

**TUESDAY 12<sup>TH</sup> MARCH 2024**

**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 10.00 A.M. ON MONDAY, 18TH MARCH, 2024** FOR THE TRANSACTION OF THE BUSINESS OUTLINED ON THE ATTACHED AGENDA

*Wendy Walters*

**CHIEF EXECUTIVE**

<b>Democratic Officer:</b>	<b>Michelle Evans Thomas</b>
<b>Telephone (direct line):</b>	<b>01267 224470</b>
<b>E-Mail:</b>	<b>MEEvansThomas@carmarthenshire.gov.uk</b>

**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, Community Cohesion and Planning Policy</b>
<b>Councillor Hazel Evans</b>	<b>Regeneration, Leisure, Culture and Tourism</b>
<b>Councillor Philip Hughes</b>	<b>Organisation and Workforce</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>

# **A G E N D A**

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 4TH MARCH 2024** 5 - 8
4. **QUESTIONS ON NOTICE BY MEMBERS**
5. **PUBLIC QUESTIONS ON NOTICE**
6. **(DRAFT) STRATEGIC EQUALITY PLAN 2024-2028.** 9 - 46
7. **BUSINESS RATES - RETAIL, LEISURE AND HOSPITALITY RATES RELIEF SCHEME 2024/25** 47 - 58
8. **COUNCIL'S REVENUE BUDGET MONITORING REPORT** 59 - 90
9. **CAPITAL PROGRAMME 2023/24 UPDATE** 91 - 102
10. **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.**
11. **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.**
12. **DISPOSAL OF PARC DEWI SANT, JOBSWELL ROAD, CARMARTHEN.** 103 - 108
13. **SUSTAINABLE COMMUNITIES FUND - ROUND 4 APPLICATIONS** 109 - 166

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## CABINET

**MONDAY 4<sup>TH</sup> MARCH 2024**

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

**Councillors (In Person):**

C.A. Davies

G. Davies

L.D. Evans

P.M. Hughes

A. Lenny

E.G. Thomas

J. Tremlett

A. Vaughan-Owen

**Also in attendance as an observer (Remotely):**

Councillor D.M. Cundy

**Also Present (In Person):**

W. Walters - Chief Executive

J. Morgan - Director of Community Services

C. Moore - Director of Corporate Services

G. Morgans - Director of Education & Children's Services

A. Williams - Director of Place & Infrastructure

L. Rees-Jones - Head of Administration & Law

D. Hockenhill - Media & Marketing Manager

R. Page - Senior Business Support Manager Social Care

L. Jenkins - Cabinet Support Officer

E. Evans - Principal Democratic Services Officer

J. Owens - Democratic Services Officer

S. Rees - Simultaneous Translator

**Also Present (Remotely):**

R. Waters - Highways & Transportation Manager

M. Evans Thomas - Principal Democratic Services Officer [Note Taker]

M. Runeckles - Member Support Officer

**Chamber, County Hall, Carmarthen and remotely : 10:00 am - 10:15 am**

**1. APOLOGIES FOR ABSENCE**

An apology for absence was received from Councillor H.A.L. Evans

**2. DECLARATIONS OF PERSONAL INTEREST**

There were no declarations of personal interests.

**3. TO SIGN AS A CORRECT RECORD THE MINUTES OF THE MEETING OF THE CABINET HELD ON THE 19TH FEBRUARY, 2024**

**UNANIMOUSLY RESOLVED** that the minutes of the meeting of the Cabinet held on the 19<sup>th</sup> February, 2024 be signed as a correct record.

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

#### **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 no public questions had been received.

#### **6. HIGHWAY ASSET MANAGEMENT PLAN - MAINTENANCE MANUAL PART 4.8 - HIGHWAYS ADVERSE WEATHER & WINTER SERVICE PLAN**

Cabinet considered a report on the Maintenance Manual which forms Part 4 of the Highway Asset Management Plan (HAMP) and is being developed as a portfolio of specific manuals covering the management of a range of highway asset categories. Parts 4.1 to 4.7 have been adopted previously. The report provided details of the proposed Part 4.8 that covers the Highways Adverse Weather & Winter Service Plan.

Part 4.8 of the Maintenance Manual sets out how the County Council manages snow events, our approach to treating footways & cycleways, car parks, the deployment and management of grit bins and how we suspend gritting operations at level crossings. The Winter Service section of Part 4.8 concludes by setting out how resources are managed in terms of plant and vehicles, operational personnel and salt stocks. Further sections will be brought forward in future years.

Cabinet was informed that the table under paragraph 4.8.10 on page 56 of the Highways Maintenance Manual (page 32 of the agenda pack) needed updating and this would be done prior to the document being published.

**UNANIMOUSLY RESOLVED that Part 4.8 of the Highway Asset Management Plan - Maintenance Manual be adopted.**

#### **7. CHARGING POLICY - SOCIAL CARE CHARGES AMENDMENTS TO CURRENT POLICY**

Cabinet considered a report providing details of the review undertaken of the current Charging Policy for Social Care Charges and detailing the proposed revisions.

The current charging policy was last updated in April 2019 and it was felt that it was now time to review the policy and consider any changes needed. Consequently, based on a high-level review within the operational team and in consultation with other officers, several changes had been identified, the nature of which would require authority to formally consult on the proposed key changes within the policy. The report set out the suggested proposed revisions and sought authority to consult on the proposed amendments to the policy.

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

It was pointed out that, although there was reference in the executive summary to the report requiring a Council decision this was in fact not the case.

**UNANIMOUSLY RESOLVED that authority be granted to commence the consultation process on the proposed key changes to the Charging Policy**

**8. MEMBERSHIP OF LLESIANT DELTA WELLBEING LTD GOVERNANCE GROUP**

Cabinet was informed that notification had been received from the Labour Group of their wish to nominate Councillor Martyn Palfreman to replace Councillor Deryk Cundy on the Llesiant Delta Wellbeing Ltd Governance Group.

**UNANIMOUSLY RESOLVED that the proposed change in membership be approved.**

**9. 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 urgent items of business.

**10. 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 items as the reports contained exempt information as defined in paragraph 14 of Part 4 of Schedule 12A to the Act.**

**11. BUSINESS GROWTH GRANT LISA FEARN T/A Y SIED**

**Following the application of the public interest test it was UNANIMOUSLY RESOLVED, pursuant to the Act referred to in Minute 10 above, to consider this matter in private, with the public excluded from the meeting as disclosure would be likely to place the business named in the report at an unfair disadvantage in relation to its commercial competitors.**

Cabinet considered a report providing details of an application received for a Business Growth Grant from the Shared Prosperity Fund.

**UNANIMOUSLY RESOLVED to approve the award of a Shared Prosperity Fund Business Growth Grant to Lisa Fearn Ltd t/a Y Sied.**

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**CHAIR**

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**DATE**

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

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## Cabinet 18.03.24

### (DRAFT) STRATEGIC EQUALITY PLAN 2024-28

#### Purpose:

To discuss and approve the (Draft) Strategic Equality Plan 2024-28

#### Recommendations / key decisions required:

1. To approve the (Draft) Strategic Equality Plan for discussion through the democratic process and final approval by full Council in April 2024.
2. To agree on the (Draft) Strategic Equality Objectives.

#### Reasons:

- The Equality Act 2010 brings together and replaces the previous legislation and simplifies / strengthens the law, making it easier for people to understand and comply with. Most of the Act came into force on 1 October 2010.
- Specific Duties have been introduced for Public Bodies in Wales and the development of a Strategic Equality Plan is one of those duties.

Cabinet Decision Required YES (18 March 2024)

Council Decision Required YES (8 May 2024)

CABINET MEMBER PORTFOLIO HOLDER:- Cllr. Ann Davies and Cllr. Philip Hughes

#### Directorate:

Chief Executive

Name of Head of Service:  
Jason Jones

Report Author:  
Gwyneth Ayers & Llinos  
Evans

#### Designations:

Head of Regeneration,  
Policy & Digital

Corporate Policy,  
Performance &  
Partnership Manager

Policy & Involvement  
Manager

#### Email addresses:

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# EXECUTIVE SUMMARY

## (Draft) Strategic Equality Plan 2024-28

The Equality Act 2010 includes a new Public Sector Duty, replacing the separate duties on race, disability and gender equality. The General Duty of the Act covers the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation.

The aim of the general duty is to ensure that public authorities and those carrying out a public function consider how they can positively contribute to a fairer society through advancing equality and good relations in their day-to-day activities. The Duty is compatible with the requirements of the Well-being of Future Generations Act, with 'equality' and 'cohesion' featuring strongly as two of the seven well-being goals.

As a public sector organisation listed under the Equality Act 2010, we have a responsibility under the General Duty to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

The (draft) Carmarthenshire County Council Strategic Equality Plan 2024-28 has been prepared to outline how the Council will meet its duties under the Equality Act 2010 and the Specific Duties for Wales and builds on the Council's previous plans. We are required to publish our new plan in April 2024.

**DETAILED REPORT ATTACHED?**

**YES**

**Draft Strategic Equality Plan 2024-28**

# 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: Jason Jones, Head of Regeneration, Policy & Digital

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

## 1. Policy, Crime & Disorder and Equalities

Carmarthenshire County Council is a listed body under the Equality Act 2010 and must comply with the General Duty.

## 2. Legal

Non-compliance with the Act could lead to legal challenge. We must be able to evidence that we have shown due regard to the General Duty. Preparing and publishing a Strategic Equality Plan is one of those legal obligations.

## 7. Staffing Implications

People Management play an integral role in the Strategic Equality Plan and its implementation.

# CONSULTATIONS

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

Signed: Jason Jones, Head of Regeneration, Policy & Digital

(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):** N/A

**3. Community / Town Council:** N/A

**4. Relevant Partners**

To develop the equality objectives, we have engaged with our residents, engaged with our workforce and used relevant information. This information includes Equality and Human Rights Commission (EHRC) research reports, Welsh Government reports and policies and Carmarthenshire County Council policies.

Public services in Mid and West Wales joined together to ask the public their views on equalities. This included a survey and engagement events during May-September 2023. The survey gathered views on how people from different backgrounds experience six major areas of life, based on the 'Is Wales Fairer 2023?' domains of:

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

The partnership included Ceredigion County Council, Carmarthenshire County Council, Pembrokeshire County Council, Dyfed Powys Police, the Police and Crime Commissioner, Hywel Dda University Health Board, Powys Teaching Health Board, Mid and West Wales Fire and Rescue Service and Pembrokeshire Coast National Park.

**5. Staff Side Representatives and other Organisations**

The Strategic Equality Plan consultation was included in the staff newsletter as an opportunity for staff to contribute to the work.



<b>CABINET MEMBER PORTFOLIO HOLDER(S) AWARE/CONSULTED</b> YES	Cllr. Ann Davies & Cllr Philip Hughes
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**Section 100D Local Government Act, 1972 – Access to Information**  
**List of Background Papers used in the preparation of this report:**  
**THESE ARE DETAILED BELOW**

Title of Document	File Ref No.	Locations that the papers are available for public inspection
Equality objectives and strategic equality plans		<a href="#">Equality objectives and strategic equality plans   EHRC (equalityhumanrights.com)</a>
Is Wales Fairer 2023		<a href="#">Equality and Human Rights Monitor 2023: Is Wales Fairer?   EHRC (equalityhumanrights.com)</a>

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# Cynllun Strategol Cydraddoldeb

## Strategic Equalities Plan

2024-28



[sirgar.llyw.cymru](http://sirgar.llyw.cymru)  
[carmarthenshire.gov.wales](http://carmarthenshire.gov.wales)

# 1) Carmarthenshire County Council

## Our commitment

Publishing a Strategic Equality Plan is a legal duty under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011. The Equality Act 2010 was brought in with the purpose of enabling the better performance of the public sector equality duty in section 149 of the Equality Act 2010 and to ensure equality is at the heart of the work of everything the listed bodies do. The legislation ensures that our work is focussed on eliminating inequality and the barriers that cause it, promoting equality and fostering good relations between people.

As a Local Authority responsible for delivering services to the people of Carmarthenshire, we are committed to equality of opportunity for everyone. As an employer, we are also committed to building an organisation that makes full use of the talents, skills and experience of current and potential staff. We recognise that what we do every day plays an important part in people's lives and we have a key role in enhancing the quality of life for everyone in our community. By delivering the equality objectives set out in this plan we are also supporting the Well-being of Future Generations (Wales) Act Goals as well as our own Corporate Strategy commitments, which includes delivering on other equality action plans such as the Anti-Racist Wales Action Plan and the LGBTQ+ Action Plan.

This Plan outlines how we will promote equality and diversity from 2024 until 2028, some of the practical steps we will be taking to put our commitments into practice and how we will monitor our performance and the effectiveness of this Plan.

## How to contact us:

Comments and suggestions as to how the council can improve and best perform as an equal opportunities' organisation can be submitted at any time to the:

Policy & Involvement Team  
Carmarthenshire County Council  
County Hall  
Carmarthen  
SA31 1JP

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

## Accessible formats

If you would like this publication in an alternative format and/or language, please contact us. All publications are also available to download and order in a variety of formats from our website.



## 2) Understanding our duties

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

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

### Public Sector Equality Duty

#### The General Duty

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

- Eliminating discrimination, harassment, victimisation and any other conduct that is prohibited under the Act.
- Advancing equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- Fostering good relations between persons who share a relevant protected characteristic and persons who do not share it.

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

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

#### The Specific Duties

The Equality Act provides a power to make regulations imposing duties on public bodies to support better performance of the General Duty; these are the Specific Duties for Wales. The Specific Duties underpin the General Duty and have been developed around four main principles:

1. Use of evidence
2. Consultation and involvement
3. Transparency
4. Leadership.

The Welsh Government published regulations that introduced the Specific Duties for Wales in March 2011, which set out the actions Carmarthenshire County Council must take to comply:

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

### **Who is protected under the Equality Act 2010?**

Everyone is protected under the Equality Act; however, the General and Specific Public Sector Duties refer to Protected Characteristics. These are:

- Age
- Disability
- Gender reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation.

