>20.8</b>	<b>18.8</b>
4. Administrative & Secretarial	10.7	9.9	10.1
5. Skilled Trades Occupations	13.8	10.8	8.6
<b>Major Group 6-7</b>	<b>18.6</b>	<b>16.1</b>	<b>14.5</b>
6. Caring, Leisure & Other Service Occupations	10.7	8.9	8.0
7. Sales & Customer Service Occupations	7.9	7.1	6.5
<b>Major Group 8-9</b>	<b>15.6</b>	<b>17.2</b>	<b>15.1</b>
8. Process, Plant & Machine Operatives	7.0	6.3	5.5
9. Elementary Occupations	8.5	10.9	9.5

### 3.4 The Benefits System

The benefits system in Wales is administered as part of a Great Britain wide social security system with powers reserved to UK Central Government. However, there are socio-economic and demographic challenges unique to Wales which inevitably place different pressures on the system.<sup>30</sup>

Whilst the unemployment rate in Wales is lower than the UK, Wales has a higher proportion of people who are long-term unemployed. For example, the most recent data indicates that 65% of individuals in Carmarthenshire claiming Job Seekers Allowance have been doing so for over 12 months. This is compared to 58% at a Wales level.<sup>31</sup>

In addition, Wales has the highest rate of disability among the UK nations and an older population. These characteristics bring with them a unique set of challenges which suggests that a 'one size fits all' approach to welfare policy is not necessarily fit for purpose.

The pandemic placed unprecedented pressure on the UK's social security system. One of the most notable changes made at this time was the UK Government's temporary increased support for benefit claimants with the '£20 uplift' to Universal Credit, which was supported by an increase to the Local Housing Allowance. As noted previously it is thought that this uplift was one contributory factor to the reduction in recent poverty rates, however experts believe that these improvements will be brief given that the uplift has now been removed.

<sup>29</sup> ONS – Annual Population Survey

<sup>30</sup> [The Benefits System in Wales \(parliament.uk\)](https://www.parliament.uk/research-and-factsheets/2022-08-10-the-benefits-system-in-wales)

<sup>31</sup> ONS – JSA Claimants by Duration (August 2022)

These measures were hailed a 'lifeline' by many organisations working directly with those in receipt of this uplift. However, these measures have since been removed in a time where the UK is facing a cost-of-living crisis. For context, in April 2022, benefits increased by 3.1% when inflation was much higher. In real terms, this means that April 2022 saw the most significant fall in the value of the basic rate of unemployment benefits since 1972, when annual uprating began.<sup>32</sup>

Positively, from April 2023 benefits and the benefit cap will increase in line with inflation. However, it is important to note that Local Housing Allowance remains frozen and the basic rate of benefits is low.

In addition, further elements of the current benefits system are thought to increase the likelihood of poverty and should be addressed, these include:

- The two-child limit in income related benefits,
- The benefit cap (the maximum amount of benefit someone out of work can receive in benefits),
- The five-week wait for a first Universal Credit payment,
- Unaffordable debt deductions from benefits,
- Local Housing Allowance rates breaking the link between housing costs and benefits.<sup>33</sup>

### 3.5 Benefit Entitlement and Take-up

At a UK level it is thought that 7.1 million people are missing out on £15.1 billion of benefits, increasing their risk of being pushed into financial hardship or even poverty.<sup>34</sup> Benefit entitlement and subsequent take-up is a contributing factor to this with the most cited barriers reported being institutional stigma, cultural shame and the perceived negative media representation of benefit claimants.<sup>35</sup>

UK level research conducted by Turn2Us in 2021 concluded that 45% of people have never checked what benefits they may be entitled to. More concerning is that proportionately pensioners are least likely to check, with 63% of this cohort having never checked. They are also least likely to claim the benefits they have a right to, with 1 in 3 missing out on Pension Credit. This is a more pertinent issue for Carmarthenshire as the county is home to an above average number of individuals aged over 65 (24%), compared with 21% at a Wales level and 18.6% at an UK level.<sup>36</sup> Ensuring therefore that pensioners are supported to access the support that they are entitled to could go some way to reducing the increasing pensioner poverty rate evident.

The Welsh Government's [Child Poverty: Income Maximisation Plan](#) is aiming to address the complexity surrounding benefit entitlement and take up in which one of the strategic objectives is to ensure families in Wales are supported to claim all the financial support they are entitled to. Pockets of good practice have been identified across Wales with regards to simplifying application processes for local authority administered benefits, however there is recognition that more work needs to be done to reduce the barriers that local authorities face in streamlining application processes, these include:

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<sup>32</sup> <https://www.jrf.org.uk/report/uk-poverty-2023>

<sup>33</sup> [UK Poverty 2023: The essential guide to understanding poverty in the UK | JRF](#)

<sup>34</sup> [£15bn of benefits unclaimed last year - Your Money](#)

<sup>35</sup> Turn2Us 2021

<sup>36</sup> [Population estimates by local authority and age \(gov.wales\)](#)

- Issues linked with systems/IT infrastructure,
- The need for a common set of data sharing protocols,
- Limitations or differing interpretations of current legislation.<sup>37</sup>

### 3.6 Rising Childcare Costs

Evidence indicates that the rising costs of childcare act as a barrier for many individuals looking to find employment or to return to their substantive employment.

This is substantiated by the income dynamics data provided earlier which suggests that 20% of single people with children and 18% of workless families are likely to be in persistent low income.

The cost of childcare has been increasing steadily year on year for over twenty years and the availability of childcare is decreasing. The Childcare Survey<sup>38</sup> conducted by Coram Family and Childcare indicates that:

- *5.6% rise in cost since 2022, for a part time childcare place for under 2's in a nursery in Great Britain. In Wales, this has increased by 2.8%.*
- *Some working parents of three and four year olds in England and Wales are eligible for 30 hours of funded childcare a week during term time. If they need to pay for 20 extra hours to take this up to a full time place (50 hours a week) the average weekly price in a nursery is £117.60 in England and £98.79 in Wales.*
- *In Wales, there are still some gaps in availability, with no local authorities reporting enough childcare right across the borough for disabled children, parents working atypical hours and families living in rural areas.*<sup>39</sup>

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<sup>37</sup> [Simplifying application processes for local authority administered benefits: best practice toolkit \[HTML\] | GOV.WALES](#)

<sup>38</sup> A survey of local authorities in England and Wales conducted between November 2021 and February 2022

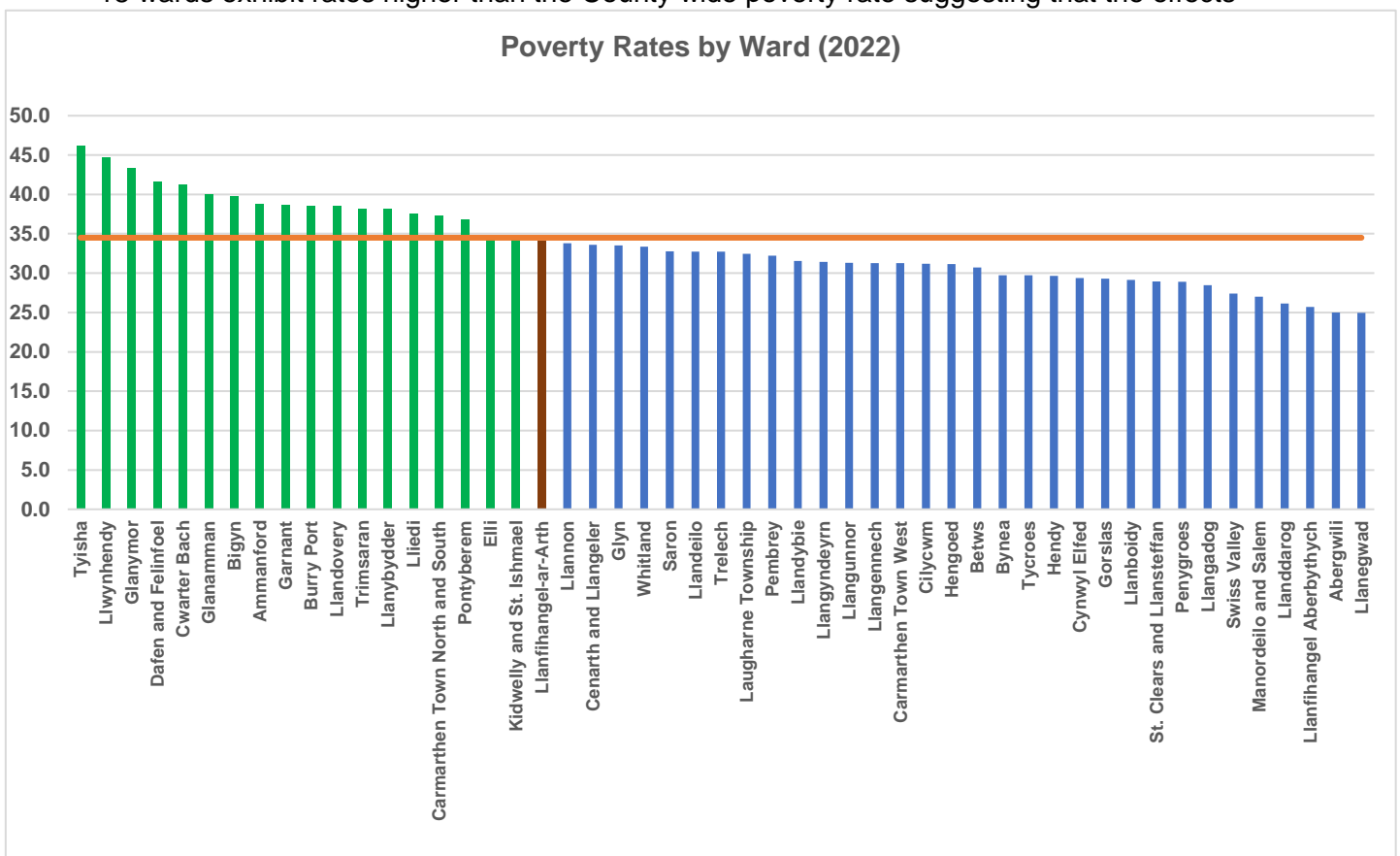
<sup>39</sup> [Childcare Survey 2023 Coram Family and Childcare.pdf \(familyandchildcaretrust.org\)](#)

## Section 4 – Small Area Picture

### 4.1 Overall Rates

As stated in section 2, 34.5% of households in Carmarthenshire are considered to be living in poverty owing to the fact that their total household incomes are below 60% of the median income for GB.