### **Types of Discrimination**

Discrimination can come in one of the following forms:

- Direct discrimination - treating someone with a protected characteristic less favourably than others
- Indirect discrimination - putting rules or arrangements in place that apply to everyone, but that put someone with a protected characteristic at an unfair disadvantage
- Harassment - unwanted behaviour linked to a protected characteristic that violates someone's dignity or creates an offensive environment for them
- Victimisation - treating someone unfairly because they've complained about discrimination or harassment
- Discrimination by association – treating someone less favourably than others, because of someone they are associated with

- Discrimination by perception – treating someone less favourably than others because of a protected characteristic they are thought to have, regardless of whether this perception by other is actually correct or not
- Discrimination arising from a disability – treating a disabled person less favourably because of something arising in consequence of their disability and the treatment cannot be objectively justified
- Failure to make reasonable adjustments (Disability only) – a disabled person can experience discrimination if the employer or organisation doesn't make a reasonable adjustment.

Discrimination is not always obvious and can be subtle and unconscious, this is known as unconscious bias. This stems from a person's general assumptions about the abilities, interests and characteristics of a particular group that influences how they treat those people. Such assumptions or prejudices may cause people to apply requirements or conditions unwittingly that put those in particular groups at a disadvantage.

### **Welsh language**

In Carmarthenshire, there is also a need to have regard to the Welsh Language. Although this falls under a separate legislative framework, namely the Welsh Language Measure (Wales) 2011, there is a considerable tie-in between the Council's wider approach to equalities and diversity and the commitment the council has towards the Welsh Language – and especially the need to ensure that people can use the language of their choice (Welsh or English) when dealing with the council. The requirements to Assess for Impact in relation to the characteristics identified in the Equality Act 2010, applies equally to the Welsh Language.

Further information on the Welsh language Standards can be found on the Council's website or through the Welsh language Commissioner.

### 3) The Well-being of Future Generations Act

#### The Act's requirements

The Well-being of Future Generations Act (2015) is a ground-breaking law that provides a unique opportunity for all public services to work differently together, involving communities in shaping our long-term future and improving well-being for all. The Act places the citizens of Wales in the centre of everything public services do to improve the economic, social, environmental and cultural well-being of Wales and that the sustainable development principle is integral to everything that we do.

#### National Well-being Goals

The Act sets out seven Well-being Goals which public services must work towards to improve the social, economic, environmental and cultural well-being of all of our communities.



Together they give public services a common purpose and shared vision to work towards. The goals must be considered as an integrated set, with the relevant links being made between them to deliver well-being. The objectives and actions outlined in this well-being plan have all been formulated with a view to making a wider contribution to achieving the national well-being goals.

The national well-being goals of a More Equal Wales and A Wales of Cohesive Communities will lead our work locally and we will ensure that our Strategic Equality Objectives contribute to those.

#### Sustainable Development principle

Public Services, in working towards delivering these goals, must follow the sustainable development principle, designed to support and deliver a public service that meets the needs of the present without compromising the ability of future generations to meet their own

needs. We need to ensure that when we make decision, we consider the impact this could have on people living in Carmarthenshire in the future.

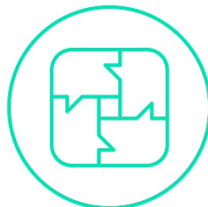
## Five Ways of Working

There are five Ways of Working public services must follow, to show how we have applied the sustainable development principle. In achieving this Strategic Equality Plan, we must ensure that everything we do has taken these ways of working into consideration. We have to think more about the long-term, work better with local communities, look to prevent problems and take a more joined-up approach. This will ensure we also work together in a more robust and effective partnership approach.



### Collaboration

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.



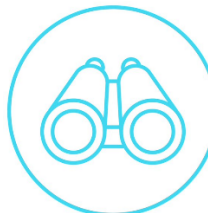
### Integration

Considering how the public body's well-being objectives may impact upon each of the well-being goals, on their objectives, or on the objectives of other public bodies.



### Involvement

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.



### Long-term

The importance of balancing short-term needs with the need to safeguard the ability to also meet long-term needs.



### Prevention

How acting to prevent problems occurring or getting worse may help public bodies met their objectives.

**Credit:** Five Ways of Working, Office of Future Generations Commissioner for Wales

## 4) Developing and setting our Strategic Equality Objectives

To develop our Strategic Equality Objectives, we have engaged with our residents, our workforce and used relevant information. This information includes Equality and Human Rights Commission (EHRC) research reports, Welsh Government reports and policies and Carmarthenshire County Council policies.

### 1. Equality and Human Rights Commission's '*Is Wales Fairer 2023?*'

In December 2023, the Equality and Human Rights Commission (EHRC) published '*Is Wales Fairer 2023?*', a comprehensive review of how Wales is performing on equality and human rights.

*Is Wales Fairer?* (2018) collected evidence from across 6 areas of life: education, health, living standards, justice and security, work and participation in politics and public life. Prospects for disabled people, some ethnic minority people, and children from poorer backgrounds had worsened in many areas of life. This inequality risks becoming entrenched for generations to come, creating a society where these groups are left behind in the journey towards a fair and equal country.

The 2023 report provides valuable data and evidence that will support the efforts of all public bodies to reduce inequality across Wales and draws from the past five years, which include the COVID-19 pandemic. The evidence points towards these overarching themes:

- An increase in the number of children looked after by local authorities.
- A significant educational attainment gap for these children.
- Education attainment gap between disabled and non-disabled people continues to widen in early years.
- Earning gaps for disabled workers have grown wider since 2014.
- Digital exclusion remains persistent for older people, disabled people, those in poverty and rural populations.
- Poverty in Wales remains persistently high.
- Lesbian, gay and bisexual people report poorer mental health than heterosexual adults.
- Childcare and caring responsibilities continue to be a significant barrier to equality.
- Justice in England and Wales outcomes exhibit a regressive trend.
- A rise in racially and religiously aggravated offences. Despite this, the proportion of offences resulting in a charge has gone down.

To see the report please click [here](#).

### 2. Strategic Equality Plan Survey – Mid and West Wales Collaboration

Public services in Mid and West Wales joined together to ask the public their views on equalities. This included a survey and engagement events. The survey gathered views on how people from different backgrounds experience six major areas of life, based on the '*Is Wales Fairer 2018?*' domains, as listed above.

The partnership included Ceredigion County Council, Carmarthenshire County Council, Pembrokeshire County Council, Dyfed Powys Police, the Police and Crime Commissioner, Hywel Dda University Health Board, Powys Teaching Health Board, Mid and West Wales Fire and Rescue Service, University of Wales Trinity Saint David and Pembrokeshire Coast National Park.

## 5) Carmarthenshire at a glance

According to the 2021 Census, the population of Carmarthenshire was 187,897 persons. This represents a numerical increase of 4,120 persons and a percentage increase of 2.2% since the last Census was undertaken in 2011. In comparison, the population of Wales increased by 1.4% over the 10-year period, while the total increase for England and Wales was higher at 6.3%. Whilst the Carmarthenshire growth pattern is lower than the England and Wales average it is the 5<sup>th</sup> highest for growth from the 22 local authorities in Wales.

Carmarthenshire has a population density of 79 persons per square kilometre, which is lower than 17 of the 22 Unitary Authorities in Wales. The most densely populated settlements in Carmarthenshire are, in descending order, Tyshia, Elli, Lliedi, Bigyn and Ammanford.

Carmarthenshire's unemployment rate – which comprises individuals who are unemployed and actively seeking work – was 4.4% in the year ending September 2023, the highest rate since 2020 and slightly higher than the Wales average of 3.9%.

However, over the trend period (December 2014 – December 2023), the number of persons in Carmarthenshire who may be classified as 'long term unemployed' (those in receipt of Job Seekers Allowance for a duration exceeding 6 months) has decreased significantly by 89.3%, (790 less people in 2023, compared with 2014).

Figures from the 2021 Census shows that the population change in Carmarthenshire is in line with that of Wales. The largest growth has been seen in the older age groups. Since 2011 the 65-74 year age group has seen an increase of 21%, followed closely by those aged 75 to 84 years who had a 20.5% increase and those aged 85 years and over saw an increase of 8.4%.

The largest decrease in the population age groups was in the younger age groups: -16.8% for those aged 20-24 years old and -13.2% for those aged 16-19 years old.

**If we could shrink Carmarthenshire's population into a village of approximately 100 people, with all the existing human ratios remaining the same, there would be:**

- 49 Males and 51 Females (2021 Census)
- 17 children aged under 16 (2021 Census)
- 59 people of working age (2021 Census)
- 24 people of pensionable age (2021 Census)
- 40 people able to speak Welsh (2021 Census)
- 97 people from a white background and 3 from a non-white background (2021 Census)
- 2 people would be Lesbian, Gay or Bisexual or all other sexual orientations (2021 Census)
- 11 people with a limiting long-term illness (2021 Census)
- 11 people would be providing unpaid care (2021 Census)



- 5 of the working age population with a disability (DWP Disability Living Allowance payments) Stats May 2023)
- 48 people who were Christian, 2 persons would be of other religion and 44 would have no religion (6 would prefer not to state their religion) (2021 Census)
- 8 households would be earning less than £10,000 per year and 10 households would be earning over £80,000 per year (CACI Paycheck 2023)
- 11 lone parent households (2021 Census)

**When we consider our County from such a compressed perspective, the need for acceptance, respect, understanding and knowledge of equality and diversity issues becomes apparent.**

\*These benefits include, Attendance Allowance (AA), Benefit Combinations, Bereavement Benefits (BB), Bereavement Support Payment (BSP), Carer's Allowance (CA), Disability living Allowance (DLA), Employment and Support Allowance (ESA), Housing Benefit (HB), HB Flows (on-flow 61, off-flow 105), Incapacity Benefit (IB) & Severe Disablement Allowance (SDA), Income Support (IS), Industrial Injuries Disablement Benefit (IIDB), Jobseeker's Allowance (JSA), Pension Credit (PC), Personal Independence Payment (PIP), State Pension (SP), Universal Credit (UC), Widow's Benefit (WB).

## 6) Policies and guidance

### **Carmarthenshire County Council's Corporate Strategy 2023-27**

The Corporate Strategy sets out the direction for the local authority over the next five years, incorporating our improvement and Well-being Objectives as defined by legislation.

Our well-being objectives are focused on:

1. Enabling our children and young people to have the best possible start in life (Start Well)
2. Enabling our residents to live and age well (Live & Age Well)
3. Enabling our communities and environment to be healthy, safe and prosperous (Prosperous Communities)
4. To further modernise and develop as a resilient and efficient Council (Our Council)

We have set these out with a view to addressing the key challenges and development areas facing Carmarthenshire but with a longer-term view to improving the social, economic, environmental and cultural well-being of the residents and communities of Carmarthenshire.

A variety of services will be provided to meet these aims, each delivered in line with the Council's Core Values, which underpin and guide the way that we work, the way we improve and the way we make decisions in our community.

### **Carmarthenshire's Public Services Board Well-being Assessment and Well-being Plan 2023-28**

The [Local Well-being Assessment](#) is a statutory requirement under the Well-being of Future Generations (Wales) Act 2015. It is based on data, evidence and feedback from our residents and stakeholders on what is important to our communities in terms of Well-being.

The Local Well-being Plan sets out how the Public Services Board will work together to improve the economic, social, environmental and cultural well-being of our county for the next five years. It builds on a detailed Well-being Assessment which collates data and evidence and also involvement activity with communities and stakeholders across our county.

The [Local Well-being Plan 2023-2028](#) includes the following Well-being Objectives:

- Ensuring a sustainable economy and fair employment
- Improving well-being and reducing health inequalities
- Responding to the climate and nature emergencies
- Tackling poverty and its impacts
- Helping to create bilingual, safe and diverse communities.

## **Carmarthenshire County Council's Workforce Strategy 2024-29**

Our Workforce Strategy supports the Council's vision and defines how we will build the capability, skills, and culture we need for our workforce. It not only meets our present needs but also the needs of our future workforce. This will involve strategies for employee development, succession planning, and recruitment that take into account long-term sustainability and the impact on future generations.

The Strategy describes five key objectives for action, which we will focus on during the next five years, to support and develop our workforce, strengthen our capabilities as an organisation and transform how we do things.

### **Integrated Impact Assessment**

Impact assessments are an important practical tool for helping us understand and mitigate the possible impact of our decisions on our residents, customers and services. They help us to ensure we have considered how different groups and services could be affected by our proposals, enabling us to strengthen positive aspects and mitigate any potentially negative impacts. Ultimately, they provide an opportunity for us to evidence our thought process and to challenge assumptions in developing new proposals. As a result, impact assessments can help ensure that new proposals are effective and are based on the best possible evidence and data.

The integrated impact assessment is a digital template to be completed and reviewed as part of the development process of proposals that will be put forward for decision by the Council's Cabinet or Full Council.

The Council has a statutory requirement to complete impact assessments under a number of legislative requirements. These requirements are legal obligations for the Council and failure to meet these duties may result in the Council being exposed to legal challenge for not following due process.

Our integrated assessment incorporates the requirements of the following Acts into one Impact Assessment:

- Well-being of Future Generations (Wales) Act 2015
- Public Sector Equality Duty and the Equality Act 2010
- Socio-Economic Duty 2021
- Welsh Language Measure 2011 and Welsh Language Standards
- United Nations Convention on the Rights of the Child (UNCRC) & Rights of Children and Young Persons (Wales) Measure 2011
- Environment (Wales) Act 2016 – biodiversity and ecosystem resilience
- General Data Protection Regulation.

Integrated Impact Assessments are required for all strategic matters which are being presented to the Council for decision. The process of undertaking an Impact Assessment should begin as soon as a proposal starts to be developed. The Assessment should be refined and updated throughout the development of the proposal as further evidence and

information is gathered and should support scrutiny of the proposal at the decision-making stage.

### **Anti Racist Wales Action Plan**

In July 2022, the Welsh Government published its first Anti Racist Wales Action Plan. The plan builds on previous Welsh Government initiatives on race equality and builds on the values of anti-racism and calls for zero-tolerance of all racial inequality.

The Welsh Government has identified a vision for an anti-racist nation where everyone is valued for who they are and the contribution they make and are committed to creating an anti-racist nation by 2030.

In relation to the leadership responsibility Welsh Government holds for public, third and those private sector organisations they fund, they have identified 5 core actions they will expect and will hold them us account, via the Accountability Group:

1. A strong commitment to lead from the front and demonstrate it in terms of anti-racist values, behaviours, representation at all levels of your organisations and accountability measures.
2. Participation in all decision making and senior leadership groups in a way that enables lived experiences of ethnic minority people to be heard and acted upon.
3. Achieve, at the very least, minimum requirements of the Equality Act 2010 and publish your results in an open and accessible forum/platform.
4. Ensure minimum standards and provision of culturally sensitive and appropriate services, including provision of translation and interpretation.
5. Ensure robust complaints policies and processes for racial harassment that are validated to the satisfaction of ethnic minority groups.

Adopting an anti-racist approach requires us to look at the ways that racism is built into our policies, formal and informal rules and regulations and generally the ways in which we work.

The development of the Anti Racist Wales Action Plan involved many discussions and conversations with ethnic minority people and wider, which concluded the need to take an anti-racist approach.

The action plan outlines actions for Welsh Government and the public sector (including local authorities) in a range of areas, including: Leadership within Welsh Government and across public services, Education and Welsh Language, Culture, Heritage and Sport, Health, Social Care, Homes and Places, Local Government, Employability and Skills (including Social Partnership and Fair Work and Entrepreneurship), Support for Refugees and Asylum Seekers, Crime and Justice, and Childcare and Play.

We will implement the relevant parts of the Anti-Racist Wales Action Plan as part of the work on our Strategic Equality Plan and action plan.

## **LGBTQ+ Action Plan**

Welsh Government published an LGBTQ+ Action Plan in 2023, with the aim of making Wales the most LGBTQ+ friendly nation in Europe, supporting all LGBTQ+ people in Wales to live their fullest life: to be healthy, to be happy, and to feel safe.

The plan is a framework for LGBTQ+ policy development across government and with partners, setting out an overarching vision to improve the lives of, and outcomes for, LGBTQ+ people. It includes a wide range of policy-specific actions relating to human rights, education, improving safety, housing, health and social care, sport, culture, and promoting community cohesion. It sets out the concrete steps necessary to strengthen equality for LGBTQ+ people, to challenge discrimination, and to create a society where LGBTQ+ people are safe to live and love authentically, openly and freely as themselves. The action plan outlines actions for Welsh Government and the public sector (including local authorities) in a range of areas, including: recognition of trans and non-binary people; safety; home and communities; health and social care; education and lifelong learning; workplace; and supporting the COVID-19 response.

We will implement the relevant parts of the LGBTQ+ Action Plan as part of the work on our Strategic Equality Plan and action plan.

## **The Socio-economic Duty**

The Socio-economic Duty is set out in section 1 of the Equality Act 2010 and requires, that certain public authorities, when making decisions of a strategic nature about how to exercise their functions, must have due regard to the desirability of exercising them in a way that is designed to reduce the inequalities of outcome which result from socio-economic disadvantage. The duty refers to aspects of life 'socio' (your life chances and where you live) and 'economic' (how much money you have for essential and non-essential items).

The Socio-economic Duty therefore seeks to improve the strategic decision-making of specified public bodies to better support those who are socio-economically disadvantaged in terms of income and/or status. It puts tackling inequality at the heart of decision-making and builds on the good work public bodies are already doing.

Inequality can further compound negative socio-economic factors. The Strategic Equality Plan will set out objectives and actions which will help to improve socio-economic outcomes.

## **Armed Forces Act 2021**

The Armed Forces Covenant Statutory Duty is set out in the Armed Forces Act 2021, clause 8 (armed forces covenant) which place a legal obligation for certain public bodies, to pay due regard to the principles of the armed forces covenant in the relevant functions of housing, education, and healthcare. The Duty is about informed decision-making and means that the specified public bodies should think about and place an appropriate amount of weight on the principles of the armed forces covenant when they consider all the factors relevant to how they carry out relevant functions. The principles are:

(a) recognising the unique obligations of, and sacrifices made by, the armed forces,

(b) the principle that it is desirable to remove disadvantages arising for service people from membership, or former membership, of the armed forces, and

(c) the principle that special provision for service people may be justified by the effects on such people of membership, or former membership, of the armed forces.

## 7) Carmarthenshire County Council's Equality Objectives

As a public body we need to ensure that everybody has equal access to our services and is treated fairly by our services. The fundamental principles of human rights also need to be at the core of service delivery. We are required to focus on achieving measurable equality outcomes through specific improvements in policies and the way our services and functions are delivered.

Taking the above evidence into account and weighing up with any other relevant information we have set the following equality objectives for 2024-28 for Carmarthenshire County Council:

1. **Being an employer of choice.**
2. **Enabling our residents to live and age well.**
3. **Embedding Community Cohesion in our organisation and our community.**
4. **Protecting and strengthening equality and human rights.**

The above equality objectives are based on the needs and issues raised during engagement and consultation and *'Is Wales Fairer 2023?'*. We have also considered the Strategic Objectives as set by the Welsh Government and how we are able to contribute to those objectives.

We have not taken the approach of setting an objective for each characteristic but have set objectives based on the needs and issues that people with protected characteristics face. Where a specific protected characteristic is particularly disadvantaged, we have recorded this in the background information for each objective. We have also included specific action in our action plan to address disproportionate or specific disadvantages faced by individual protected characteristics.

## 8) Being an Employer of choice

Working to create a workplace where everyone is treated equally, with dignity and has fair access to resources and opportunities.

Relevant data:

- Feedback from the **Mid and West Wales Equality Survey 2023** shows that a person's protected characteristic is perceived to profoundly impact their experiences of work. The top three groups related in the survey as having worse experiences of work than the population were people from an ethnic background, disabled people and older people. Our communities also highlighted that intersectionality deepens this impact.
- Across Wales, disabled people are consistently much less likely to be employed (39.1%) than non-disabled people (75.3%).
- White minority groups have the highest rate of employment in Wales with white British the lowest, however, ethnic minority groups are more likely to be in insecure employment.
- Ethnic minority groups are more likely to report experiences of discrimination and bullying in the workplace, with issues identified in health and social care.
- Across Wales, 34% of LGBTQ+ staff reported hiding or disguising their identity at work for fear of discrimination, rising to 45% for transgender and non-binary people.
- The disability pay gap for Wales in 2021 was 11.6% with disabled employees earning less than non-disabled employees.
- In 2019, the ethnicity pay gap in Wales was 1.4%. This means that on average, ethnic minority employees in Wales were paid 1.4% less per hour than White British employees.
- Carmarthenshire County Council is one of the largest employers in the area and currently employ 8,665<sup>1</sup> people (6,566 FTE) occupying 5,022 posts with just 100 workers being employed via an employment agency at any given time. 45% of our staff have more than 10 years' service and 27% are likely to retire in the next ten years.
- 11.77% of our people have a declared disability.
- Our median salary is £25,049. <sup>2</sup>

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<sup>1</sup> @December 2022

<sup>2</sup> Pay Policy Statement 2023/24



## Being an Employer of choice

Action	Source / Related Plan(s)	Responsibility	Race	Disability	Sex	Gender Reassignment	Sexual Orientation	Age	Religion/Belief	Marriage / Civil Partnership	Pregnancy / Maternity	Complete by
Develop options and timetable to review our Pay Model for agreement by the Pay Policy Advisory Panel.	Workforce Strategy 2024-2029	People Management	●	●	●	●	●	●	●	●	●	April 2024
Implement a new Pay Model												March 2026
Work with colleagues from other divisions e.g. Procurement, to work with Welsh Government, Public Service Partners and Trade Unions in further progressing the Real Living Wage agenda. (considering affordability)	Workforce Strategy 2024-2029	People Management	●	●	●	●	●	●	●	●	●	April 2025
Boosting the use of work experience, secondments, apprenticeships, shadowing, coaching, mentoring and graduate schemes.	Workforce Strategy 2024-2029	People Management	●	●	●	●	●	●	●	●	●	March 2026
Work with relevant groups to promote the Council as an employer across all communities including the Black, Asian a Minority Ethnic community.	Workforce Strategy 2024-2029  Anti-racist Wales Action Plan	People Management	●	●	●	●	●	●	●	●	●	March 2025

Look at ways of improving the quality of our workforce equality data and continuously improving the quality of information gathered.	Workforce Strategy 2024-2029	People Management	●	●	●	●	●	●	●	●	●	●	March 2025 Ongoing
Ensure all employees are aware of and have completed mandatory, statutory and core skills learning (including Equalities and Welsh language)	Workforce Strategy 2024-2029	People Management	●	●	●	●	●	●	●	●	●	●	March 2025
Provide a range of development opportunities for new and existing to improve their Welsh language skills	Workforce Strategy 2024-2029	People Management	●	●	●	●	●	●	●	●	●	●	March 2025
Conduct an annual employee engagement survey	Workforce Strategy 2024-2029	People Management	●	●	●	●	●	●	●	●	●	●	September 2024
Establish staff forum	Workforce Strategy 2024-2029	People Management	●	●	●	●	●	●	●	●	●	●	April 2024
Provide the organisation with relevant, accurate people related data via the development of a people data dashboard through the development of a Workforce Data framework	Workforce Strategy 2024-2029	People Management	●	●	●	●	●	●	●	●	●	●	March 2025
Work to position our recruitment competitively and work towards continuously improving recruitment levels across the organisation. Seeking to understand the steps needed in order to become the employer of choice in West Wales	Workforce Strategy 2024-2029	People Management	●	●	●	●	●	●	●	●	●	●	March 2025

Develop focused training for Members on areas relating specifically to equality, diversity, and equity, to be included within Code of Conduct training.	Workforce Strategy 2024-2029	People Management	●	●	●	●	●	●	●	●	●	March 2025
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## 9) Enabling our residents to live and age well

### Background data:

- Poverty and deprivation have serious detrimental effects, impacting all aspects of well-being. Over a third of our households continue to live in poverty (35.6%), a level which has increased by 0.9% over the last ten years. This translates to around 29,500 households, suggesting that almost 600 additional households have slipped below the income threshold over the last ten years.
- According to the Census 2021, Carmarthenshire has an ageing population, whereby 11% of the county's population are aged over 75 (above the national average of 9.8%). This will require the NHS and the Local Authority to plan for the expected increased demand for health and social care services.
- In 2021, 41% of all fuel-poor households were headed by someone aged 65 or over.
- Dementia prevalence is projected to significantly increase in the next 15 years.
- 2.8% of 16–64-year-old residents were claiming benefits in December 2023, which is nearly back to pre-pandemic levels.
- 3,070 residents in Carmarthenshire were claiming Jobseekers Allowance in December 2023.
- In its Poverty Snapshot 2023, the Bevan Foundation found that People in receipt of benefits people on Universal Credit are five times as likely to report that they sometimes, often or always struggle to afford the basics as the general population.
- Disabled people whose condition limits them a lot – over half (52 per cent) have gone without heating in their home over the past three months.
- Social renters – nearly half (46 per cent) report that they have had to cut back on food for themselves or skip meals in the three months to January 2023. Households with children – around twice as likely to be in debt because of the cost-of-living crisis as households with no children.
- Adults under the age of 65 – twice as likely to report that their household sometimes, often, or always struggled to afford the basics as households over 65 years old.
- Unpaid carers – significantly more likely to have borrowed money between October and January than people who are not carers.

- According to Welsh Government analysis, from 2020 to 2022, 38% of single-parent households were in poverty. Data from the Census 2021 shows that most (89.1%) single-parent households are headed by women.

Enabling our residents to live an age well												
Action	Source / Related Plan(s)	Responsibility	Race	Disability	Sex	Gender Reassignment	Sexual Orientation	Age	Religion/Belief	Marriage / Civil Partnership	Pregnancy / Maternity	Complete by
As part of the Tackling Poverty Agenda and Cost of living campaign, we will promote all new funding availability and support, focussing on issues faced by our protected communities where possible	Tackling Poverty Action Plan	Tackling Poverty Officer Working Group	●	●	●	●	●	●	●	●	●	Ongoing
We will ensure that we have a through age approach to community support ensuring equal access to education, training, employment and community inclusion.  This will include new models of service delivery to respond to Covid -19 and the opportunities this presents to escalate our Learning Disability Transformation plan.	Corporate Strategy 2023-27	Communities Department	●	●	●	●	●	●	●	●	●	

<p>Work with the Public Services Board to drive community engagement and good practice in relation to recruitment from Black, Asian and Minority Ethnic communities.</p> <p>This includes working in partnership with Co-production Wales through the Regional PSBs and Project Dewi.</p>	<p>Carmarthenshire Public Services Board Well-being Plan 2023-28</p> <p>Corporate Strategy 2023-27</p>	<p>Chief Executive's Department</p>	●									2023-28
<p>To work with relevant external groups, to improve representation and signposting for Black, Asian and Minority Ethnic communities on the Council's website</p>	<p>Corporate Strategy 2023-27</p>	<p>Chief Executive's Department</p>	●									2022-27
<p>Become a member of the World Health Organisation Age-friendly Communities Framework, based on mapping of local evidence.</p> <p>Take further steps to develop an action plan based evidence and feedback from our residents.</p>	<p>Age friendly Wales: our strategy for an ageing society</p>	<p>Chief Executive's</p>		●			●					2024-28

## 10) Embedding Community Cohesion in our organisation and our community

Embedding Community Cohesion; mainstreaming it in our organisation and the wider community. Supporting the celebration of diversity and inclusion while building resilient communities across Carmarthenshire.