Figure 3 below provides an indication of the poverty rates for Carmarthenshire's 51 wards. 18 wards exhibit rates higher than the County wide poverty rate suggesting that the effects



of poverty are possibly more acute in these areas than others. These are coloured in Green.

**Figure 3**

As noted in the chart, the wards which exhibit the highest levels of poverty are:

Tyisha, Llwynhendy, Glanymor, Dafen and Felinfoel, Cwarter Bach, Glanamman, Bigyn, Ammanford, Garnant, Burry Port, Llandoverly, Trimsaran, Llanybydder, Lliedi, Carmarthen Town North and South, Pontyberem, Elli and Kidwelly and St Ishmael.



## 4.2 Ward Analysis by Key Characteristics

Table 3 below provides an indication of which wards are in the upper quartile<sup>40</sup> or (highest 25%) for a particular characteristic. In other words, the wards home to the highest proportion of the population with a given characteristic. The characteristics referenced are aligned to the population groups identified as at most risk of being in persistent low income (as previously indicated in section 3 under 3.2). The data has been derived from the most recent Census and provides an indication of the demography of each ward. Placing this in the context of poverty allows us to gain a more informed understanding of why certain wards are seemingly affected by poverty more acutely than others.

This will help to target interventions by area of need and by population group in most need.

A shaded box denotes that the respective ward appears in the upper quartile for that characteristic. The wards are ranked in the table in order of highest poverty rate to lowest poverty rate.

Table 3

Ward	Characteristic					
	1 person disabled under the Equality Act in Household	Unemployed	Lone Parent (Not Working)	Couple with Dependent Children (Not Working)	Bad or Very Bad Health	Single Person Household (Aged 66+)
Tyisha						
Llwynhendy						
Glanymor						
Dafen and Felinfoel						
Cwarter Bach						
Glanamman						
Bigyn						
Ammanford						
Garnant						
Burry Port						
Llandovery						
Trimsaran						
Llanybydder						
Lliedi						
Carmarthen Town North and South						
Pontyberem						
Elli						
Kidwelly and St. Ishmael						
Llanfihangel-ar-Arth						

<sup>40</sup> Quartiles are used to split a set of data into four equal parts or quarters. It allows for the comparison of data and reduces the effect of outliers.

Llannon						
Cenarth and Llangeler						
Glyn						
Whitland						
Saron						
Llandeilo						
Trelech						
Laugharne Township						
Pembrey						
Llandybie						
Llangyndeyrn						
Llangunnor						
Llangennech						
Carmarthen Town West						
Cilycwm						
Hengoed						
Betws						
Bynea						
Tycroes						
Hendy						
Cynwyl Elfed						
Gorslas						
Llanboidy						
St. Clears and Llansteffan						
Penygroes						
Llangadog						
Swiss Valley						
Manordeilo and Salem						
Llanddarog						
Llanfihangel Aberbythych						
Abergwili						
Llanegwad						

As would be expected, the wards with the highest poverty rates are generally home to larger proportions of people identifying with the characteristics noted in the table. There appears to be a correlation between higher poverty rates (those wards at the top of the table) and a ward being in the upper quartile for multiple population groups. This suggests that the premise of a range of factors culminating in creating an environment where poverty can embed and thrive is likely.

## Cabinet 19.06.23

<b>Subject</b>  <h3 style="text-align: center;">Model Teachers' Pay Policy 2022/23</h3>								
<b>Recommendations / key decisions required:</b> <p>To endorse the Model Teachers' Pay Policy 2022/23 prior to circulation to schools for formal adoption by their Governing Bodies.</p>								
<b>Reasons:</b> <p>In order to comply with the requirements of the School Teachers Pay and Conditions (Wales) Document 2022, which requires every school to have a pay policy setting out how pay decisions are taken.</p>								
<table style="width: 100%; border: none;"> <tr> <td style="width: 30%; border: none;">Cabinet Decision Required</td> <td style="width: 30%; border: none; text-align: center;">YES</td> <td style="width: 40%; border: none;"></td> </tr> <tr> <td style="border: none;">Council Decision Required</td> <td style="border: none; text-align: center;">NO</td> <td style="border: none;"></td> </tr> </table>			Cabinet Decision Required	YES		Council Decision Required	NO	
Cabinet Decision Required	YES							
Council Decision Required	NO							
<b>CABINET MEMBER PORTFOLIO HOLDER:-</b> Cllr. Philip Hughes & Cllr. Glynog Davies								
<b>Directorate:</b> Chief Executive's Education & Children's Services  <b>Name of Head of Service:</b> Paul R. Thomas Gareth Morgans  <b>Report Author:</b> Julie Stuart	<b>Designations:</b>   Assistant Chief Executive Director of Education & Children's Services   Senior HR Business Partner	<b>Tel:</b> <b>Email addresses:</b>   <a href="mailto:PRThomas@sirgar.gov.uk">PRThomas@sirgar.gov.uk</a> <a href="mailto:EDGMorgans@sirgar.gov.uk">EDGMorgans@sirgar.gov.uk</a>   <a href="mailto:JStuart@sirgar.gov.uk">JStuart@sirgar.gov.uk</a>						

**EXECUTIVE SUMMARY  
CABINET  
19.06.23**

**SUBJECT**

**Model Teachers' Pay Policy 2022/23**

**1. BRIEF SUMMARY OF PURPOSE OF REPORT.**

The Model Teachers' Pay Policy has been updated to reflect September 2022 pay award as detailed in the School Teachers' Pay and Conditions (Wales) Document 2022.

Other changes include the revision of the pro-rata principle for TLR 1 and 2 allowances; and the additional Bank Holidays on Monday 19<sup>th</sup> September 2022 to mark the funeral of Her Majesty Queen Elizabeth; and Monday, 8<sup>th</sup> May 2023 to mark the coronation of His Majesty King Charles III; which means that Teachers must be available to work for 193 days / 1258.5 hours instead of the usual 195 days.

Further changes made to the document to reflect the recent increased pay offer (including the non-consolidated element).

**DETAILED REPORT ATTACHED?**

**YES**

# IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report:

Signed: **P R Thomas, Assistant Chief Executive – People Management**

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
<b>YES</b>	<b>YES</b>	<b>YES</b>	<b>NONE</b>	<b>YES</b>	<b>YES</b>	<b>NONE</b>

## 1. Policy, Crime & Disorder and Equalities

The Pay Policy will form part of the Schools policy framework.

## 2. Legal

The Model Teachers' Pay Policy has been updated to reflect legislative changes introduced by the School Teachers Pay and Conditions (Wales) Document 2022.

## 3. Finance

The pay award spans 2022/23 and 2023/24 financial years.

- For 2022/23, school budgets were set on the basis of a 4% increase. Welsh Government have provided grant funding which is expected to fully provide for the increased offer from 5% to 6.5% and for the 1.5% non-consolidated amount, thus leaving school budgets with a shortfall of 1% for the period September 2022-March 2023. Cabinet agreed to provide this funding to schools delegated budgets at its meeting of 27 March 2023.
- For 2023/24, the 1% shortfall above has been corrected in school delegated budget.

## 5. Risk Management Issues

The School Teachers Pay and Conditions Document places a statutory requirement for all School Governing Bodies to adopt a Pay Policy annually, which reflects changes to the document and outlines how pay decisions are made.

## 6. Staffing Implications

This policy applies to all School Teachers including those on the Leadership Scale.

The HR Team will provide advice and guidance to schools on the application of the Model Teachers' Pay Policy 2022/23 as required

## CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed: P.R. Thomas

Assistant Chief Executive (People Management)

(Please specify the outcomes of consultations undertaken where they arise against the following headings)

<b>1. Scrutiny Committee request for pre-determination</b>	NO
<b>If yes include the following information: -</b>	
<b>Scrutiny Committee</b>	
<b>Date the report was considered:-</b>	
<b>Scrutiny Committee Outcome/Recommendations:-</b>	

### 2. Local Member(s)

None

### 3. Community / Town Council

Not Applicable

### 4. Relevant Partners

Not Applicable

### 5. Staff Side Representatives and other Organisations

Consulted with Teachers Trade Unions via the Regional (Partneriaeth) Trade Union Forum; and local representatives of the same Teachers Trade Unions via the Education & Children's Services Employee Relations Forum (ERF) on 23<sup>rd</sup> March 2023.

<b>CABINET MEMBER PORTFOLIO HOLDER(S) AWARE/CONSULTED</b>  YES	<b>Include any observations here</b>
<b>Section 100D Local Government Act, 1972 – Access to Information List of Background Papers used in the preparation of this report:</b>  <b>THERE ARE NONE</b>	

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# **Model Teachers' Pay Policy 2022/2023**

<b>DOCUMENT CONTROL</b>	
<b>Policy Name</b>	Teachers' Pay Policy 2022/23
<b>Department</b>	Human Resources
<b>Reviewing Officers</b>	Partneriaeth HR Group on behalf of the 3 constituent Local Authorities
<b>CONSULTATION PROCESS</b>	
<p>The following Trade Unions have been consulted in respect of this Policy:</p> <ul style="list-style-type: none"><li>• ASCL</li><li>• NAHT</li><li>• NASUWT</li><li>• NEU</li><li>• UCAC</li></ul>	

## MODEL TEACHERS' PAY POLICY 2022/23

The Governing Body of \_\_\_\_\_ School  
formally adopted this Policy on \_\_\_\_\_ .