### Background data:

- The proportion of adults in Wales in all age groups who feel they belong in their local area has increased. In 2020/21, people aged 65–74 (89%) and 75 and over (90%) are more likely to feel they belong in their local area than those in younger age groups.
- Data from the Home Office shows that recording of hate crime by the police has generally increased over the last few years. This is believed to be due to improvements in the reporting of these crimes and recording practices among police forces. Recorded hate crime for all strands were at their highest level in 2021/22.
- The number of racially or religiously aggravated offences recorded by the Police increased in Wales, from 1,704 in 2017-18 to 2,934 in 2021-22. However, the proportion of offences resulting in charge has decreased during this period.
- Black or mixed ethnic people are more likely to have experienced sexual assault in the past year than White, Asian or other ethnic groups.
- The proportion of disabled people reporting experiencing domestic abuse in the past 12 months is round three times greater than that reported by non-disabled people.
- Sexual orientation was the second largest motivating factor for Police recorded hate crimes in Wales in 2021-22, increasing from 19.1% (in 2018-19) to 21.1%.
- Analysis of the National Survey for Wales found that women are significantly less likely to feel safe in their local community than men. Women felt less safe in 2021/22 than they did in 2016/17. In 2021/22, 51% of women felt safe at home and walking or travelling in the local area (56% in 2016/17) compared with 81% of men (82% in 2016/17).

## Embedding Community Cohesion in our organisation and our community

Action	Source / Related Plan(s)	Responsibility	Race	Disability	Sex	Gender Reassignment	Sexual Orientation	Age	Religion/Belief	Marriage / Civil Partnership	Pregnancy / Maternity	Complete by
Mainstream community cohesion in public bodies and wider community through training and awareness raising, dovetailing with other Welsh Government legislation and policies	Community Cohesion Programme Workplan	Communities	●	●	●	●	●	●	●	●	●	March 2026
Coordinate relevant community cohesion related training, for local authority staff, other public bodies staff, third sector, elected officials, or others with a key role to play in building community cohesion.	Community Cohesion Programme Workplan	Communities	●	●	●	●	●	●	●	●	●	March 2026
Deliver accessible and inclusive outreach and engagement events, activities, and initiatives which foster good relations between groups through reducing segregation and increasing empathy and understanding. This should include intersectional and intergenerational experiences, involving individuals and communities in a co-productive way.	Community Cohesion Programme Workplan	Communities	●	●	●	●	●	●	●	●	●	March 2026



Eliminate barriers to participation, taking into consideration the language, cultural and accessibility needs of communities, as well as other factors such as digital exclusion.	Community Cohesion Programme Workplan	Communities	●	●	●	●	●	●	●	●	●	●	March 2026
Continually monitor emerging community tensions and work with key partners, including police and community members, as part of the response to mitigate them.	Community Cohesion Programme Workplan	Communities	●	●	●	●	●	●	●	●	●	●	March 2026

## 11) Protecting and strengthening equality and human rights.

Working to ensure that equality and human rights considerations are embedded in all policy and strategic planning across our Council. As a public body we need to ensure that everybody has equal access to our services and is treated fairly by our services. The fundamental principles of human rights also need to be at the core of service delivery.

Relevant data:

- Feedback from the **Mid and West Wales Equality Survey 2023** confirms that people's experiences of influencing decisions vary according to their demographic group. The top three groups related in the survey as having worse experiences of influencing decisions are those from an ethnic minority, disabled people and young people.
- Over 75% of ethnic minority people in the UK do not believe their human rights are equally protected compared to white people.
- Disabled people in Wales persistently face barriers to achieving a similar standard of living to non-disabled people, with 27.3% of disabled people living in relative poverty compared to 17.9% of non-disabled people.
- According to the SHRN Student Health and Well-being Survey in 2019/20, 61% of schoolchildren who identified as neither a boy nor a girl reported being bullied in the past few months compared with 35% of girls and 30% of boys. This increased slightly for those who identify as neither a boy nor a girl in the 2021/22 survey results (62%) but decreased for both boys (28%) and girls (34%).
- Stonewall conducted a survey which found that 54% of LGBT pupils who responded were bullied in school because of their sexual orientation and that trans students are more likely to be bullied at school.
- LGB young people may be at greater risk of homelessness (due to family breakdowns, bullying and mental health issues, higher hate crime and substance misuse)
- 25% of Black voters in Great Britain are not registered to vote, compared to 17% average across the population
- Further focus is needed on the digital requirements of disabled people who have encountered significant barriers accessing on-line services, as well as loneliness and isolation (Welsh Government Social Isolation Steering Group, 2020)

## Protecting and strengthening equality and human rights.

Action	Source / Related Plan(s)	Responsibility	Race	Disability	Sex	Gender Reassignment	Sexual Orientation	Age	Religion/Belief	Marriage / Civil Partnership	Pregnancy / Maternity	Complete by
Support schools in the implementation of the updated statutory Gypsies, Roma and Travellers guidance for schools (when published)	Anti-racist Wales Action Plan	Education & Childrens Services	●					●				Review March 2025
Work in partnership with schools to implement the revised 'Rights, Respect, Equality' Wales Anti-bullying guidance providing relevant advice and support	Anti-racist Wales Action Plan	Education & Childrens Services	●	●	●	●	●	●	●		●	Review March 2025
Support schools with the implementation of Welsh Government's 'Transgender guidance for schools'	LGBTQ+ Action Plan	Education & Childrens Services				●		●				Review July 2024
Analyse data on Black, Asian and Minority Ethnic people that attend Welsh medium education to develop local strategies to increase the number and tackle any barriers to accessing Welsh medium education	Anti-racist Wales Action Plan	Education & Childrens Services	●					●				Review July 2024

We will engage with Black, Asian and Minority Ethnic communities to identify how the voice and lived experiences of people in these communities can be better captured as part of the Childcare Sufficiency Assessment that Local Authorities are required to undertake to improve access to childcare and play settings as well as access to play opportunities	Anti-racist Wales Action Plan	Education & Childrens Services	●						●				
Support schools with the implementation of Welsh Government’s revised statutory guidance for schools in respect of wellbeing, recognising the particular needs of learners from an ethnic minority backgrounds	Anti-racist Wales Action Plan	Education & Childrens Services	●						●				Review in June 2024
Implement the Diversity and Disproportionality in the Youth Justice System Strategy as prepared by the Carmarthenshire Youth Justice Management Board	Implement the Diversity and Disproportionality in the Youth Justice System Strategy	Education & Childrens Services	●	●	●	●	●	●	●	●	●	●	2023-25
Prepare and publish an Involvement Strategy	Participation Strategy  Corporate Strategy 2023-27	Chief Executive’s	●	●	●	●	●	●	●	●	●	●	Sept 2024
Prepare and publish a Children and Young People’s Rights Participation Strategy		Education & Childrens Services	●	●	●	●	●	●	●	●	●	●	March 2025
Research and develop a Children and Young People’s Rights Participation Network		Education & Childrens Services	●	●	●	●	●	●	●	●	●	●	March 2025

<p>Implement the Integrated Impact Assessment requirement across the Council's decision-making processes to ensure compliance with a range of statutory duties including the Socio-Economic Duty, to address the greatest areas of poverty and inequalities of outcomes</p>	<p>Corporate Strategy 2023-27  Audit Wales report on 'Reviewing public bodies' current approach for conducting EIAs'</p>	<p>All departments</p>	●	●	●	●	●	●	●	●	●	●	<p>2024-28</p>
<p>Support campaigns to strengthen the rights of disabled people and tackle the inequalities they continue to face</p>	<p>Corporate Strategy 2023-27  Welsh Government Disability Action Plan (to be published)</p>	<p>Chief Executive's</p>		●				●					<p>2024-28</p>
<p>Work to ensure that people are aware of their rights and know where to find appropriate intersectional advice and support</p>		<p>Chief Executive's</p>	●	●	●	●	●	●	●	●	●	●	<p>2024-28</p>

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**BUSINESS RATES – RETAIL, LEISURE AND HOSPITALITY  
RATES RELIEF SCHEME 2024/25**

**Purpose:**

To consider the adoption of a rate relief scheme being made available to billing authorities by Welsh Government for 2024/25

**Recommendations / key decisions required:**

It is recommended that the 2024/25 Retail Leisure and Hospitality Rates Relief scheme outlined in this report be adopted by Cabinet.

**Reasons:**

The proposed scheme will reduce the 2024/25 business rates liability for qualifying businesses, at no cost to the Authority.

Cabinet Decision Required YES – 18<sup>th</sup> MARCH 2024

Council Decision Required NO

CABINET MEMBER PORTFOLIO HOLDER Cllr. Alun Lenny - Resources

Directorate:

Corporate Services

Name of Head of Service:

Helen Pugh

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**EXECUTIVE SUMMARY**  
**CABINET**  
**18<sup>TH</sup> MARCH 2024**

**Business Rates – Retail, Leisure and Hospitality Rates Relief Scheme  
2024/25**

**1. Background**

- 1.1. In 2017/18 Welsh Government introduced a “High Street Rate Relief scheme” for eligible businesses and the scheme continued for 2018/19, and every year since then.
- 1.2. Unlike previous years, the 2019-20 scheme was not limited to high street premises but included all properties within Wales meeting the wider retail criteria.
- 1.3. In response to the Coronavirus emergency in 2020/21 Welsh Government announced that it would introduce the Retail, Leisure and Hospitality Rates Relief scheme to increase the discount to 100%, This scheme also applied in 2021/22 and in addition to retail sector, extend it to include leisure and hospitality sectors for example shops, pubs and restaurants, gyms, performance venues and hotels across Wales.
- 1.4. However, the scheme for 2022/23, unlike the previous 2 years provided support for eligible occupied properties by offering a discount of 50% on non-domestic rates bills for 2022/23, and the scheme for 2023/24 offered a discount of 75% for eligible occupied properties.
- 1.5. Welsh Government has recently confirmed it will provide grant funding to all 22 local authorities in Wales to provide the Retail, Leisure and Hospitality Rates Relief scheme to eligible businesses for 2024-25.
- 1.6. However, for 2024/25 the scheme will provide a discount of 40% for eligible occupied properties.
- 1.7. The scheme will apply to all eligible businesses; however, the relief will be subject to a cap in the amount each business can claim across Wales. The total amount of relief available is £110,000 across all properties occupied by the same business.
- 1.8. Welsh Government has indicated the types of business that they consider appropriate for this relief, and those which are not. The non-exhaustive list of business types is given in **Appendix A**
- 1.9. This is a temporary measure which means Welsh Government is not making any legislative changes but instead will allow billing authorities to grant relief under the general discretionary relief powers available under section 47 of the Local Government (Finance) Act 1988. However, being a discretionary power, it is necessary for the Local Authority to formally adopt the scheme.
- 1.10. The scheme is fully funded and therefore at no cost to the authority provided relief is granted in accordance with the Welsh Government guidelines.



## **2. Retail, Leisure and Hospitality Rates Relief scheme 2024/25**

- 2.1. The Welsh Government will provide grant funding to the 22 local authorities in Wales to provide the Retail, Leisure and Hospitality Rates Relief scheme to eligible ratepayers for 2024-25.
- 2.2. The scheme aims to provide support for eligible occupied properties by offering a discount of 40% on the non domestic rates bill for a property, to all eligible premises.
- 2.3. The scheme will apply to all eligible businesses, however, the relief will be subject to a cap in the amount each business can claim across Wales. The total amount of relief available is £110,000 across all properties occupied by the same business.
- 2.4. All businesses are required to make an application for the relief and a declaration that the amount of relief they are seeking across Wales does not exceed this cap, when applying to individual local authorities.
- 2.5. If, for any reason, an authority is unable to provide this relief to eligible businesses from 1 April 2024, consideration should be given to notifying eligible businesses that they qualify for the relief and that their bills will be recalculated.

## **3. Other Factors**

- 3.1. The scheme guidelines also confirm that there are a number of further types of hereditaments which the Welsh Government believes should not be eligible for relief:
  - i. Hereditaments with the types of uses that the Welsh Government does not consider to be retail, leisure or hospitality use for the purpose of this relief
  - ii. Not reasonably accessible to visiting members of the public
  - iii. Hereditaments that are not occupied
  - iv. Hereditaments that are owned, rented or managed by a local authorityThe list is shown at **Appendix A**
- 3.2. As the granting of relief is discretionary, authorities may choose not to grant the relief if they consider that it would go against the authority's wider objectives for the local area.
- 3.3. Qualifying properties must be occupied and used *wholly or mainly* for the qualifying purpose, it is therefore a test on use rather than occupation.
- 3.4. Relief will be granted to each eligible business as a reduction to its rates bill, based on occupation between 1.4.24 and 31.3.25.
- 3.5. Ratepayers who occupy more than one property will be entitled to Relief for each of their eligible properties up to a cap of £110 000 across all properties occupied by the same business across Wales.
- 3.6. Retail, leisure and hospitality properties which are excluded from Small Business Rates Relief due to the multiple occupation rule are eligible for this relief scheme, subject to the cap being applied.