### TABLE OF CONTENTS

1.	Introduction	4
2.	Statement of Intent	4
3.	Equalities	4
4.	Job Descriptions	5
5.	Appraisal	5
6.	Governing Body's Obligations	5
7.	Headteacher's Obligations	5
8.	Teachers' Obligations	6
9.	Differentials	6
10.	Safeguarding	6
11.	Capability and Pay Progression	6
12.	Pay Determination	7
13.	Headteacher Pay	7
14.	Deputy / Assistant Headteacher Pay	8
15.	Pay Progression for Leadership Group Members	9
16.	Classroom Teacher Pay	10
17.	Applications to be paid on the Upper Pay Range	12
18.	Leading Practitioner Role	14
19.	Unqualified Teachers	15
20.	Discretionary Allowances and Payments	16
21.	Part-Time Teachers' Pay and Time Calculations	19
22.	Teachers Employed on a Short Notice Basis (Supply)	19
23.	Non-Consolidated Lump Sum Payment for 2022/23	19
Appendix 1:	2022/23 Pay Ranges	20
Appendix 2:	Annual Teachers' Pay Review Statement	24
Appendix 3:	Upper Pay Range Progression Criteria	25
Appendix 4:	Upper Pay Range Application Form	26
Appendix 5:	Flowchart of Pay Review Process	27
Appendix 6:	Leadership Group Salaries Guidance	28
Appendix 7:	Leadership Group Annual Review Form	36
Appendix 8:	Pay Appeals Process	37
Appendix 9:	Part-Time Teachers' Pay and Time Calculations	40
Appendix 10:	School Staffing Structure	41

**1. INTRODUCTION**

- 1.1. This Pay Policy provides a framework for making decisions on Teachers' pay. It has been developed to comply with the requirements of the School Teachers Pay and Conditions (Wales) Document (STPC(W)D) and has been subject to consultation with all recognised Teaching Associations.
- 1.2. This pay policy only applies to those directly employed by Local Authorities and does not apply to anyone employed via an agency.

**2. STATEMENT OF INTENT**

- 2.1. The primary statutory duty of Governing Bodies in Wales, as set out in paragraph 21(2) of the Education Act 2002 is to '...conduct the school with a view to promoting high standards of educational achievement at the school'. This Policy intends to support that statutory duty.
- 2.2. The procedures for determining pay in this School will be consistent with the principles of public life: objectivity, openness and accountability.
- 2.3. The Governing Body will act with integrity, confidentiality, objectivity and honesty in the best interest of the School in relation to the operation of this Policy.
- 2.4. The Governing Body will be open about pay decisions made and actions taken, and will be prepared to explain decisions and actions to the interested persons.
- 2.5. Any future revisions to this policy will comply with the STPC(W)D and will be subject to consultation with relevant parties, including recognised trade unions.

**3. EQUALITIES**

- 3.1. The School is committed to ensuring equality in everything that we do. The Equality Act 2010 has replaced and strengthened previous equality legislation. The Governing Body will comply with all relevant equalities legislation.
- 3.2. This Policy will be applied consistently to all employees irrespective of age, disability, race, gender (sex), gender reassignment, marriage / civil partnership, pregnancy / maternity, religion, belief and sexual orientation.
- 3.3. The Governing Body will promote equality in all aspects of school life, particularly in relation to all decisions on the advertising of posts, appointing, promoting and paying staff, training and staff development.
- 3.4. The Governing Body will ensure that pay processes are transparent and fair. All decisions made will be objectively justified and recorded. Reasonable adjustments will be made on a case-by-case basis to take account of individuals' circumstances such as long-term absence on the grounds of maternity or ill-health including any Covid related absences.

#### **4. JOB DESCRIPTIONS**

- 4.1. The Headteacher will ensure that each member of staff is provided with a job description in accordance with the School's staffing structure (**see Appendix 10**), as agreed by the Governing Body.

#### **5. APPRAISALS**

- 5.1. The Governing Body will comply with the School Teacher Appraisal (Wales) Regulations 2011 concerning the appraisal of Headteachers and Teachers through the application of the School's Performance Management Policy.

#### **6. GOVERNING BODY'S OBLIGATIONS**

- 6.1. The Governing Body will:
- fulfil its obligations as set out in the STPC(W)D and the Conditions of Service for School Teachers in England and Wales (the 'Burgundy Book');
  - establish a Pay Committee and Pay Appeals Committee;
  - determine relevant pay decisions, taking account of recommendations from the Headteacher;
  - ensure that it makes funds available to support pay decisions, in accordance with this Pay Policy and the School's spending plan;
  - ensure that Teachers, via the Headteacher, are informed about pay decisions which affect them, and that records are kept of recommendations and decisions made; and
  - monitor, on an annual basis, the outcomes of pay decisions, including the extent to which different groups of Teachers may progress at different rates. The outcome of the review will be shared with school-level trade union representatives.

#### **7. HEADTEACHER'S OBLIGATIONS**

- 7.1. The Headteacher will:
- ensure that appraisers (where not the Headteacher) provide accurate, relevant, complete and timely information about pay recommendations;
  - moderate performance assessments and initial pay recommendations to ensure consistency and fairness;
  - submit relevant pay recommendations to the Pay Committee and ensure the Pay Committee has relevant information upon which to make pay decisions;

- inform Teachers about the School's Pay Policy and ensure its accessibility;
- notify payroll and/or HR staff within the Local Authority about pay decisions to be implemented; and
- ensure that a report on the operation of the Pay Policy is presented to the Governing Body and the relevant Trade Unions on an annual basis.

### **8. TEACHERS' OBLIGATIONS**

#### 8.1. Teachers will:

- familiarise themselves with the provisions of this Pay Policy, the STPC(W)D, the relevant professional standards and all relevant school employment policies; and
- engage positively with the processes set out in this Policy.

### **9. DIFFERENTIALS**

- 9.1. Within the framework of the STPC(W)D, appropriate differentials will be created and maintained between posts within the School, recognising accountability and job weight, and the Governing Body's need to recruit and retain sufficient Teachers of the required quality at all levels.

### **10. SAFEGUARDING**

- 10.1. Where a pay determination leads, or may lead, to the start of a period of safeguarding, the Governing Body will comply with the relevant provisions of the STPC(W)D and will give the required notification as soon as possible and within no later than one month after the determination.

### **11. CAPABILITY AND PAY PROGRESSION**

- 11.1. Where the Teacher is subject to the formal stages of the School's Capability Procedure, the School's performance management processes will be suspended in relation to the Teacher concerned until the Capability Procedure has been concluded.
- 11.2. On conclusion of the Capability Procedure, the Teacher will resume performance management processes in accordance with the School's Policy.
- 11.3. Pay progression will not be permissible in accordance with this Pay Policy while a Teacher is subject to the formal stages of the School's Capability Procedure.
- 11.4. On conclusion of the Capability Procedure, the Teacher would re-enter the Performance Management cycle.

11.5. Pay progression will not be applied retrospectively in any case of formal capability.

## **12. PAY DETERMINATION**

12.1. The Governing Body has delegated its pay determination powers to the Pay Committee.

### **12.2. Annual Determination of Pay**

12.2.1. All teaching staff salaries, including those of the leadership group, will be reviewed annually to take effect from 1<sup>st</sup> September. The Governing Body will conclude Teachers' annual appraisals, and assessments of applications to progress to the Upper Pay Range, by 31<sup>st</sup> October; the Headteacher's annual appraisals will be concluded by 31<sup>st</sup> December.

12.2.2. Reviews may take place at other times of the year to reflect, for example, any changes in circumstances, changes in a job description that lead to a change in the basis for calculating an individual's pay.

12.2.3. The Governing Body will apply any future national pay awards as specified by the STPC(W)D.

### **12.3. Notification of Pay Determination**

12.3.1. A written statement will be given to each Teacher setting out the pay and any other financial benefits to which they are entitled following a determination. Where applicable, this will include information about the basis on which it was made. This will be done by 31<sup>st</sup> October for Teachers, 31<sup>st</sup> December for Headteachers, or by no later than one month following the determination.

### **12.4. Appeals Procedure**

12.4.1. The Governing Body has an appeals procedure in relation to pay. This is set out in **Appendix 8** of this Pay Policy.

## **13. HEADTEACHER PAY**

13.1. The Governing Body will ensure that the process of determining the remuneration of the Headteacher is fair and transparent.

13.2. The Governing Body will assign a seven-point leadership pay range which can be reviewed as necessary for the Headteacher based on the school group size and any permanent additional relevant factors as determined within the framework of the STPC(W)D (specifically paragraphs 9.2, 9.3 and 9.4).

13.3. Additional factors to be taken into account will include all permanent responsibilities of the post, challenges specific to the role and all other relevant considerations, alongside any factors relating to recruitment and retention.

- 13.4. The Governing Body may re-determine the Headteacher's pay range if it becomes necessary to change the Headteacher group (including where the Headteacher becomes responsible and accountable for more than one school in a federation on a permanent basis). The Headteacher's pay range may also be reviewed at any time if it considers it necessary to reflect a significant change in the responsibilities of the post.
- 13.5. Payments in respect of temporary responsibilities for the Headteacher will not be included in the pay range but will be determined in accordance with the STPC(W)D as explained in **Appendix 6**.
- 13.6. In this School, the Governing Body will apply discretionary reference pay points for leadership pay as indicated in **Appendix 1** and has agreed a seven step pay range of Lxxx to Lxxx (*details to be inserted here by the school*).
- 13.7. **Pay on Appointment**
- 13.7.1. For new appointments, the Governing Body will determine the leadership pay range to be advertised and will agree the starting pay on appointment, taking account of the full role of the Headteacher and the provisions of the STPC(W)D.
- 13.7.2. The Governing Body will adopt a three-stage process when setting the pay for new Headteacher appointments as set out in **Appendix 6**.
- 13.7.3. The Pay Committee will review the School's Headteacher group and the Headteacher's leadership pay range, as necessary, to ensure fair pay relativities within the School.
- 13.7.4. See **Appendix 6** of this Pay Policy for guidelines on leadership pay ranges and **Appendix 7** for the Annual Review Pay Statement.
- 13.8. **Headteachers responsible and accountable for more than one school on a permanent basis**
- 13.8.1. When a Headteacher is appointed to be permanently responsible and accountable for more than one school, the Governing Body should base the determination of the Headteacher group on the total number of pupil units across all schools, which will give a group size for the federation in accordance with **Appendix 6**.
- 13.8.2. Consideration also needs to be given to the remuneration of other Teachers who, as a result of the Headteacher's role, are taking on additional responsibilities. This will be based on any additional responsibilities attached to the post (not the Teacher), which is recorded. An increase in remuneration should only be agreed where the post accrues extra responsibilities as a result of the Headteacher's enlarged role, it is not automatic.
- 14. DEPUTY / ASSISTANT HEADTEACHER PAY**
- 14.1. In this School, the Governing Body will use the discretionary reference pay points for leadership pay as indicated in **Appendix 1**.



## MODEL TEACHERS' PAY POLICY 2022/23

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- 14.2. The Governing Body will assign a five-point leadership pay range which can be reviewed as necessary for Deputy / Assistant Headteacher posts based on the school group size and any permanent additional relevant factors as determined within the framework of the STPC(W)D.
- 14.3. The range for individual posts will be determined according to the duties and responsibilities of the post and may vary between posts.
- 14.4. In this School, the Deputy Headteacher five-step pay range is Lxx to Lxxx (pay details to be inserted here by the school).
- 14.5. In this School, the Assistant Headteacher five-step pay range is Lxx to Lxxx (pay details to be inserted here by the school).
- 14.6. **Pay on appointment**
- 14.6.1. When a new appointment needs to be made, the Governing Body will determine the leadership pay range for the post to be advertised and will agree the starting pay on appointment.
- 14.6.2. The pay range will be determined in accordance with the STPC(W)D.
- 14.6.3. The Governing Body will adopt the three-stage process when setting the pay for new appointments to the wider leadership team as set out in **Appendix 6**.

## 15. PAY PROGRESSION FOR LEADERSHIP GROUP MEMBERS

- 15.1. The Governing Body must consider annually whether or not to increase the salary of members of the leadership group who have completed a year of employment since the previous pay determination and, if it determines to do so, to what salary within the relevant pay range determined in accordance with the STPC(W)D.
- 15.2. A person has completed a 'year of employment' if they have completed periods of employment amounting to at least twenty-six weeks in aggregate within the previous school year. For these purposes, a period of employment runs from the beginning of the week in which the employment commences to the end of the week in which the employment is terminated and includes any holiday periods and any periods of absence from work in consequence of sickness or injury, whether the person's service during that period has been full-time, part-time, regular or otherwise.
- 15.3. Pay progression should be on an annual basis from 1<sup>st</sup> September, with an assumption in favour of progression unless an individual has been notified through formal capability procedures that service was unsatisfactory in respect of that year.
- 15.4. The Governing Body may award an additional point to any Headteacher, Deputy or Assistant Headteacher whose performance in the previous year was excellent, with particular regard to agreed objectives.

- 15.5. A decision may be made not to award progression where the Headteacher, Deputy or Assistant Headteacher is subject to formal capability proceedings.
- 15.6. The Pay Committee will record its decision regarding pay progression on the Annual Pay Review form contained at **Appendix 7**. A copy of this form will be provided to the member of staff.
- 15.7. Where pay progression is granted, the member of staff's salary will increase with effect from 1<sup>st</sup> September of the current academic year.
- 15.8. Where pay progression is not granted, the rationale for that decision will be recorded on the Annual Pay Review form. The member of staff has the right to appeal against any decision not to grant pay progression. The appeals procedure is set out in **Appendix 8**.

### **16. CLASSROOM TEACHER PAY**

#### **16.1. Pay on Appointment**

- 16.1.1. Advertisements for vacant posts in the School will be considered by the Headteacher [and the (*insert details of committee*) where appropriate]. All posts will be advertised either internally or externally, locally or nationally as appropriate.
- 16.1.2. The advertisement will include details of the pay range and any additional payments or allowances applicable to the post.
- 16.1.3. The Governing Body will determine the starting salary of a vacant classroom Teacher post, in accordance with the Main Pay Range and Upper Pay Range, detailed at **Appendix 1**.
- 16.1.4. The Governing Body will determine the starting salary of a vacant classroom teacher post. The Governing Body is committed to the principle of pay portability for Teachers who are currently paid in accordance with the provisions of the STPC(W)D or STCPD and will apply this principle in practice when making new appointments.
- 16.1.5. When determining the starting pay for an existing classroom Teacher in a Local Authority maintained school or academy in England or in Wales and paid under the STPC(W)D or STCPD, the Governing Body will pay the Teacher on the main pay range or upper pay range at a scale point, which at least maintains the Teacher's previous pay entitlement, plus any pay progression, which they would have received had they remained in their previous post
- 16.1.6. In addition, if the successful applicant is a Teacher who has had a break in service, then the governing body may determine their scale point based on their previous final salary paid under the STPC(W)D or STCPD including any increment that the teacher would have been entitled to be awarded had they remained in their previous post at the time when the change in employment occurred. Governing Bodies can take into account any relevant experience gained from a teaching role in another

sector in Wales or jurisdiction or a period of employment in relevant sector outside teaching.

16.1.7. Pay portability must span a break in teaching service for health and social reasons such as maternity/paternity, medical or family reasons. In a situation where the new employer proposes to take a different view, the grounds for doing so must be non-discriminatory in relation to equality and other relevant legislation.

16.1.8. The Governing Body will not restrict the pay range advertised or starting salary and pay progression prospects available for classroom Teacher posts, other than the minimum of the Main Pay Range and the maximum of the Upper Pay Range.

### 16.2. **Pay Progression for Existing Main Pay Range Teachers**

16.2.1. The Governing Body must consider annually whether or not to increase the salary of Teachers (excluding NQTs undertaking their induction year) who have completed a year of employment since the previous pay determination and, if it determines to do so, to what salary within the relevant pay range determined in accordance with the STPC(W)D.

16.2.2. Teachers in their induction year will be awarded pay progression on the successful completion of their induction.

16.2.3. A person has completed a 'year of employment' if they have completed periods of employment amounting to at least twenty-six weeks in aggregate within the previous school year. For these purposes, a period of employment runs from the beginning of the week in which the employment commences to the end of the week in which the employment is terminated and includes any holiday periods and any periods of absence from work in consequence of sickness or injury, whether the person's service during that period has been full-time, part-time, regular or otherwise.

16.2.4. The Governing Body must award a Teacher on scale points M2 to M5 of the Main Pay Scale progression of one point following completion of a year of employment completed as a qualified Teacher during the previous school year, unless the Teacher has been notified through formal capability procedures that service was unsatisfactory in respect of that year.

16.2.5. Pay progression should be on an annual basis from 1<sup>st</sup> September, with an assumption in favour of progression unless an individual has been notified through formal capability procedures that service was unsatisfactory in respect of that year.

16.2.6. The Governing Body may award an additional point to any Main Scale Teacher whose performance in the previous school year was excellent, with particular regard to classroom teaching.

16.2.7. A decision may be made not to award progression where the Teacher is subject to formal capability proceedings.

16.2.8. The Pay Committee will record its decision regarding pay progression on the Annual Teachers' Pay Review Statement contained at **Appendix 2**. A copy of this form will be provided to the Teacher.

16.2.9. Where pay progression is granted, the Teacher's salary will be increased with effect from 1<sup>st</sup> September of the current academic year.

16.2.10. Where pay progression is not granted, the rationale for that decision will be recorded on the Annual Teachers' Pay Review Statement. The Teacher has the right to appeal against any decision not to grant pay progression. The appeals procedure is set out in **Appendix 8**.

### **16.3. Pay Progression for Existing Upper Pay Range Teachers**

16.3.1. The Governing Body must consider annually whether or not to increase the salary of Teachers (excluding NQTs undertaking their induction year) who have completed a year of employment since the previous pay determination and, if it determines to do so, to what salary within the relevant pay range determined in accordance with the STPC(W)D.

16.3.2. A person has completed a 'year of employment' if they have completed periods of employment amounting to at least twenty-six weeks in aggregate within the previous school year. For these purposes, a period of employment runs from the beginning of the week in which the employment commences to the end of the week in which the employment is terminated and includes any holiday periods and any periods of absence from work in consequence of sickness or injury, whether the person's service during that period has been full-time, part-time, regular or otherwise.

16.3.3. Pay progression on the upper scale should be in most cases on a two-yearly basis in line with requirements of paragraph 14 of the STPC(W)D unless capability procedures are underway in respect of that period.

16.3.4. The Pay Committee will record its decision regarding pay progression on the Annual Teachers' Pay Review Statement contained at **Appendix 2**. A copy of this form will be provided to the Teacher.

16.3.5. Where pay progression is granted, the Teacher's salary will be increased with effect from 1<sup>st</sup> September of the current academic year.

16.3.6. Where pay progression is not granted, the rationale for that decision will be recorded on the Annual Teachers' Pay Review Statement. The Teacher has the right to appeal against any decision not to grant pay progression. The appeals procedure is set out in **Appendix 8**.

## **17. APPLICATIONS TO BE PAID ON THE UPPER PAY RANGE**

17.1. A qualified Teacher may apply once each year to be paid on the Upper Pay Range in accordance with the STPC(W)D and this School's Pay Policy.

- 17.2. It is each Teacher's responsibility to decide whether to submit an application.
- 17.3. In order for the assessment to be robust and transparent, it will be an evidence-based process.
- 17.4. Personal objectives for the forthcoming appraisal cycle will be set, and agreed where possible, at a level which is sufficient to ensure that the criteria included in the STPC(W)D for progression to the Upper Pay Range can be met, including that the Teacher is highly competent in all elements of the relevant standards, and their achievements and contribution to the school are substantial and sustained.
- 17.5. Teachers who have been absent from work for sickness, disability or maternity-related reasons, along with those who are not subject to the Appraisal Regulations 2011 (i.e. a Teacher who is employed on a short term contract of less than one term), may cite written evidence from a suitable and relevant period before the date of application in support of their application.
- 17.6. **Process**
- 17.6.1. The closing date for an application to be submitted by a Teacher to their appraiser is *(school to insert date here - normally prior to the end of the Summer Term i.e. 31<sup>st</sup> August)*.
- 17.6.2. Exceptions may be made in some specific circumstances, e.g. those Teachers who are on maternity leave or on sick leave as at the closing date for receipt of applications. In such circumstances, the Teacher may request - at least 2 weeks before the specified closing date - an extension of no more than half a term for the submission of an application.
- 17.6.3. The process for applications is:
- Teacher to inform appraiser in writing that they wish to be considered for progression to the Upper Pay Range and that their personal objectives for the forthcoming appraisal period should reflect this request.

Following completion of the relevant appraisal period:

- The appraiser will complete an assessment pro-forma as shown in **Appendix 4**, setting out the appraiser's recommendation in relation to progression to the Upper Pay Range, following completion of the relevant appraisal period.
- The Headteacher will consider the appraiser's recommendation and will make a recommendation to the Pay Committee.
- The Pay Committee will make a decision about pay progression, following receipt of advice from the Headteacher.
- The Teacher will receive written notification of the outcome of their application by 31<sup>st</sup> October in the relevant year.