- 3.7. In instances where the local authority is notified retrospectively of change of occupier, if it is clear that the ratepayer was in occupation on or after 1.4.23, the local authority may use its discretion in awarding relief.
- 3.8. Empty properties becoming occupied after 1.4.24 will qualify for this relief from the time of occupation.
- 3.9. If there is a change in occupier part way through the financial year, after relief has already been awarded to the hereditament, the new occupier will qualify for the relief on a pro-rata basis if they operate in the retail, leisure or hospitality sectors.
- 3.10. A new hereditament created as a result of a split or merger during the financial year, or where there is a change of use should be considered afresh for the discount on that day.
- 3.11. Hereditaments which closed temporarily due to the government's advice on Covid-19 should be treated as occupied for the purposes of this relief.
- 3.12. A business with a single property with a remaining liability (after reliefs) greater than £275,000 can use the entire allocation of relief. No other properties owned by that business will be eligible for the scheme.
- 3.13. The total amount of government funded relief available for each property under the scheme for 2024-25 is 40% of the remaining bill, after mandatory reliefs and other discretionary reliefs funded by section 31 grants have been applied, excluding those where local authorities have used their wider discretionary relief powers, introduced by the Localism Act 2011 which are not funded by section 31 grants. Retail, Leisure and Hospitality Rates Relief should be applied against the net bill after other reliefs have been applied.
- 3.14. As of 4<sup>th</sup> January 2023, the new UK subsidy control regime commenced with the coming into force of the Subsidy Control Act 2022. The Retail Leisure and Hospitality Rates Relief Scheme is likely to be a subsidy under the new regime. Any relief provided by local authorities under this scheme will need to comply with the UK's domestic and international subsidy control obligations.
- 3.15. No ratepayer can exceed the £110,000 cash cap across all of their hereditaments in Wales. Where the ratepayer has a qualifying connection with another ratepayer they will be considered as one ratepayer for the purpose of the cash caps.
- 3.16. To the extent that a local authority is seeking to provide relief that falls below the Minimal Financial Assistance (MFA) thresholds, the Subsidy Control Act 2022 allows a holding company and its subsidiaries to receive up to £315,000 in a 3 year period (consisting of 24/25 and two previous financial years).
- 3.17. Local Authorities in Wales are required to ask the ratepayer, on a self-assessment basis, to declare as part of the application for relief that they are not in breach of the cash cap or MFA limit.

#### 4. Scheme Adoption

4.1. As this is a temporary measure Welsh Government are providing the relief by reimbursing local authorities that use their discretionary powers under Section 47 of the Local Government Finance Act 1988, it is appropriate for the Council to formally adopt the scheme.

It is therefore recommended that:

- a) The Retail Leisure and Hospitality Rates Relief Scheme 2024/25 be adopted for 2024/25
- b) Relief be granted in accordance with the Welsh Government guidelines
- c) Applications that are not specifically covered by the guidelines or otherwise require specific consideration, to be determined by the Cabinet Member for Resources

DETAILED REPORT ATTACHED?	NO
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## IMPLICATIONS

**ALL IMPLICATIONS REQUIRE SIGN OFF BY THE DIRECTOR OR HEAD OF SERVICE**

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: Chris Moore

Director of Corporate Services

Policy, Crime & Disorder & Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets	Bio-diversity & Climate Change
<b>NONE</b>	<b>YES</b>	<b>YES</b>	<b>NONE</b>	<b>NONE</b>	<b>NONE</b>	<b>NONE</b>	<b>NONE</b>

**1. Legal**

The decision on whether or not to adopt this scheme is a Cabinet function.

**2.Finance**

The relief granted under the scheme is fully funded, provided Welsh Government guidelines in terms of qualifying ratepayers, are adhered to.

## CONSULTATIONS

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

Signed

Chris Moore

Director of Corporate Services

(Please specify the outcomes of consultations undertaken where they arise against the following headings)

<b>1. Scrutiny Committee request for pre-determination</b>	NA
<b>Scrutiny Committee</b>	N/A
<b>Date the report was considered:-</b>	N/A
<b>Scrutiny Committee Outcome/Recommendations:-</b> 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  
AWARE/CONSULTED**

YES

Include any observations here

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

THESE ARE DETAILED BELOW

Title of Document	File Ref No.	Locations that the papers are available for public inspection
<b>Non-Domestic Rates – Retail, Leisure and Hospitality Rates Relief Scheme 2024/25</b>	<b>internet</b>	<a href="#">Non-Domestic Rates – Retail, Leisure and Hospitality Rates Relief 2024-25   Business Wales (gov.wales)</a>

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## **Appendix A -**

### **Qualifying & Non-Qualifying Premises (extract from Welsh Government Guidelines)**

*“It is intended that, for the purposes of this scheme, retail properties such as, “shops, restaurants, cafes and drinking establishments” will mean the following (subject to the other criteria in this guidance).*

#### **i. Hereditaments that are being used for the sale of goods to visiting members of the public**

- Shops (such as florists, bakers, butchers, grocers, greengrocers, jewellers, stationers, off-licences, newsagents, hardware stores, supermarkets, etc)
- Charity shops
- Opticians
- Pharmacies
- Post offices
- Furnishing shops or display rooms (such as carpet shops, double glazing, garage doors)
- Car or caravan showrooms
- Markets
- Petrol stations
- Garden centres
- Art galleries (where art is for sale or hire)
- Second hand car lots

#### **ii. Hereditaments that are being used for the provision of the following services to visiting members of the public**

- Hair and beauty services
- Shoe repairs or key cutting
- Travel agents
- Ticket offices, eg. for theatre
- Dry cleaners & Launderettes
- PC, TV or domestic appliance repair
- Funeral directors
- Photo processing
- DVD or video rentals
- Tool hire
- Car hire
- Estate and letting agents

#### **iii. Hereditaments that are being used for the sale of food and / or drink to visiting members of the public**

- Restaurants
- Drive-through or drive-in restaurants

- Takeaways
- Sandwich shops
- Cafés
- Coffee shops
- Pubs & Bars or Wine Bars

*It is intended that, for the purposes of this scheme assembly and leisure will mean the following (subject to the other criteria in this guidance).*

**iv. Hereditaments that are being used for the provision of sport, leisure and facilities to visiting members of the public (including for the viewing of such activities) and for the assembly of visiting members of the public.**

- Sports grounds and clubs
- Sports and leisure facilities
- Gyms
- Tourist attractions
- Museums and art galleries
- Stately homes and historic houses
- Theatres
- Live Music Venues
- Cinemas
- Nightclubs

**v. Hereditaments that are being used for the assembly of visiting members of the public**

- Public Halls
- Clubhouses, clubs and institutions

*It is intended that, for the purposes of this scheme hotels, guest and boarding premises and self catering accommodation to mean the following (subject to the other criteria in this guidance).*

**vi. Hereditaments where the non-domestic part is being used for the provision of living accommodation as a business:**

- Hotels, Guest and Boarding Houses
- Holiday Homes
- Caravan Parks and sites

“The list set out above is not intended to be exhaustive as it would be impossible to list all the many and varied retail, leisure and hospitality uses that exist.



There will also be mixed uses. However, it is intended to be a guide for local authorities as to the types of uses that the Welsh Government considers for this purpose to be eligible for this relief. Local authorities should determine for themselves whether particular properties not listed are broadly similar in nature to those above and, if so, to consider them eligible for the relief. Conversely, properties that are not broadly similar in nature to those listed above should not be eligible for the relief”.

### **Types of hereditaments that are not considered to be eligible for the high street relief**

The list below sets out the types of uses that the Welsh Government does not consider to be retail, leisure or hospitality use for the purpose of this relief and would not be deemed eligible for the relief. However, it will be for local authorities to determine if hereditaments are similar in nature to those listed below and if they would not be eligible for relief under the scheme.

#### **i. Hereditaments that are being used wholly or mainly for the provision of the following services to visiting members of the public**

- Financial services (eg. banks, building societies, cash points, ATMs, bureaux de change, payday lenders, betting shops, pawn brokers)
- Medical services (eg. vets, dentists, doctors, osteopaths, chiropractors)
- Professional services (eg. solicitors, accountants, insurance agents, financial advisers, tutors)
- Post office sorting office
- Children’s play centres
- Day nurseries
- Kennels and catteries
- Casino and gambling clubs
- Show homes and marketing suites
- Employment agencies

There are a number of further types of hereditaments which the Welsh Government believes should not be eligible for the high street relief scheme:

#### **ii. Hereditaments that are not reasonably accessible to visiting members of the public**

#### **iii.. Hereditaments that are not occupied**

#### **iv. Hereditaments that are owned, rented or managed by a local authority**

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## CABINET 18<sup>TH</sup> MARCH 2024

### Council's Revenue Budget Monitoring Report

#### Recommendations / key decisions required:

That the Cabinet receives the Budget Monitoring report and considers the budgetary position and appropriate corrective action.

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

#### Reasons:

To provide the Cabinet with an update on the latest budgetary position as at 31<sup>st</sup> December 2023, in respect of 2023/24.

Cabinet Decision Required                      YES

Council Decision Required                      NO

#### CABINET MEMBER PORTFOLIO HOLDER:

Cllr. Alun Lenny

Directorate: Corporate Services

Name of Director:  
Chris Moore

Report Author:  
Randal Hemingway

Designations:

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## EXECUTIVE SUMMARY

The revenue budget monitoring reports as at 31<sup>st</sup> December 2023 are attached and indicate that:

### **COUNCIL FUND REVENUE ACCOUNT (Appendix A)**

Overall, the monitoring report forecasts an overspend for the year at departmental level of £10,183k, with a forecast overspend on the Authority's net revenue budget of £4,782k.

At a high level this is due to a combination of:

- Increased expenditure in adult social care to meet pent up demand as recruitment pressures have begun to ease a little across the sector.
- Persistent overspends in service areas where budget reductions have been implemented, but challenges in delivery have made it impossible to keep pace with the level of savings required. Monitoring indicates £3.4m of savings undelivered for 2023/24 and a further £0.6m carried forward from the previous year.
- Significant overspends in Childrens Services, driven by increased levels of demand combined with complexity, not seen before the pandemic. There has been a higher number an increased cost of residential placements, increased agency costs and increased support for children with disabilities.

In addition to the departmental overspends, schools are expecting to spend £8.6m more than delegated budgets, meaning balances currently standing at £11.1m would reduce to £2.5m.

The capital financing underspend forecast at £3m is due to scheme delays, a reduced need to borrow and increased interest earned on positive cash balances, partially offset by in year direct revenue funding for a small number of projects.

The April NJC pay award has now finally been settled, with all staff having received backpay in full. The cost of this has now been built into departmental projections, with the £1.5m contingency budget shown explicitly as a partial offset.

The full year forecast reflects the impact which includes known financial positions at the point of preparation. As such the forecast does not contain the full impact of any additional in-year and grant adjustment, although it should be noted that the WG budget position is such that these are much less likely than in previous years. In line with our existing policies, forecast departmental overspends are met out of departmental reserves, where available.

### Chief Executive's Department

The Chief Executive Department is anticipating an underspend of £681k for the year. There are overspends on Land Charges income and some efficiencies within People Management that have yet to be achieved. This is offset by net underspends on Member pay and travelling, Industrial Premises income and staffing savings from vacant posts across the department.

### **Operational budgets**

The Chief Executive's section has an anticipated underspend of £241k, primarily due to staff savings as a result of vacancies and maternity leave in the section, along with a saving in Central Mailing on franking machine leasing costs.

There is a £147k overspend expected in the People Management section. This consists of a £92k overspend in People Services HR due to £108k of salary efficiencies not yet being met along with an overspend of £75k for unfunded posts to implement a new recruitment system. This is partially offset by savings on vacant posts during the year. There is also an overspend of £63k in payroll due to £80k of current and past year efficiencies not yet being met and agency staff costs to deal with the backlog in recruitment of £41k. This is partially offset by vacant posts during the year. There is an overspend of £98k within the TIC team due to additional support for office downsizing with funding yet to be confirmed (£64k) and a £35k income efficiency target not currently being met. There is an overspend of £18k in Organisational Development due to a prior year efficiency not currently being met. This is offset by an underspend on Employee Wellbeing primarily due to vacant posts, along with an underspend on Business and Projects support of £34k due to a saving on supplies and services and a staff member working reduced hours. There is also an underspend on DBS of £25k, due to fewer checks being undertaken than budgeted for along with a few very small other underspends in the division.

Admin and Law are showing an underspend of £90k. Members pay, and travelling are underspent by £77k, and there is an additional £27k of income for work undertaken on behalf of the HRA. Democratic Services support is also expecting to be underspent by £54k because of a saving on supplies and services, some additional income and staff vacancies. There is also a £15k underspend on Civic Ceremonial as a result of savings on expenses along with a reduction in vehicle hire costs. Legal is underspent by £19k as a result of staff vacancies. This is offset by an overspend on Land Charges of £102k due to a reduction in income, following a fall in demand for the service.

The Marketing and Media section are anticipating a £318k net underspend for the year, mainly due to staff vacancies during the year of £411k. This is offset by an overspend on set up and configuration of communications software within the contact centre of £66k and a reduction in income achieved from renting out office space at Llanelli Hwb due to a fall in demand of £27k.

Statutory Services are predicting an overspend of £1k. This is made up of a £47k estimated overspend within Coroners. This is as a result of a significant increase in the number of cases being referred to the coroner along with a large increase in charges for toxicology and histology reports, postmortems, undertakers' fees and mortuary costs. This is offset by a saving of £54k for a vacant post within Elections which is unlikely to be filled in this financial year. There are other smaller overspends within the division.