- Where the application is unsuccessful, the written notification will set out details of the areas of the Teacher's performance which are not considered to have satisfied the relevant criteria set out in this Policy (see "Assessment" below).
- If requested, oral feedback will be provided by the Headteacher. Oral feedback will normally be given within 10 working days of the date of notification of the outcome of the application. Feedback will be given in a positive manner and will include advice and support about areas for improvement in order for the Teacher to meet the relevant criteria.
- Where the application is successful the teacher will move to step 1 of the Upper Pay Range on 1<sup>st</sup> September in the relevant year i.e. following successful completion of objectives set in academic year to 31<sup>st</sup> August 2022, the teacher will move to UPS1 on 1<sup>st</sup> September 2022.

17.6.4. Unsuccessful applicants may appeal the decision as outlined in **Appendix 8**.

### 17.7. **Assessment**

17.7.1. An application will only be successful where the Governing Body is satisfied that all of the requirements of the STPC(W)D have been met, including that:

- the Teacher is highly competent in all elements of the relevant standards; and
- the Teacher's achievements and contribution to an educational setting or settings are substantial and sustained.

17.7.2. For the purposes of this Pay Policy, the Pay Committee will be satisfied that the Teacher has met the Governing Body's expectations for progression to the Upper Pay Range where the Upper Pay Range criteria (see **Appendix 3**) have been satisfied as evidenced by a successful appraisal review.

17.7.3. Further information, including details about sources of evidence, is contained in the School's Performance Management Policy.

## 18. **LEADING PRACTITIONER ROLE**

18.1. The Governing Body may establish Leading Practitioner posts for Teachers whose primary purpose is the modelling and leading improvement of teaching skills.

18.2. Where the Governing Body wishes to establish such posts, it will determine the responsibilities and pay range for these posts. Consultation with relevant staff and trade unions will take place in relation to any such proposed changes to the staffing structure.

18.3. The Policy of the Governing Body will be to appoint any new Leading Practitioner Teacher to a 5-point range, as deemed appropriate by the Governing Body.

## MODEL TEACHERS' PAY POLICY 2022/23

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- 18.4. The pay range for Leading Practitioners will be in accordance with the STPC(W)D, which is currently a minimum of £45,950 per annum (i.e. Leadership Pay Point 1) and a maximum of £69,854 per annum (i.e. Leadership Pay Point 18).
- 18.5. In this School, the Governing Body will use the discretionary reference pay points detailed at **Appendix 1**.
- 18.6. Pay progression for Leading Practitioners will be determined as per the process set out at 16.3.1 to 16.3.4 above.

### 19. UNQUALIFIED TEACHERS

- 19.1. A Teacher on the unqualified pay range will be paid an annual salary between £19,689 and £31,139 per annum. In this School, the Governing Body will use the statutory pay points detailed at **Appendix 1**.
- 19.2. Under the Education (Specified and Registration) (Wales) Regulations 2010 there are specific circumstances when those other than qualified Teachers who are registered with the Education Workforce Council may carry out 'specified work'.
- 19.3. The School will comply with these legal requirements and will only employ unqualified Teachers as specified in these Regulations.
- 19.4. The Governing Body may pay an additional allowance to an unqualified Teacher who meets the criteria as defined in the STPC(W)D.
- 19.5. The Governing Body must award a Teacher on scale points 1 to 6 of the Unqualified Teacher Pay Scale progression of one point following completion of a year of employment completed during the previous school year, unless the Teacher has been notified through the formal capability process that service was unsatisfactory in respect of that year.
- 19.6. A person has completed a 'year of employment' if they have completed periods of employment amounting to at least twenty-six weeks in aggregate within the previous school year. For these purposes, a period of employment runs from the beginning of the week in which the employment commences to the end of the week in which the employment is terminated and includes any holiday periods and any periods of absence from work in consequence of sickness or injury, whether the person's service during that period has been full-time, part-time, regular or otherwise.
- 19.7. Pay progression on the 6-point Unqualified Teacher Pay Scale should be on an annual basis from 1<sup>st</sup> September, with an assumption in favour of progression unless an individual has been notified through formal capability procedures that service was unsatisfactory in respect of that year.
- 19.8. The Pay Committee will record its decision regarding pay progression on the Annual Teachers' Pay Review Statement contained at **Appendix 2**. A copy of the form will be provided to the unqualified Teacher.

## MODEL TEACHERS' PAY POLICY 2022/23

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- 19.9. Where pay progression is granted, the unqualified Teacher's salary will be increased with effect from 1<sup>st</sup> September of the current academic year.
- 19.9.1. A decision may be made not to award progression where the Teacher is subject to formal capability proceedings.
- 19.10. Where pay progression is not granted, the rationale for that decision will be recorded on the Annual Teachers' Pay Review Statement. The Teacher has the right to appeal against any decision not to grant pay progression. The appeals procedure is set out in **Appendix 8**.
- 19.11. An unqualified Teacher who obtains qualified Teacher status will be paid on the pay ranges for qualified Teachers, in accordance with this Pay Policy and STPC(W)D.

## 20. DISCRETIONARY ALLOWANCES AND PAYMENTS

### 20.1. Teaching and Learning Responsibility Payments (TLRs)

- 20.1.1. The Governing Body will award TLR1 and TLR2 payments to post holders as indicated in the School's staffing structure (see **Appendix 10**).
- 20.1.2. These payments will be awarded to Teachers who undertake clearly defined and sustained additional responsibility in the context of the School's staffing structure for the purpose of ensuring the continued delivery of high-quality teaching and learning and for which the Teacher is made accountable.
- 20.1.3. All job descriptions will be regularly reviewed and will make clear the responsibility or package of responsibilities for which a TLR is awarded.
- 20.1.4. The criteria for awarding a TLR1 and TLR2 payment will be in accordance with the STPC(W)D.
- 20.1.5. The minimum and maximum range for a TLR1 is £8,986 to £15,204 per annum.
- 20.1.6. The minimum and maximum range for a TLR2 is £3,115 to £7,605 per annum.
- 20.1.7. In this School the value of TLRs currently in use is as follows
- TLR1** - (details of each TLR1 to be inserted here by school)  
**TLR2** - (details of each TLR2 to be inserted here by school)
- 20.1.8. The Governing Body may award a fixed-term TLR3 payment to a Teacher of between £619 and £3,071 per annum for a clearly time-limited school improvement project, or one-off externally driven responsibilities.
- 20.1.9. The duration of the fixed term, and the amount of annual payment will be established at the outset and will be paid on a monthly basis.



20.1.10. Where the Governing Body wishes to make TLR3 payments, the proposed responsibilities, level of payment and the duration of payment will be set out clearly following consultation with relevant staff and union representatives.

20.1.11. A Teacher in receipt of either a TLR1 or 2 may also hold a concurrent TLR3.

20.1.12. No safeguarding will apply in relation to an award of a TLR3.

20.1.13. A TLR1 or 2 payment awarded to a part-time Teacher may be determined in accordance with the pro-rata principle and no less than contracted working hours or may be determined to be paid in full, if the teacher undertakes the full duties associated with the allowance. The duties agreed should be capable of being undertaken within the normal hours of the part-time teacher concerned. The appropriate level of allowance payment and duties should be agreed between the individual teacher and the employer.

20.1.14. TLR3 allowances are paid in full, regardless of the hours that a part-time Teacher normally works under the contract of employment.

### 20.2. **Additional Learning Needs (ALN) Allowances**

20.2.1. The Governing Body will award ALN allowances in accordance with the criteria and provisions set out in the STPC(W)D.

20.2.2. An ALN Allowance of no less than £2,461 per annum, and no more than £4,855 per annum, will be payable to a classroom Teacher in accordance with STPC(W)D.

20.2.3. In this School, the ALN values are: (*details of each ALN Allowance / value to be inserted here by school*)

20.2.4. In deciding the ALN value, the Governing Body will take into account the structure of the School's ALN provision, whether any mandatory qualifications are required for the post, the qualifications or expertise of the Teacher relevant to the post, and the relative demands of the post.

### 20.3. **Acting Allowances**

20.3.1. Acting allowances are payable to Teachers who are assigned and carry out the duties of Headteacher, Deputy Headteacher or Assistant Headteacher in accordance with the STPC(W)D.

20.3.2. The Governing Body will, within a four-week period of the commencement of acting duties, determine whether or not the acting postholder will be paid an allowance. In the event of a planned and prolonged absence, an acting allowance may be agreed in advance and paid from the first day of absence.

20.3.3. Any Teacher who carries out the duties of Headteacher, Deputy Headteacher, or Assistant Headteacher, for a period of four weeks or more, will be paid at an appropriate point of the Headteacher's pay range, Deputy Headteacher pay range or Assistant Headteacher pay range, as determined by the Pay Committee.

Payment will be backdated to the commencement of the duties but will normally be paid a month in arrears.

20.3.4. Acting allowances may also apply to Teachers covering absent colleagues in receipt of a TLR and / or ALN allowance.

20.3.5. Additional allowances may be payable to unqualified teachers in line with STPC(W)D.

### 20.4. **Additional Payments**

20.4.1. With exception of those on the leadership range the Governing Body may make additional payments to a Teacher, in respect of:

- continuing professional development undertaken outside the school day;
- activities relating to the provision of initial Teacher training as part of the ordinary conduct of the School;
- participation in out-of-school hours learning activity agreed between the Teacher and the Headteacher; and
- additional responsibilities and activities due to, or in respect of, the provisions of services by the Teacher relating to the raising of educational standards to one or more additional schools.

### 20.5. **Recruitment or Retention Incentive Benefits**

20.5.1. The Governing Body can award lump sum payments, periodic payments, or provide other financial assistance, support or benefits for a recruitment or retention incentive. In deciding any such awards, the Governing Body will have regard to the STPC(W)D and specialist HR advice.

20.5.2. Headteachers, Deputy Headteachers and Assistant Headteachers may not be awarded such a payment other than as reimbursement of reasonably incurred housing or relocation costs.

20.5.3. All other recruitment and retention considerations in relation to a Headteacher, Deputy Headteacher or Assistant Headteacher post will be taken into account when determining the pay range.

20.5.4. The reason for the award of any additional payment, the expected duration of any such incentive or benefit, and the review date after which they may be withdrawn will be made clear at the outset, in writing.

20.5.5. The Governing Body will conduct an annual review of all such awards.

**21. PART-TIME TEACHERS' PAY AND TIME CALCULATIONS**

- 21.1. Teachers employed on an ongoing basis at the school but who work less than a full working week will be deemed to be part-time.
- 21.2. Part-time Teachers will be provided with a written statement detailing their working time obligations and the standard mechanism used to determine their pay, subject to the provisions of the statutory pay and working time arrangements and by comparison with the School's timetabled teaching week for a full-time Teacher in an equivalent post. This does not affect the TLR3 payment which is not pro rata for part-time staff. See **Appendix 9** for further information.