The Regeneration, Digital and Policy division is anticipating an underspend of £181k for the year. There is an overspend of £32k on Provision Markets due to a shortfall in income as a result of low occupancy levels, an overspend of £37k on Regeneration Management due to cessation of staff time being able to be recharged to projects and a £30k overspend on Livestock Markets due to a shortfall in income being generated at Carmarthen and Llandovery marts. There is also an £82k shortfall on budgeted income within the corporate property section. Property Maintenance are reporting a £163k overspend mainly due to the Housing Disaggregation, a review of recharges needs to be undertaken to take account of revised operating costs.

These overspends are offset by a £136k underspend on the vacant Property division Head of Service post, £105k saving on Property Design following a review of projected income based on current vacancies and Industrial Premises and Commercial Properties anticipating an underspend of £76k and £19k respectively, both as a result of high occupancy rates, along with large savings across the division due to vacant posts during the year.

### Communities

The Communities Department is projecting an overspend of £3,607k for the year.

The forecast assumes that vacant posts will remain vacant in line with the current recruitment freeze.

There are significant variances as the department continues to recover and respond to the post-pandemic phase.

Leisure and Culture are currently forecasting an overspend of £350k due in the main to set up costs and delayed opening of the new Attractor site which has resulted in a projected shortfall of income to budget in the Caban and car parking. A shortfall in Pay Validation of £234k has been reflected in this projection. The Division are working to mitigate this amount by year end.

The forecast out-turn for Social Care services is an overspend of £3,219k.

Underspends are largely due to difficulty in the recruitment of staff. Several initiatives have been launched to address this albeit success in recruitment to meet assessed need is likely to worsen the financial position. Overspends are due to increased demand for services e.g. LA/Private Homes and in areas where budget savings proposals remain difficult to deliver as Social Work teams have prioritised the safe delivery of key services, meaning that the department has been unable to progress some of the planned savings' proposals.

Older People's budgets are forecasting an overspend of £1,865k. Overspends are due to the utilisation of alternative methods of meeting increased demands and dependencies in LA/Private Homes (e.g. use of agency staff) (£1,410k); increased volume of care packages due to increased demand and numbers on Home Care waiting lists reducing (£702k) and pressures relating to the increased demand for Direct Payments (£190k). These are offset by on-going staff vacancies (-£433k).

Physical Disabilities services are forecasting an underspend of £54k. Demand for residential placements (-£210k) remains lower than pre-pandemic levels. These are offset by financial pressures relating to an increased demand for Direct Payments in previous years as an alternative to other service provisions remains (£311k).

In Learning Disability services, there is an overspend of £617k. Budgetary pressure remains on Residential (£407k) and Group Homes / Supported Living (£1,227k). These pressures have been partially offset with savings due to the reduction of Day Services and Community Support (-£1,176k).

The overspend in Mental Health of £683k. Budgetary pressure remains on Residential (£510k) and Group Homes / Supported Living (£423k). These are partly offset with savings due to the reduction of Community Support (-£92k) and on-going staff recruitment difficulties (-£146k).

Support Services is forecasting an overspend of £108k.

Council Funded Housing and Public Protection Services are reporting a £37k overspend. This is due mainly to reduced income in certain areas and continued pressure on homeless / temporary accommodation services.

The continued pressure on homeless/temporary accommodation services circa £31k will probably be mitigated by additional targeted grant income. This will become clearer during the financial year.

#### Corporate Services

The Corporate Services Department is anticipating a £969k underspend for the year.

There is a £435k underspend on pre LGR pension costs along with a £205k underspend on Council Tax Reduction Scheme, and a £96k underspend on Rates Relief due to lower than budgeted take up of both schemes.

There are also underspends on salaries due to vacancies across the department.

This is offset by an overspend in Revenues, primarily due to an increase in bank charges as a result of a rise in card payments, and also an overspend in Local Taxation due to an increase in postage costs in recent years.

#### Department for Education and Children

The Department for Education and Children is forecasting a net overspend of £6,510k at year end which includes £370k net cost of pay awards in excess of budget. The Director budget still currently retains £346k growth budget to be allocated to specific service pressures once pressures are reviewed in terms of longevity. The Department's Business Support team are forecasting a £72k underspend in relation to part year vacant posts, with a review of service needs commencing having relocated to Spilman St.

The Education Services division is reporting a net underspend of £48k. An overspend within ALN is mainly due to increased Out of County provision £409k, which is partially offset by other savings in relation to vacant posts & utilisation of grant income. Within Education Other Than at School (EOTAS), mainly the PRU settings, an overspend of £79k is due to additional staffing costs for the increased demand and more complex nature of behaviour issues. Early years provision for 3 year olds in non-maintained settings is reporting an underspend of £307k as a WG grant is currently funding what would have otherwise utilised core budget.

The Access to Education division is reporting a net overspend of £385k which is mainly within the Schools Meals service being £123k for primary schools lunch provision and £243k primary free breakfast provisions. Workforce pressures, pay award impact, increased food costs & UPFSM rollout across primary schools contribute to the challenges of providing the service within the meal price across all schools, ranging from providing 15 to 600 meals per site. Ongoing costs of closed school premises forecasts a £120k overspend. This is partially reduced by a £100k underspend within School Admissions as a result of part year vacant posts, some of which have recently been recruited to and others currently being recruited to.

Strategy and Learner Support division reports a net underspend of £221k due to utilisation of grant funding and part year vacant posts which will contribute to funding pressures across other areas of the department.

Children's Services division forecast a net overspend of £6,811k with pressures across a number of areas. Commissioning and Social Work £1,100k overspend is a mix of increased agency cover costs £967k and increased demand for assistance for clients £375k, partially offset by grant income.

The Commissioned Residential placements budget is sufficient to cover the expected level of provision but there are currently a number of highly complex placements creating an overspend of £3,117k.

£623k of the fostering & other looked after services overspend of £1,303k relates to specialist support packages for 2 children with the remaining £680k funding an increased number of foster placements and additional payments in excess of the existing budget.

Adoption Services £101k overspend is due to increased staffing costs £65k and costs in relation to Inter Agency Adoption fees, Adoption Allowances and Therapy / Counselling costs in line with ongoing service demands.

Residential units £254k overspend is due to ongoing challenges around LHB contribution and staffing pressures generating significant agency expenditure. The new setting additional costs of £529k are forecasted to be grant funded for this year. Short breaks and direct payments are both meeting an increase in demand generating an overspend of £882k.

There is also an overspend of £293k forecast in relation to an increase in the number of Unaccompanied Asylum Seeker Children as part of the UK sponsor scheme resulting in more expensive placement costs in excess of fixed income received. These pressures are partially offset by forecast underspends of £306k in relation to maximisation of grant income and part year vacant posts in other service areas.

#### Schools Delegated Budgets

After applying the £2m budget reduction, schools working budgets are forecasting a net overspend in year of £8.6m, with a mix of supporting their formula funding to enable appropriate provision, continued covid recovery/catch up and some schools utilising their balances for additional maintenance or initiatives that they would not otherwise have had resources to fund.



This level of utilisation of school reserves will reduce the brought forward balance of £11.1m net surplus to £2.5m by year end.

#### Place and Infrastructure

The Place & Infrastructure Department is forecasting an overspend of £1.716m for the financial year, which includes a £716k deficit in pay budgets due to the pay award.

The Service Improvement and Transformation division is forecasting an overspend of £218k which is mainly due to the deficit in pay budgets as a result of the pay award in Building Cleaning (£180k) and the departmental business support team (£48k).

The Waste and Environmental Services division is forecasting an overspend of £664k which is due to a £650k pressure from the delivery of the interim phase of the waste strategy having increased costs as a result of contingency measures put in place. Grounds and Cleansing are reporting a £310k overspend mainly due to the deficit in budgets following the pay award and efficiencies not being met. These pressures are offset by a £250k underspend on staff vacancies with a realignment review ongoing and part year savings from the Head of Service pos. There is also a £73k underspend on Green Waste Collection as a result of an increased customer base.

Highways and Transportation are forecasting a £1.175m overspend for the year. The main variances are £300k due to storm damage to highways which suffered support issues from the recent storms, loss of income on Parking Services of £228k and a £1.125m overspend on School Transport. The School Transport overspend is due to increased transport costs for operators which subsequently escalate the tendered contract prices for the statutory provision of home to school transport. Transport operators are continuing to experience driver shortages, global supply chain shortages for vehicles and parts and a period of very high fuel prices which make for a challenging operating environment. These overspends are partly offset by a £193k underspend on Traffic Management due to staff vacancies during the year, staff time recharged to grants and a net increase in Traffic Regulation orders income. The Transport departmental account is underspent by £152k due to vacant posts, other areas such as Transport Strategic Planning (£50k), Road Safety (£54k), School Crossing Patrols (£33k) and Highway Lighting (£44k) are underspent due to time recharged to grants and staff vacancies during the year.

The Place and Sustainability Division is forecasting a £341k underspend, largely due to vacant posts within the team and planning application income which may vary as the year progresses.

## **HOUSING REVENUE ACCOUNT (Appendix B)**

The HRA is predicting to be overspent by £84k for 2023/24. This will be reviewed as the significant issues identified become clearer from a financial perspective.

Variances in Repairs and Maintenance (R&M) costs +£2.04m reflect the managers current position that there is increased demand on allocated resources, there will continue to be upwards pressure if demand continues at current levels.

Supervision and Management cost will be over by approximately £525k primarily due to additional investment in physical works on estates £150k, impact of increased energy costs £385k and the rental costs associated with providing Temporary Accommodation £208k. There is increased pressure on housing management costs including legal £163k, compensation costs £231k and other items detailed in the report. There will be savings due to vacant posts and utilisation of grants on employee costs -£613k.

Reduced expenditure on the capital programme for HRA and the weighted average debt rate will result in a decrease in capital charges £547k. The revised funding of the capital programme will also reduce the requirement for direct revenue funding by £396k.

Provision for bad debt is forecast to come in under budget by £59k.

Rental/service charge income will be £707k better off due to a reduction in void loss.

There is a variance in additional income of £296k primarily reflecting activity related to Temporary Accommodation (£261k) and other costs recoverable (£35k).

All of the above will result in a relatively small reduction in HRA balances/reserves but these will benefit from significantly higher interest rates than predicted resulting in additional income of £475k.

Lists of the main variances are attached to this report.

<b>DETAILED REPORT ATTACHED?</b>	<b>YES</b>
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## 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: **Chris Moore**

**Director of Corporate Services**

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

### 3. Finance

#### **Council Fund**

Overall, the Authority is forecasting an overspend of £4,782k at this point in time.

#### **HRA**

The HRA is predicting to be overspent by £84k for 2023/24.

# CONSULTATIONS

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

Signed: Chris Moore

Director of Corporate Services

<b>1. Scrutiny Committee request for pre-determination</b>	Not applicable
<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) – Not applicable**

**3. Community / Town Council – Not applicable**

**4. Relevant Partners – Not applicable**

**5. Staff Side Representatives and other Organisations – Not applicable**

<b>CABINET MEMBER PORTFOLIO HOLDER(S) AWARE/CONSULTED</b> NO	Include any observations here
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**Section 100D Local Government Act, 1972 – Access to Information**

**List of Background Papers used in the preparation of this report:**

**THESE ARE DETAILED BELOW**

Title of Document	File Ref No.	Locations that the papers are available for public inspection
2023/24 Budget		Corporate Services Department, County Hall, Carmarthen

**REPORT OF THE DIRECTOR OF CORPORATE SERVICES**

**PRE-CABINET 4th MARCH 2024**

**COUNCIL'S BUDGET MONITORING REPORT 2023/24**

Director and Designation	Author & Designation	Telephone No	Directorate
C Moore, Director of Corporate Services	R Hemingway, Head of Financial Services	01267 224886	Corporate Services

**Table 1**

**Forecasted for year to 31st March 2024**

Department	Working Budget				Forecasted				Dec 2023	Oct 2023
	Controllable Expenditure	Controllable Income	Net Non Controllable	Total Net	Controllable Expenditure	Controllable Income	Net Non Controllable	Total Net	Forecasted Variance for Year	Forecasted Variance for Year
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Chief Executive	60,914	-35,759	-4,515	20,640	62,411	-37,936	-4,515	19,959	-681	-382
Communities	210,677	-93,744	14,234	131,166	218,934	-98,395	14,234	134,773	3,607	3,649
Corporate Services	73,035	-39,833	-1,681	31,520	71,232	-38,999	-1,681	30,551	-969	-812
Education & Children (incl. Schools)	225,712	-47,908	25,009	202,813	246,455	-62,141	25,009	209,323	6,510	6,770
Place and Infrastructure	109,533	-53,108	12,446	68,871	119,578	-61,438	12,446	70,587	1,716	1,675
<b>Departmental Expenditure</b>	<b>679,870</b>	<b>-270,352</b>	<b>45,492</b>	<b>455,010</b>	<b>718,609</b>	<b>-298,909</b>	<b>45,493</b>	<b>465,193</b>	<b>10,183</b>	<b>10,900</b>
Corporate Contingency				1,510				0	-1,510	-1,510
Capital Charges/Interest/Corporate				-19,513				-22,513	-3,000	-3,000
<b>Levies and Contributions:</b>										
Brecon Beacons National Park				152				152	0	0
Mid & West Wales Fire & Rescue Authority				13,014				13,014	0	0
West Wales Corporate Joint Committee				168				168	0	0
<b>Net Expenditure</b>				<b>450,341</b>				<b>456,014</b>	<b>5,673</b>	<b>6,390</b>
Transfers to/from Departmental Reserves										
- Chief Executive				0				340	340	191
- Communities				0				0	0	0
- Corporate Services				0				484	484	406
- Education & Children (incl Schools)				0				0	0	0
- Place and Infrastructure				0				-1,716	-1,716	-1,675
<b>Net Budget</b>				<b>450,341</b>				<b>455,123</b>	<b>4,782</b>	<b>5,312</b>