**22. TEACHERS EMPLOYED ON A SHORT-TERM NOTICE BASIS (SUPPLY)**

- 22.1. Teachers employed on a supply basis will be paid on a daily basis calculated on the assumption that a full working year consists of 193 days (due to additional bank holidays in 2022/23); periods of employment for less than a day being calculated pro rata.
- 22.2. It is recommended that if the school is using an agency, the school enters into a voluntary supply agency pledge whereby they only procure from agencies identified on the NPS Framework Approved Supply Agencies and commit to a minimum daily rate of M2 ÷ 193 days (due to additional bank holiday in 2022/23). The exception will be that when agencies on the NPS framework are unable to supply a suitably skilled Teacher, the school will be able to approach alternative agencies but with a commitment to pay as a minimum, the M2 pay rate. If the Governing Body determines that they do not wish to enter into the Voluntary Supply Agency pledge, this paragraph will not apply.

**23. NON-CONSOLIDATED LUMP SUM PAYMENT FOR 2022/23**

- 23.1. A one off non-consolidated lump sum payment calculated as 1.5% of the full-time salary and allowance points in the STPC(W)D 2021 will apply to both pay and contractual allowances, such as TLR payments. The payment will be pro-rated for any eligible teacher who does not work a full-time contract. For further information please refer to the attached letter.



Teachers Pay - letter  
to WLGGA - 22nd Marc

2022/23 PAY RANGES

**Main Pay Range:**

<b>Point</b>	<b>Value</b>
MPR 2	£29,278
MPR 3	£31,630
MPR 4	£34,067
MPR 5	£36,749
MPR 6	£40,443

**Upper Pay Range:**

<b>Point</b>	<b>Value</b>
UPR 1	£41,927
UPR 2	£43,481
UPR 3	£45,085

**Leading Practitioner Pay Range:**

<b>Point</b>	<b>Value</b>
LP 1	£45,950
LP 2	£47,101
LP 3	£48,277
LP 4	£49,478
LP 5	£50,710
LP 6	£51,982
LP 7	£53,383
LP 8	£54,613

LP 9	£55,977
LP 10	£57,416
LP 11	£58,905
LP 12	£60,262
LP 13	£61,768
LP 14	£63,308
LP 15	£64,883
LP 16	£66,609
LP 17	£68,138
LP 18	£69,854

**Unqualified Teachers Pay Range:**

<b>Point</b>	<b>Value</b>
UNQ 1	£19,689
UNQ 2	£21,979
UNQ 3	£24,268
UNQ 4	£26,557
UNQ 5	£28,849
UNQ 6	£31,139

**Leadership Pay Range:**

<b>Point</b>	<b>Value</b>
L1	£45,725
L2	£46,869
L3	£48,039
L4	£49,235

L5	£50,461
L6	£51,729
L7	£53,120
L8	£54,346
L9	£55,702
L10	£57,133
L11	£58,616
L12	£59,967
L13	£61,466
L14	£62,998
L15	£64,565
L16	£66,283
L17	£67,804
<b>L18*</b>	<b>£68,821</b>
L18	£69,509
L19	£71,234
L20	£72,999
<b>L21*</b>	<b>£74,065</b>
L21	£74,806
L22	£76,663
L23	£78,561
<b>L24*</b>	<b>£79,713</b>
L24	£80,510
L25	£82,510
L26	£84,552
<b>L27*</b>	<b>£85,789</b>

L27	£86,647
L28	£88,796
L29	£90,995
L30	£93,260
<b>L31*</b>	<b>£94,616</b>
L31	£95,564
L32	£97,939
L33	£100,371
L34	£102,853
<b>L35*</b>	<b>£104,366</b>
L35	£105,410
L36	£108,019
L37	£110,704
L38	£113,444
<b>L39*</b>	<b>£115,058</b>
L39	£116,209
L40	£119,108
L41	£122,084
L42	£125,142
L43	£127,000

\* These points and Point L43 are the maximum scale points for the eight Headteacher Group Ranges

ANNUAL TEACHERS' PAY REVIEW STATEMENT

<b>Name:</b> .....	<b>Employee No.:</b> .....
<b>School:</b> .....	<b>Effective Date:</b> .....

**SALARY DETAILS**

Salary and Point - Main Pay Range (S2 - S6)	£	Point
Salary and Point - Upper Pay Range (S1 – S3)	£	Point
Salary and Point - Unqualified Range (S1 - S6)	£	Point
Salary and Leading Practitioner Range	£	Point

**ALLOWANCES**

Details e.g. temp  
(with dates), reason  
for allowance

Teaching and Learning Responsibility Payments (See Pay Policy Advice) TLR1 / TLR2 / TLR3	TLR____ £
Recruitment or Retention (See Pay Policy Advice)	£
Special Educational Needs Allowance (See Pay Policy Advice)	£
Other Allowances - Please specify (See Pay Policy Advice)	£
<b>SAFEGUARDING</b>	£
<b>TOTAL SALARY</b>	£

Pay Committee Meeting on: .....

Signature of Headteacher / Chair of Committee: ..... Date: .....



**UPPER PAY RANGE PROGRESSION CRITERIA**

**1. Professional Attributes**

- 1.1. Contribute significantly, where appropriate, to implementing workplace policies and practice and to promoting collective responsibility for their implementation.

**2. Professional Knowledge and Understanding**

- 2.1. Have an extensive knowledge and understanding of how to use and adapt a range of teaching, learning and behaviour management strategies, including how to personalise learning to provide opportunities for all learners to achieve their potential.
- 2.2. Have an extensive knowledge and well-informed understanding of the assessment requirements and arrangements for the subjects/curriculum areas they teach, including those related to public examinations and qualifications.
- 2.3. Have up-to-date knowledge and understanding of the different types of qualifications and specifications and their suitability for meeting learners' needs.
- 2.4. Have a more developed knowledge and understanding of their subjects/curriculum areas and related pedagogy including how learning progresses within them.
- 2.5. Have sufficient depth of knowledge and experience to be able to give advice on the development and wellbeing of children and young people

**3. Professional Skills**

- 3.1. Be flexible, creative and adept at designing learning sequences within lessons and across lessons that are effective and consistently well-matched to learning objectives and the needs of learners and which integrate recent developments, including those relating to subject/curriculum knowledge.
- 3.2. Have teaching skills which lead to learners achieving well relative to their prior attainment, making progress as good as, or better than, similar learners nationally.
- 3.3. Promote collaboration and work effectively as a team member.
- 3.4. Contribute to the professional development of colleagues through coaching and mentoring, demonstrating effective practice, and providing advice and feedback.

ASSESSMENT OF TEACHER APPLICATION TO PROGRESS TO UPPER PAY RANGE

For Completion by the Teacher's Appraiser

Teacher's Name:	
Post:	

<b>Evidence from most recent appraisal</b> Please state which appraisal statement is attached:	
<b>*Criteria Met</b> (* Please delete as appropriate)	<b>*Criteria Not Met</b>
If criteria have not been met in full, please record details below (and continue overleaf, as necessary) about the areas of the Teacher's performance which do not satisfy the criteria:	

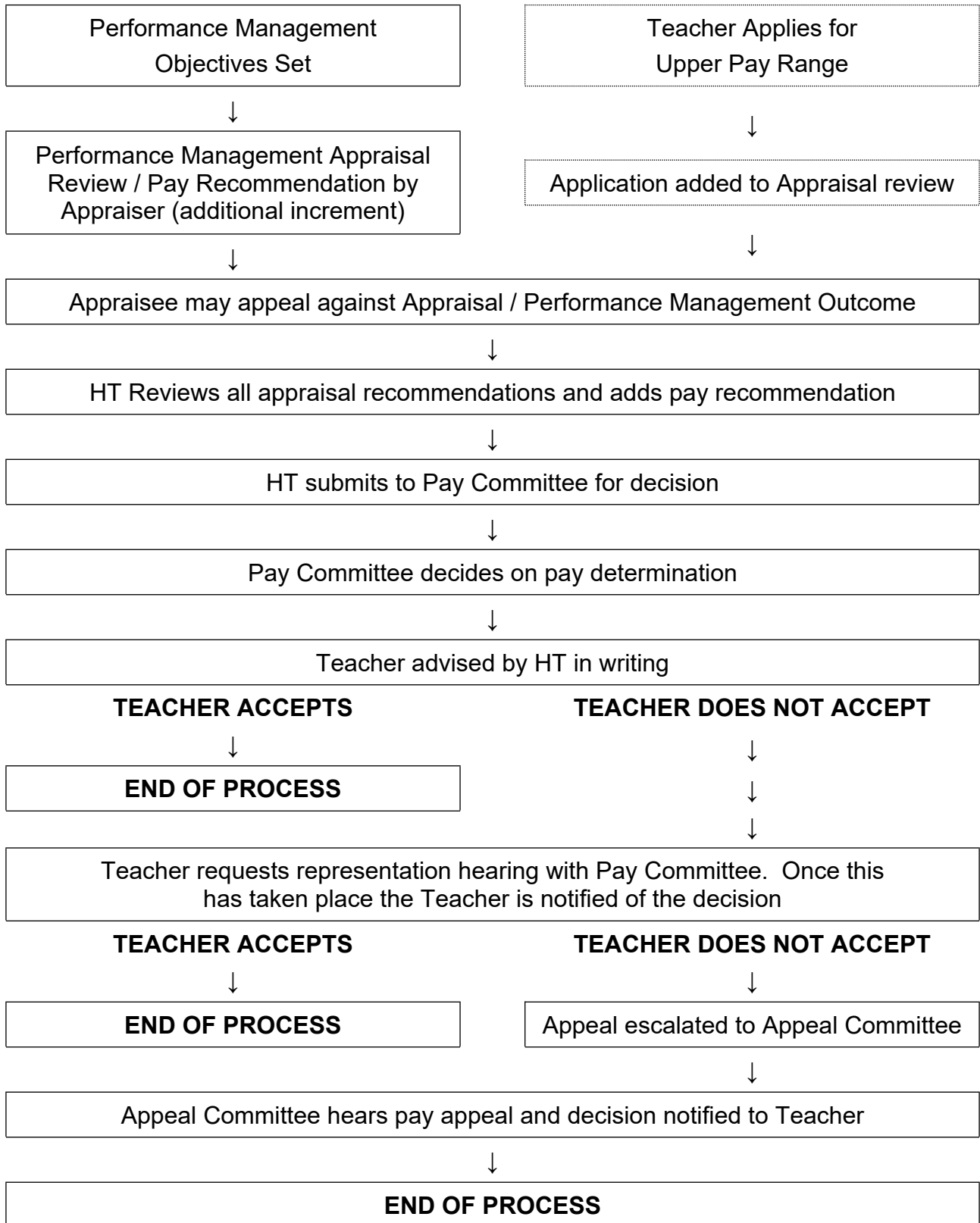
Signed \_\_\_\_\_ (Appraiser)

Date: \_\_\_\_\_

TO BE SUBMITTED TO THE HEADTEACHER

<p><b><u>School Use Only</u></b></p> <p>Application Form Received on: _____</p> <p>Assessment made on: _____</p> <p>By: _____</p>
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**FLOWCHART OF PAY REVIEW PROCESS  
(Not including Headteachers)**



**LEADERSHIP GROUP SALARIES GUIDANCE**

**1. Headteacher and Leadership Team (ALL SCHOOLS)**

A statutory 43 step Leadership Pay Scale has been reintroduced. Headteachers, Deputy Headteachers and Assistant Headteachers will be paid as determined by the Governing Body. These are set out below:

**2. School Groups (ALL SCHOOLS)**

There are eight school groups determined from the unit score of the school. The STPC(W)D specifies a maximum and minimum pay value for each group and the indicative pay rates published jointly by the employers and trade unions attach values to individual pay points within those ranges

The Governing Body has established a 7 point pay range for the Headteacher and a 5 point pay range for all other leadership posts.

**3. Unit Score of School**

**a. All Schools (excluding Special Schools)**

The unit score is calculated to determine the group of the School, using the formula in the STPC(W)D. **In this Authority\*, the LA will recalculate the unit score annually and the results will be applied from 1<sup>st</sup> January each year.** If a school has reasonable grounds to expect a change in pupil numbers, they should request a recalculation by the Authority at that time.

**\* Delete if not appropriate**

**Information on how the unit score is calculated:**

This is determined by pupil numbers as shown on the most recent STATS 1 (annual school census) return to the Welsh Government.

<b>For each pupil at the foundation phase/ KS1/KS2</b>	<b>7 units</b>
<b>For each pupil in the school at KS3</b>	<b>9 units</b>
<b>For each pupil in the school at KS4</b>	<b>11 units</b>
<b>For each pupil in the school at KS5</b>	<b>13 units</b>

Each pupil with a **statement of special educational needs** shall, if they are in a special class consisting wholly or mainly of such pupils, count three units more than they would otherwise count. If they are not in such a special class count three such units only where the relevant body so determine.

Each pupil who attends for no more than half a day on each day for which they attend the school shall count half as many units as they would otherwise count.

Total Unit Score	School Group
Up to 1,000	1
1,001 - 2,200	2
2,201 - 3,500	3
3,501 - 5,000	4
5,001 - 7,500	5
7,501 - 11,000	6
11,001 - 17,000	7
17,001 and over	8

**b. Modified Unit Score (Special Schools Only)**

The modified unit score is calculated to determine the group of the school, using the formula in the STPC(W)D. In this Authority\* the LA will recalculate the unit score annually and the results will be applied from 1<sup>st</sup> January each year. If a school has reasonable grounds to expect a change in pupil numbers, they should request a recalculation by the Authority at that time.

*\* Delete if not appropriate*

A special school must be assigned to a Headteacher group in accordance with the following table by reference to its modified total unit score calculated in accordance with sub-sections (i) and (ii) below:

Total Unit Score	School Group
Up to 2,200	2
2,201 - 3,500	3
3,501 - 5,000	4
5,001 - 7,500	5
7,501 - 11,000	6
11,001 - 17,000	7
17,001 and over	8

**(i) Information on how the staff-pupil ratio is calculated**

The proportion of staff to pupils at the school must be calculated and expressed as a percentage ('the staff-pupil ratio') in accordance with the following formula:

$$\frac{A}{B} \times 100$$

Where A is the number of Teachers and Support Staff weighted as provided at (a) below, and B is the number of pupils at the school weighted as provided at (b) below:

- a) The weighting for a Teacher is two units for each full-time equivalent Teacher, and the weighting for each Support Staff member is one unit for each full-time equivalent individual; and
- b) The weighting for a full-time pupil is one unit and the weighing for a part-time pupil is half a unit.

The staff-pupil ratio modifier must be calculated in accordance with the following table by reference to the staff-pupil ratio determined in accordance with the above:

Staff-Pupil Ratio	Staff-Pupil Ratio Modifier
1 - 20%	1
21 - 35%	2
36 - 50%	3
51 - 65%	4
66 - 80%	5
81% or more	6

**NB:** 'Support Staff member' means a member of the school staff who is not:

- A Teacher;
- A person employed in connection with the provision of meals;
- A person employed in connection with the security or maintenance of the school premises; or
- A person employed in a residential school to supervise and care for pupils out of school hours.

**(ii) Information on how the modified total unit score is calculated**

This is determined by pupil numbers as shown on the most recent STATS 1 (annual school census) return to Welsh Government.

The relevant body must determine the school's total unit score in accordance with the number of pupils on the school register calculated as follows:

<b>Key Stage</b>	<b>Units Per Pupil</b>
For each pupil in the Foundation Phase, KS1 and KS2	10
For each pupil in KS3	12
For each pupil in KS4	14
For each pupil in KS5	16

The relevant body must determine the school's modified total unit score by multiplying the school's total unit score determined under this section (i.e. as per the above table) by the staff-pupil ratio modifier calculated under section 3.

**NB:** Where the Headteacher is appointed as Headteacher of more than one school on a permanent basis, the relevant body of the Headteacher's original school or, under the Collaboration Regulations (5), the collaborating body must calculate the Headteacher group by combining the unit score of all the schools for which the Headteacher is responsible to arrive at a total unit score, which then determines the Headteacher group.

**4. New Leadership Appointments / Changes to existing Leadership Pay Structures - Three Stage Process (ALL SCHOOLS)**

The Governing Body should follow the three-stage process when setting the pay for **new appointments or revising existing pay structures in respect of headship or the wider leadership team.**

**Stage 1** - Defining the role and determining the Headteacher group

**Stage 2** - Setting the indicative pay range

**Stage 3** - Deciding the starting salary and individual pay range

All decisions and the reasons for them should be well documented at every stage. All pay decisions must be made on objective criteria so that there is no discriminatory effect of any group of Teachers with a particular protected characteristic under the Equality Act 2010.

It is suggested that schools seek advice when calculating and recording leadership pay structure decisions

**Stage 1 - Defining the Role and Determining the Headteacher Group**

The Governing Body should, at this stage, define the job and identify the broad pay range as a provisional guide to determining appropriate level of pay. The Governing Body will need to define and set out the specific role, responsibilities and accountabilities of the post as well as the skills and relevant competences required.

For Headteacher posts, the Governing Body will assign the School to a Headteacher group (as defined in 3 above) which will determine the appropriate broad pay range as outlined below:

<b>Group Size</b>	<b>Range of Steps</b>	<b>Salary Range (STPC(W)D 2022)</b>		
1	L6 - L18*	£51,729	-	£68,821
2	L8 - L21*	£54,346	-	£74,065
3	L11 - L24*	£58,616	-	£79,713
4	L14 - L27*	£62,998	-	£85,789
5	L18 - L31*	£69,509	-	£94,616
6	L21 - L35*	£74,806	-	£104,366
7	L24 - L39*	£80,510	-	£115,058
8	L28 - L43	£88,796	-	£127,000

For other leadership group posts, the Governing Body should consider how the role fits within the wider leadership structure of the School. The pay range for a Deputy Headteacher or Assistant Headteacher should only overlap the Headteacher's pay range **in exceptional circumstances**.

**Stage 2 - Setting the Indicative Pay Range**

At this stage, the Governing Body will need to consider the complexity and challenge of the role in the particular context of the School and make a judgement on pay in light of this.

For Headteacher posts, it is expected that normally the Governing Body will conclude that the total unit score fully captures the complexity of the Headteacher role and that the relevant broad pay range accommodates appropriate levels of reward, in line with the STPC(W)D. The Governing Body will need to consider whether the indicative pay range should start at the minimum of the Headteacher group or whether they wish it to start at a higher level because of the level of challenge of the post.

There may be circumstances, however, in which there are additional factors that suggest the indicative pay range should be higher than would be provided by the basic calculation in Stage 1.

The following represent some examples of additional factors to be considered (this list is not exhaustive):



- The context and challenge arising from pupils' needs e.g. if there is a high level of deprivation in the community (Free School Meal entitlement and/or English as an Additional Language) or there are high numbers of looked after children or children with Additional Learning Needs and this affects the challenge in relation to improving outcomes;
- A high degree of complexity and challenge e.g. accountability for multiple schools or managing across several dispersed sites, which goes significantly beyond that expected of any Headteacher of similar-sized school(s) and is not already reflected in the total unit score used at stage 1;
- Additional accountability not reflected in stage 1, e.g. leading a teaching school alliance; and
- Factors that may impede the school's ability to attract appropriately qualified and experienced leadership candidates e.g. location, language medium, subject area / specialism and/or level of support from the wider leadership team.

The Governing Body may set the indicative pay range with a **maximum of up to 25% above the top of the relevant Headteacher group range**.

Above that limit, external independent advice must be sought and, should the advice suggest a range which exceeds this limit is appropriate, a business case must be made and agreed by the full Governing Body.

The Governing Body should ensure that no **double counting** takes place e.g. of things taken account of in stage 1, such as responsibility for an additional school already reflected in the total unit score; or from using overlapping indicators, such as FSM and the pupil premium.

The Governing Body **SHOULD NOT** increase base pay nor pay an additional allowance for regular local collaboration which is part of the role of all Headteachers.

For other leadership roles the process is broadly the same. The Governing Body will wish to consider how the other leadership roles should be set in accordance with the level set for the Headteacher and to ensure that there is sufficient scope for progression. Consideration should also be given to any teaching posts that carry additional allowances.

At the end of this stage, the Governing Body should decide where in the broad range to position the indicative pay range and set this out clearly when advertising the post. An overall judgement should be made on the position and breadth of range, allowing appropriate scope for progression over time.