**Chief Executive Department**  
**Budget Monitoring - as at 31st December 2023**

PRE-CABINET 4th MARCH 2024

Division	Working Budget				Forecasted				Dec 2023 Forecasted Variance for Year £'000	Oct 2023 Forecasted Variance for Year £'000
	Expenditure £'000	Income £'000	Net non- controllable £'000	Net £'000	Expenditure £'000	Income £'000	Net non- controllable £'000	Net £'000		
Chief Executive	1,000	-4	-844	152	760	-5	-844	-89	-241	-234
People Management	4,759	-1,714	-2,619	426	5,727	-2,534	-2,619	574	147	282
Admin and Law	5,045	-871	710	4,884	4,948	-864	710	4,794	-90	-80
Marketing & Media	2,743	-604	-1,432	707	2,363	-542	-1,432	389	-318	-263
Statutory Services	1,541	-418	281	1,404	1,767	-643	281	1,405	1	29
Regeneration, Digital & Policy	45,826	-32,147	-612	13,067	46,846	-33,348	-612	12,887	-181	-115
<b>GRAND TOTAL</b>	<b>60,914</b>	<b>-35,759</b>	<b>-4,515</b>	<b>20,640</b>	<b>62,411</b>	<b>-37,936</b>	<b>-4,515</b>	<b>19,959</b>	<b>-681</b>	<b>-382</b>

## Chief Executive Department - Budget Monitoring - as at 31st December 2023

### Main Variances

PRE-CABINET 4th MARCH 2024

Division	Working Budget		Forecasted		Dec 2023 Forecasted Variance for Year £'000	Notes	Oct 2023 Forecasted Variance for Year £'000
	Expenditure £'000	Income £'000	Expenditure £'000	Income £'000			
<b>Chief Executive</b>							
Chief Executive Business Support Unit	709	-4	496	0	-210	Underspend on salaries due to one staff member being on maternity leave, three vacant posts, no commitment due to recruitment freeze.	-204
Central Mailing	49	0	28	-5	-26	Saving on franking machine leasing costs	-26
Other variances					-5		-5
<b>People Management</b>							
TIC Team	246	-101	303	-61	98	Additional support for office downsizing, funding to be confirmed (£64k). Income efficiency target (£35k) not likely to be delivered in 2023/24.	99
Business & Projects Support	262	0	228	0	-34	£18k salary efficiency target not met. Offset by savings on Supplies and Services and staff member working reduced hours.	-26
Payroll	913	-386	994	-404	63	Salary efficiency targets not met (£80k) along with £41k in year overspend on agency staff to deal with volume of recruitment work being undertaken. This is partially offset by vacant posts during the year.	97
People Services – HR	913	-291	990	-276	92	£108k salary efficiency savings not met. £75k temp unfunded posts to implement new recruitment system. This is partially offset by vacant posts during the year.	114
Employee Well-being	833	-381	757	-371	-65	In year savings from vacant posts that have not been filled offset by a £11k shortfall in external income.	-3
Organisational Development	507	-42	698	-214	18	£30k Income efficiency target not achieved. Partially offset by savings on supplies and services expenditure.	27
DBS Checks	143	0	121	-2	-25	Underspend based on this and past year's expected volume of checks required.	-25
Other variances					0		-1
<b>Admin and Law</b>							
Democratic Services	2,237	-304	2,160	-331	-104	Underspend on members pay & allowances (£77k) along with additional income from the HRA (£27k)	-103
Democratic Services - Support	550	-8	524	-36	-54	Underspend on supplies & services (£14k), short term vacant posts during the year (£35k), additional income for work undertaken by Partneriaeth (£5k)	-63
Civic Ceremonial	28	0	13	0	-15	Underspend on members hospitality/expenses, & transport cost savings following reducing from two vehicles to one.	-14
Land Charges	92	-274	120	-200	102	Shortfall in income due to low demand for searches due to downturn in the housing market	109
Legal Services	2,139	-285	2,107	-272	-19	Underspend on salaries due to vacant post during the year	-9

**Chief Executive Department - Budget Monitoring - as at 31st December 2023**  
**Main Variances**

PRE-CABINET 4th MARCH 2024

Division	Working Budget		Forecasted		Dec 2023 Forecasted Variance for Year £'000	Notes	Oct 2023 Forecasted Variance for Year £'000
	Expenditure £'000	Income £'000	Expenditure £'000	Income £'000			
<b>Marketing &amp; Media</b>							
Marketing and Media	790	-69	687	-62	-95	Underspend due to three vacant posts not being filled due to recruitment freeze	-67
Translation	576	-56	478	-56	-98	Underspend on salaries, one staff member on maternity leave, one vacant post that will not be filled in the financial year, along with smaller underspends on supplies & services	-95
Customer Services Centres	1,267	-380	1,111	-376	-152	Underspend on salaries due to short term vacant posts (£218k), offset by an overspend on set up and configuration of new communications software.	-131
Yr Hwb, Rhydaman a Llanelli	110	-99	87	-48	27	Shortfall in income mainly due to decreased demand for desk space rental	30
<b>Statutory Services</b>							
Coroners	366	0	413	0	47	Large increase in number of cases being referred to the Coroner in general. Corresponding increase in volume and cost of toxicology and histology reports. Post mortem fees have doubled in the last 2 years due to increase in rates charged. Undertakers fees increased by 11.5%, Mortuary Fees increased by 5%.	71
Electoral Services - Staff	281	0	227	0	-54	Vacant post. Not being filled in current year.	-43
Other variances					8		-0
<b>Regeneration, Digital &amp; Policy</b>							
Regeneration Management	311	0	348	0	37	Overspend due to cessation of staff time that we are able to charge to grants	36
Information Technology	5,786	-970	5,739	-967	-44	6 vacant posts which will not be filled in this financial year as a result of the recruitment freeze.	-76
Welsh Language	141	-11	104	-11	-37	Part year vacant post not currently being filled due to recruitment freeze	-24
Chief Executive-Policy	737	-33	755	-34	17	Temporary post to complete CCTV project	7
Property	1,016	-95	881	-13	-52	Shortfall of £82k in external income offset by £85k staffing savings due to 3 vacant posts in early part of the year. 1 post currently vacant not currently being replaced due to recruitment freeze. £49k underspend on non salary budgets.	-15
Commercial Properties	54	-486	130	-581	-19	Reasonably high occupancy rates currently	-16
Provision Markets	719	-584	666	-499	32	Low occupancy rates has resulted in a shortfall of £93k in anticipated income. This is offset by savings made in premises related costs.	34
Asset Sales	21	0	32	0	11	Asset sales related expenditure	7
Administrative Buildings	4,647	-888	4,463	-738	-34	£17k savings on employee costs due to vacancies and recruitment freeze. £17k savings estimated on premises related running costs.	-61
Industrial Premises	613	-1,638	618	-1,718	-76	Relatively high occupancy rates currently	-66
County Farms	83	-368	115	-368	32	Reimbursement for additional works undertaken	7



**Chief Executive Department - Budget Monitoring - as at 31st December 2023**  
**Main Variances**

PRE-CABINET 4th MARCH 2024

Division	Working Budget		Forecasted		Dec 2023	Notes	Oct 2023
	Expenditure	Income	Expenditure	Income	Forecasted Variance for Year		Forecasted Variance for Year
	£'000	£'000	£'000	£'000	£'000		£'000
Livestock Markets	65	-120	13	-38	30	Potential shortfall in income at Llandovery and Carmarthen Marts pending receipt of turnover figures from the respective operators	36
Property Division Business Unit	136	0	0	0	-136	Vacant HOS post awaiting further review of new divisional structure	-136
Property Maintenance Operational	12,151	-12,507	15,656	-15,848	163	£18k deficit due to pay award. Following Housing Disaggregation a review of recharges needs to be undertaken to take account of revised operating costs.	217
Property Design - Business Unit	2,634	-3,010	2,811	-3,292	-105	Review of projected income based on current vacancies	-87
Other variances					2		21
<b>Grand Total</b>					<b>-681</b>		<b>-382</b>

**Department for Communities**  
**Budget Monitoring - as at 31st December 2023**

PRE-CABINET 4th MARCH 2024

Division	Working Budget				Forecasted				Dec 2023 Forecasted Variance for Year £'000	Oct 2023 Forecasted Variance for Year £'000
	Expenditure £'000	Income £'000	Net non- controllable £'000	Net £'000	Expenditure £'000	Income £'000	Net non- controllable £'000	Net £'000		
<b>Adult Services</b>										
Older People	76,961	-26,538	3,701	54,125	78,445	-26,157	3,701	55,989	1,865	1,614
Physical Disabilities	9,123	-1,910	276	7,489	9,685	-2,525	276	7,435	-54	-313
Learning Disabilities	48,410	-11,960	1,475	37,925	49,067	-12,000	1,475	38,542	617	939
Mental Health	12,043	-4,443	234	7,834	12,682	-4,399	234	8,517	683	835
Support	11,260	-7,631	1,114	4,743	11,240	-7,503	1,114	4,851	108	35
<b>Homes &amp; Safer Communities</b>										
Public Protection	3,651	-1,417	532	2,766	3,551	-1,145	532	2,938	171	13
Council Fund Housing	28,678	-28,288	521	911	34,005	-33,749	521	777	-134	37
<b>Leisure &amp; Recreation</b>										
Leisure & Recreation	20,552	-11,558	6,380	15,374	20,259	-10,915	6,380	15,724	350	489
<b>GRAND TOTAL</b>	<b>210,677</b>	<b>-93,744</b>	<b>14,234</b>	<b>131,166</b>	<b>218,934</b>	<b>-98,395</b>	<b>14,234</b>	<b>134,773</b>	<b>3,607</b>	<b>3,649</b>

**Department for Communities - Budget Monitoring - as at 31st December 2023**  
**Main Variances**

PRE-CABINET 4th MARCH 2024

Division	Working Budget		Forecasted		Dec 2023 Forecasted Variance for Year £'000	Notes	Oct 2023 Forecasted Variance for Year £'000
	Expenditure £'000	Income £'000	Expenditure £'000	Income £'000			
<b>Adult Services</b>							
<b>Older People</b>							
Older People - Residential Care Homes (Local Authority Provision)	10,354	-4,554	11,161	-4,401	960	The overspend is the result of external staff agency costs, increased overtime, pay award costs and the setting up of deputy managers in some of the Care Homes to ensure appropriate cover and capacity as a result higher dependency of residents. Some of the overspend has been mitigated by increased income through higher occupancy rates and lower than anticipated premises costs. Moving forward the budget will be adjusted accordingly for 2024/25. In the coming months we will also be developing an in-house agency pilot for the Llanelli based homes that will deliver a more flexible pool of casual staff. It is hoped that this will be rolled out in April 2024 with a view, if successful, of deploying across the County in the summer of 2024. This will reduce on-going agency and overtime costs. We will continue to monitor sickness closely and consistently as well as being more efficient in the way we recruit.	951
Older People - Residential Care Homes	31,792	-14,062	32,242	-14,062	450	Numbers on waiting lists are reducing as assessed needs are being met in alternative ways. However care packages are increasing as capacity develops in care sector.	269
Older People - Direct Payments	1,349	-313	1,539	-313	190	Financial pressures from previous years remain.	159
Older People - Private Home Care	10,038	-2,638	10,783	-2,638	745	Numbers on waiting lists are reducing as assessed needs are being met in alternative ways. However care packages are increasing as capacity develops in care sector.	829
Older People - Reablement	2,225	-527	1,951	-527	-274	Staffing vacancies	-324
Older People - Private Day Services	247	0	145	0	-103	Provision of day services is reduced compared to pre-pandemic levels.	-103
Older People - Other variances					-103		-168
<b>Physical Disabilities</b>							
Phys Dis - Residential Care Homes	1,652	-314	1,443	-314	-210	Demand led - projection based on care packages as at December 2023	-285
Phys Dis - Direct Payments	3,164	-603	3,475	-603	311	Financial pressures from previous years remain.	367
Phys Dis - Other variances					-155		-395

**Department for Communities - Budget Monitoring - as at 31st December 2023**  
**Main Variances**

PRE-CABINET 4th MARCH 2024

Division	Working Budget		Forecasted		Dec 2023 Forecasted Variance for Year £'000	Notes	Oct 2023 Forecasted Variance for Year £'000
	Expenditure £'000	Income £'000	Expenditure £'000	Income £'000			
<b>Learning Disabilities</b>							
Learn Dis - Employment & Training	2,195	-410	1,656	-215	-344	Provision of LD day services is reduced compared to pre-pandemic levels.	-303
Learn Dis - Residential Care Homes	13,970	-4,524	14,377	-4,524	407	Progress being made in the right sizing of individual packages and in developing alternatives to residential care. This is mitigated by an increase in demand and complexity in those with a learning disability or mental health issue. In the meantime, high cost independent providers are being commissioned and the current budget allocation does not reflect this demand.	388
Learn Dis - Group Homes/Supported Living	11,515	-2,295	12,742	-2,295	1,227	Progress being made in the right sizing of individual packages and in developing alternatives to residential care. This is mitigated by an increase in demand and complexity in those with a learning disability or mental health issue. In the meantime, high cost independent providers are being commissioned and the current budget allocation does not reflect this demand.	1,314
Learn Dis - Community Support	3,568	-162	3,127	-162	-440	Demand led - projection based on care packages as at December 2023	-338
Learn Dis - Adult Placement/Shared Lives	3,095	-2,104	3,239	-2,526	-277	Provision of respite care is reduced compared to pre-pandemic levels and part-year vacant posts	-195
Learn Dis - Other variances					44		72
<b>Mental Health</b>							
M Health - Residential Care Homes	6,986	-3,394	7,495	-3,394	510	Progress being made in the right sizing of individual packages and in developing alternatives to residential care. This is mitigated by an increase in demand and complexity in those with a learning disability or mental health issue. In the meantime, high cost independent providers are being commissioned and the current budget allocation does not reflect this demand.	482
M Health - Group Homes/Supported Living	1,707	-446	2,131	-446	423	Progress being made in the right sizing of individual packages and in developing alternatives to residential care. This is mitigated by an increase in demand and complexity in those with a learning disability or mental health issue. In the meantime, high cost independent providers are being commissioned and the current budget allocation does not reflect this demand.	541
M Health - Other variances					-250	Staff vacancies in the Care Management Teams and Substance Misuse Teams account for £146k of this variance along with a forecasted underspend of £92k relating to reduced demand for Community Support care packages.	-188