There should be a clear audit trail for all decisions made and the reasoning behind them.

It is also expected where possible that the School will undertake a process of benchmarking of salaries before setting the pay range for the Headteacher or other leadership posts.

For those factors which are not expected to persist, such as temporary responsibility for an additional school, these should be reflected through an allowance rather than consolidated into the indicative pay range.

**Stage 3 - Deciding the starting salary and Individual Pay Range for new appointments**

The first two stages provide the means for determining the appropriate pay range. The third stage is essentially about deciding on the starting salary for the individual who is to be offered the post.

At this stage, the Governing Body will have a preferred candidate for the role and will wish to set the starting salary in the light of candidate-specific factors, such as the extent to which the candidate meets the specific requirements of the post.

It will be important to ensure there is scope for progression over time.

There must be a clear audit trail for any advice given and a full and accurate record of all decisions made and the reasoning behind them.

**5. Establishing a Pay Range above the School's Headteacher Group (ALL SCHOOLS)**

The expectation is that in most cases the pay range will be within the limits of the Headteacher group. However, in some cases e.g. where there may be significant difficulty in making an appointment or there is a need to incentivise a Headteacher to take on responsibility for a very large school or to lead multiple large schools, it may be appropriate to consider extending the individual pay range.

The Governing Body can, in such cases, decide that the maximum of the pay range may be above the maximum of the Headteacher group, **up to an additional 25%**.

If it is considered that there are exceptional circumstances that warrant an extension beyond that limit, a business case would be required. The Governing Body would need to seek external independent advice from an appropriate person or body who can consider whether it is justifiable to exceed the limit in a particular case.

There must be a clear audit trail for any advice given and a full and accurate record of all decisions made and the reasoning behind them.

**6. Temporary Payments for Headteachers (ALL SCHOOLS)**

The Governing Body may consider an additional payment to the Headteacher in respect of clearly temporary additional duties and responsibilities or duties that are in addition to the post for which their salary has been determined e.g. where they are providing services to other schools. Including where the Headteacher is appointed as a temporary Headteacher of one or more additional schools not included as a permanent factor in the calculation of the pay range.

**7. Salary Protection (ALL SCHOOLS)**

If the School is assigned to a lower group, or the Governing Body chooses to reduce the leadership pay range, the member of staff will be entitled to receive a safeguarded sum for a period of up to three years, subject to the STPC(W)D.

HEADTEACHER / DEPUTY HEADTEACHER / ASSISTANT HEADTEACHER  
ANNUAL REVIEW FORM  
(September 20\_\_)

<b>Name:</b> .....	<b>Employee No.:</b> .....
<b>School:</b> .....	

**\* Headteacher:**

School Group: ..... Headteacher Pay Range: £ ..... to £ .....

**\* Deputy / Assistant Headteacher:**

Pay Range: £ ..... to £ .....

Salary and Point at August 20\_\_ : £ ..... Point: .....

Rationale used for Pay Decision:

.....  
.....

Revised Salary and Point at August 20\_\_ : £ ..... Point: .....

Certified by Chair of Governors / Pay Committee: .....

Certified by Headteacher: ..... Date: .....

**\* Please delete as appropriate**

## PAY APPEALS PROCESS

The Governing Body is committed to ensuring that appeals against pay decisions are dealt with quickly, fairly and are consistent with equalities and other relevant legislation, as well as the STPC(W)D.

Teachers, including Headteachers, may appeal any determination in relation to their pay or any other decision taken by the Governing Body (or a Committee or individual acting with delegated authority) that affects their pay.

Reasons for appeal may include the following, which is not an exhaustive list. That the person or Committee making the decision:

- a) incorrectly applied any provision of the STPC(W)D;
- b) failed to have proper regard for statutory guidance;
- c) failed to take proper account of relevant evidence;
- d) took account of irrelevant or inaccurate evidence
- e) was biased; or
- f) or otherwise unlawfully discriminated against the Teacher.

For both the representation hearing and the appeal hearing, the Teacher is entitled to be accompanied by a work colleague or trade union representative.

This is not a cyclical process. A teacher may choose to go through all three stages or may choose to progress directly to Stage 3 Appeal. If an individual wishes to progress straight to stage 3 of the process then they are advised to take advice from a TU representative at the earliest opportunity.

### **Stage 1 - Informal Discussion**

A Teacher who is dissatisfied with a pay recommendation has the opportunity to discuss the recommendation with the Headteacher before the recommendation is actioned and confirmation of the pay decision is made by the School.

If, having had an informal discussion with the person making the pay recommendation, the Teacher believes that an incorrect recommendation has been made, they may choose to make representation to the Pay Committee of the Governing Body (see Stage 2 below).

### **Stage 2 - Representation Hearing**

1. The Teacher receives written notification of the pay determination and, where applicable, details of the basis on which the decision was made. The Pay Committee will ensure the Teacher is aware of the process for making representation and appealing against the decision, if appropriate.
2. If the Teacher wishes to make representation, they should do so by writing to the Clerk to Governors within 10 school days of receiving the decision. The decision to request a representation hearing rests with the teacher.

3. The Clerk to Governors will arrange for a representation hearing to take place as soon as possible, which will be chaired by the Pay Committee. The Headteacher may be required to attend the hearing to clarify the grounds for the pay recommendation.
4. The Teacher will be provided with between 5 and 10 school days' notice of the representation hearing. The Teacher may attend the hearing in order to present evidence, call witnesses and ask questions of the Pay Committee.
5. The Pay Committee will decide if the original pay determination is to be amended and will write to the Teacher about the outcome within 5 school days of the decision being reached.
6. Where the Teacher continues to be dissatisfied, they may appeal this decision within 10 school days of receiving the Committee's outcome letter by proceeding to Stage 3 of the process.

**Stage 3 - Appeal Hearing**

1. The Teacher should clearly set out in writing the grounds for appealing the pay decision and send it to the Clerk to Governors within 10 school days of receipt of the written outcome.
2. The Clerk to Governors will arrange for an appeal hearing to take place as soon as possible, but normally within 20 school days of the receipt of the written appeal notification.
3. The Teacher should be provided with between 5 and 10 school days' notice of the hearing.
4. The appeal should be heard by the Pay Appeals Committee comprising of a minimum of three eligible governors who were not involved in the original decision, or where the original Pay Committee comprised of more than three members, a number at least equal to that of the Pay Committee.
5. The Pay Appeals Committee's decision is final.
6. Those required to attend the appeal hearing include:
  - Chair and other Appeal Committee members
  - The Teacher and their representative or work colleague (if the Teacher is accompanied)
  - Witnesses for the employee side (if appropriate)
  - a member of the original Pay Committee who will clarify the reasons for the original decision
  - Witnesses for the management side (if appropriate)
  - Clerk to the hearing
  - HR Adviser to give advice to the Appeal Committee (subject to the provisions of any Service Level Agreement)

**A model procedure for formal appeal meetings**

Chair introduces everyone and their role in the proceedings.

- The Teacher will present their case including any evidence to be considered and any witnesses they have called;
- Pay Appeals Committee members may ask questions of the Teacher, as may the Pay Committee representative;
- Pay Committee representative will state their case including the evidence on which the decision was based and call any witnesses to support the case, if appropriate
- Pay Appeals Committee members may ask questions of the Pay Committee representative, as may the Teacher;
- Both parties may make a closing statement if they wish (Teacher first, followed by Pay Committee representative). No new evidence can be introduced at this stage;
- Both parties leave the hearing;
- The Pay Appeals Committee may request advice from the HR Adviser (if applicable). Once this has been given, the HR Adviser will leave the hearing but may be recalled for further advice (if applicable);
- The Pay Appeals Committee will consider all the evidence and reach a final decision;
- The Pay Appeals Committee will call the parties back to inform the Teacher of the decision (if awaiting the decision) or instruct the Clerk to write to the Teacher on their behalf with their decision and the reasons for it; and
- The Clerk will notify the Local Authority of change of pay, if appropriate.

**PART-TIME TEACHERS' PAY AND TIME CALCULATIONS**

A School's Timetabled Teaching Week must be established and a part-time Teacher must be paid a proportion of the STTW.

Each school must establish a STTW week for each Teacher, this refers to school sessions hours that are timetabled for teaching, including PPA but excluding break times, registration and assemblies.

Part-time Teachers will then be paid on actual teaching time excluding registration assemblies and breaks.

For Example:

If the school day, excluding registration and assembly, runs from 9.00am to 12.15pm and again from 1.15pm to 3.30pm with one 15-minute break in the morning session and one 15 minute break in the afternoon session, the STTW for a full-time Teacher would be calculated as 25 hours. If a part-time Teacher were employed for mornings only working 9.00am to 12.15pm every day, their percentage of the timetabled teaching week would be calculated as 15 hours. This is shown below:

	Morning Session (less breaks, registration & assembly)	+	Afternoon Session (less breaks, registration & assembly)	x	No. of Days in Timetable	=	STTW	% of STTW
Full-Time	3 Hours	+	2 Hours	x	5 Days	=	25 Hours	100%
Part-Time	3 Hours			x	5 Days	=	15 Hours	60%

**PPA and Management Time** must be included when calculating class contact time.

**Directed Time** - a Headteacher may allocate directed time to part-time Teachers (subject to conditions) as a proportion of a FTE 1258.5. Part-time Teachers can now be directed to cover breaks, assemblies and registration as part of their directed duties.

Part-time Teachers cannot be required to be available for work (either for teaching or other duties) on days they do not normally work. However, they may attend by mutual agreement with the Headteacher. Any resultant additional hours should be paid at the Teacher's normal salary.

Part-time Teachers may be required to carry out duties, other than teaching pupils, outside school sessions on the day on which the Teacher is normally required to be available for work (whether the Teacher is normally required to be available for work for the whole or part of that day). This can form part of directed time.



**SCHOOL STAFFING STRUCTURE**

(School to enter details below as applicable at the time of this Pay Policy being adopted by the Governing Body)

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# Agenda Item 14

By virtue of paragraph(s) 14 of Part 4 of Schedule 12A of the Local Government Act 1972 as amended by the Local Government (Access to Information) (Variation) (Wales) Order 2007.

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# Agenda Item 15

By virtue of paragraph(s) 14 of Part 4 of Schedule 12A of the Local Government Act 1972 as amended by the Local Government (Access to Information) (Variation) (Wales) Order 2007.

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