## Department for Communities - Budget Monitoring - as at 31st December 2023

### Main Variances

PRE-CABINET 4th MARCH 2024

Division	Working Budget		Forecasted		Dec 2023 Forecasted Variance for Year £'000	Notes	Oct 2023 Forecasted Variance for Year £'000
	Expenditure £'000	Income £'000	Expenditure £'000	Income £'000			
<b>Support</b>							
Other Variances - Support	11,260	-7,631	11,130	-7,466	108	£78k of this total relates to the implementation of 2024/25 efficiencies, which are in progress but not expected to be realised this financial year	35
<b>Homes &amp; Safer Communities</b>							
<b>Public Protection</b>							
Animal Welfare	90	-87	87	-33	51	Under achievement of income due to reduced activity	36
Licensing	378	-358	391	-303	68	Under achievement of income due to reduction in number of licensable premises	50
Trading Standards Services Management	151	-42	103	-42	-48	Underspend on salaries	-19
Safeguarding, Licensing & Financial Investigation	97	0	45	0	-52	Underspend on salaries	-52
Fair Trading	212	-68	248	-4	101	Underachievement of income target and additional employee due to be re-aligned.	58
Financial Investigator	126	-527	191	-527	65	Due to continued delays in courts system & slightly under on salary budget	20
Other Variances					-14		-80
<b>Council Fund Housing</b>							
Independent Living and Affordable Homes	124	-45	115	-79	-44	Underspend on salaries due to grant funding & underspend on Supplies & Services	-27
Home Improvement (Non HRA)	661	-284	657	-397	-118	Underspend on salaries due to grant funding & underspend on Supplies & Services	-61
Penybryn Traveller Site	188	-137	173	-100	22	Under achievement of Income	24
Non HRA Re-Housing (Inc Chr)	177	0	149	0	-27	Underspend on Salaries	-39
Temporary Accommodation	175	-118	681	-593	31	Overspend due to increased demand for services, where possible grants will reduce this overspend as we progress to year end.	-4
Other variances					1		144
<b>Leisure &amp; Recreation</b>							
Millennium Coastal Park	334	-94	338	-85	13	Forecast shortfall in income for Parking Fees & Season Tickets	11
Burry Port Harbour	24	-143	41	-114	46	Legal / Mtce costs relating to Burry Port Marine not budgeted plus forecast shortfall in income for Parking Fees	29
Discovery Centre	5	-113	6	-130	-15	Forecast to over achieve income budgeted	-5
Hendine Outdoor Education Centre	525	-375	387	-202	35	Forecast shortfall in income for Board & Accommodation to budget	28
Pembrey Beach Kiosk	0	-80	0	-46	34	Forecast shortfall in income from Kiosk Sales due mainly to the bad summer weather	34

## Department for Communities - Budget Monitoring - as at 31st December 2023

### Main Variances

PRE-CABINET 4th MARCH 2024

Division	Working Budget		Forecasted		Dec 2023 Forecasted Variance for Year £'000	Notes	Oct 2023 Forecasted Variance for Year £'000
	Expenditure £'000	Income £'000	Expenditure £'000	Income £'000			
Pembrey Ski Slope	532	-590	514	-597	-25	In year vacancies	-5
Carmarthen Leisure Centre	1,955	-1,674	1,890	-1,648	-39	Forecast to be underspent on utilities	40
Amman Valley Leisure Centre	1,187	-944	1,199	-925	32	Forecast income shortfall £19k plus over on utilities	9
Llandovery Swimming Pool	478	-212	492	-185	42	Forecast income shortfall £27k plus pay validation shortfall	47
Gwendraeth Sports Centre	0	0	-44	0	-44	Accrual for NNDR no longer required	-43
Actif Facilities	272	0	260	-1	-12	Forecast to underspend on Operational consumables	-5
Actif health, fitness and dryside	242	-156	214	-143	-15	Forecast to not fully utilise match funding budget	11
Catering - Sport Centres	293	-277	348	-299	32	Unable to achieve vacancy factor	1
Sport & Leisure General	843	-44	823	-41	-17	Forecast underspends on Premises Mtce, Training and Uniforms	4
Llanelli Leisure Centre	1,567	-1,075	1,624	-1,055	78	Pay validation £26k plus forecast income shortfall	63
Pembrey Country Park	1,144	-1,352	1,225	-1,411	22	Forecast to be overspent on utilities	-44
Pembrey Country Park Restaurant	651	-524	710	-574	10	Forecast overspend on Employees due to pay validation shortfall, income shortfall	40
Carmarthen Library	581	-32	581	-20	13	Forecast to be overspent on utilities	19
Llanelli Library	530	-32	574	-22	54	Forecast overspend on Employees due to pay validation shortfall, income shortfall £10k plus exhibition boards £10k	63
Community Libraries	275	-7	247	-6	-26	In year vacancies	-12
Libraries General	1,258	-1	1,182	-1	-76	In year vacancies	-78
Carmarthen Museum, Abergwili.	198	-31	171	-35	-32	In year vacancies	-43
Museums General	412	-1	442	-1	29	Unable to achieve vacancy factor	26
Laugharne Boathouse	158	-129	150	-77	44	Forecast to not fully achieve income budgeted due to weather & limitations of staffing structure. Staff capacity stretched through the opening of MOLS and the restructuring period, which is now concluded.	43
Lyric Theatre	622	-445	584	-394	13	Predicted shortfall in income to budget	42
Entertainment Centres General	585	-98	604	-142	-26	Higher grant income achieved than budgeted	-13
Attractor - Hostel	687	-656	672	-443	197	Current forecast includes income shortfall to budget with continuing marketing of location likely to increase future room occupation rates which will assist in mitigating this overspend. Forecast includes a £12k pay validation shortfall along with £42k 'one off' set up costs.	247
Attractor - Externals	5	-65	7	-40	28	Forecast shortfall in income for Parking Fees	23
Leisure Management	398	-4	353	-6	-48	In year vacancies	-57
Other Variances					3		16
<b>Grand Total</b>					<b>3,607</b>		<b>3,649</b>

**Corporate Services Department**  
**Budget Monitoring - as at 31st December 2023**

PRE-CABINET 4th MARCH 2024

Division	Working Budget				Forecasted				Dec 2023 Forecasted Variance for Year £'000	Oct 2023 Forecasted Variance for Year £'000
	Expenditure £'000	Income £'000	Net non- controllable £'000	Net £'000	Expenditure £'000	Income £'000	Net non- controllable £'000	Net £'000		
Financial Services	14,147	-3,055	-852	10,240	13,503	-2,862	-852	9,789	-451	-436
Revenues & Financial Compliance	58,888	-36,779	-830	21,279	57,728	-36,136	-830	20,762	-517	-376
<b>GRAND TOTAL</b>	<b>73,035</b>	<b>-39,833</b>	<b>-1,681</b>	<b>31,520</b>	<b>71,232</b>	<b>-38,999</b>	<b>-1,681</b>	<b>30,551</b>	<b>-969</b>	<b>-812</b>

**Corporate Services Department - Budget Monitoring - as at 31st December 2023**  
**Main Variances**

PRE-CABINET 4th MARCH 2024

Division	Working Budget		Forecasted		Dec 2023 Forecasted Variance for Year £'000	Notes	Oct 2023 Forecasted Variance for Year £'000
	Expenditure £'000	Income £'000	Expenditure £'000	Income £'000			
<b>Financial Services</b>							
Accountancy	1,942	-510	1,953	-479	42	£31k overall shortfall on income targets consisting of a £22k shortfall on deputyship income and £9k of other smaller income shortfalls. £20k net underspend on vacant posts during the year ; £34k net overspend on supplies and services.	32
Treasury and Pension Investment Section	284	-226	266	-228	-20	Additional income in year due to grant related work undertaken	-4
Bank Charges	64	0	54	0	-10	Forecast underspend on Bank Charges	-12
Miscellaneous Services	8,111	-131	7,551	-20	-449	£435k underspend on pre LGR pension costs. £14k underspend on Subscriptions	-444
Other variances					-13		-8
<b>Revenues &amp; Financial Compliance</b>							
Procurement	643	-37	578	-37	-65	Underspend on staff, due to 2 being on maternity leave, one on reduced hours and 2 vacancies during the first quarter of the year.	-62
Audit	518	-21	509	-40	-27	£18k of additional income generated from Fire SLA. £9k underspend on supplies and services	-8
Business Support Unit	150	0	129	0	-21	Vacant post during year. Will not be filled in 2023/24.	-22
Corporate Services Training	55	0	17	0	-38	Underspend based upon current demand for courses.	-30
Local Taxation	1,040	-776	1,160	-725	171	Large overspend on postage costs following price increases in recent years of £116k, along with a reduction in anticipated income received from recovering court costs based on 2022/23 figures.	168
Council Tax Reduction Scheme	18,385	0	18,179	0	-205	Underspend anticipated based on current levels of demand.	-146
Rent Allowances	34,823	-35,040	34,326	-34,517	26	Projection based on 2022/23 claims.	27
Rates Relief	251	0	155	0	-96	Low take-up anticipated based on current demand.	-96
Housing Benefits Admin	1,766	-755	1,273	-642	-381	Net shortfall on grants income receivable of £112k compared with budget, offset by 11.5 FTE current vacant posts within the section due to difficulties with recruitment.	-325
Revenues	1,089	-148	1,245	-175	128	£114k overspend on bank charges due to significant increase in the number of card payments in recent years along with other smaller overspends.	118
Other variances					-8		0
<b>Grand Total</b>					<b>-969</b>		<b>-812</b>



**Department for Education & Children**  
**Budget Monitoring - as at 31st December 2023**

PRE-CABINET 4th MARCH 2024

Division	Working Budget				Forecasted				Dec 2023 Forecasted Variance for Year £'000	Oct 2023 Forecasted Variance for Year £'000
	Expenditure £'000	Income £'000	Net non- controllable £'000	Net £'000	Expenditure £'000	Income £'000	Net non- controllable £'000	Net £'000		
<b>Schools Delegated Budgets</b>	155,536	-18,893	0	136,643	164,103	-18,893	0	145,210	8,567	8,785
<b>Transfer from Reserves</b>				0		-8,567		-8,567	-8,567	-8,785
Director & Strategic Management	1,715	0	-109	1,606	1,297	0	-109	1,188	-418	-342
Education Services Division	16,486	-5,424	20,122	31,184	17,302	-6,288	20,122	31,136	-48	2
Access to Education	12,628	-8,223	1,403	5,808	13,642	-8,853	1,403	6,193	385	734
Strategy & Learner Support	7,492	-4,857	828	3,464	7,257	-4,842	828	3,243	-221	-127
Children's Services	31,854	-10,511	2,764	24,108	42,853	-14,698	2,764	30,919	6,811	6,504
<b>TOTAL excluding schools</b>	<b>70,176</b>	<b>-29,015</b>	<b>25,009</b>	<b>66,170</b>	<b>82,352</b>	<b>-34,681</b>	<b>25,009</b>	<b>72,680</b>	<b>6,510</b>	<b>6,770</b>
<b>GRAND TOTAL</b>	<b>225,712</b>	<b>-47,908</b>	<b>25,009</b>	<b>202,813</b>	<b>246,455</b>	<b>-62,141</b>	<b>25,009</b>	<b>209,323</b>	<b>6,510</b>	<b>6,770</b>

## Department for Education & Children - Budget Monitoring - as at 31st December 2023

### Main Variances

PRE-CABINET 4th MARCH 2024

Division	Working Budget		Forecasted		Dec 2023 Forecasted Variance for Year £'000	Notes	Oct 2023 Forecasted Variance for Year £'000
	Expenditure £'000	Income £'000	Expenditure £'000	Income £'000			
<b>Director &amp; Strategic Management</b>							
Director & Management Team	1,307	0	961	0	-346	Growth budget to be allocated as the relevant recruitment and reviews progress. Any temporary in year underspend will support other service pressures.	-283
Business Support	408	0	336	0	-72	Part year vacant posts pending review of service needs once relocated.	-58
<b>Education Services Division</b>							
Early Years Non-Maintained 3 year old Provision	941	-542	654	-562	-307	WG are currently providing grant for non maintained settings, releasing core budget on a temporary basis to support pressures in other services	-308
School Improvement	777	0	1,088	-334	-23	Partneriaeth to cover costs previously paid for by CCC. Also transfer of vacant post to Governors support team, resulting in underspend.	46
Additional Learning Needs	4,756	-2,525	4,924	-2,529	164	£409k pressure in relation to Out of County placements, partially offset by part year vacant posts and utilisation of grant income	49
Education Other Than At School (EOTAS)	5,099	-565	5,408	-795	79	Increased agency costs due to staff absences across the 4 settings	167
Music Services for Schools	1,068	-720	1,409	-1,023	38	Increased staff cover costs relating to long term absence	30
Other variances					1		17
<b>Access to Education</b>							
School Admissions	485	0	385	0	-100	Part year vacant posts currently being recruited to	-84
School Modernisation	144	0	311	-47	120	Ongoing costs for closed school premises following school reorganisations	121
School Meals & Primary Free Breakfast Services	11,998	-8,223	12,946	-8,806	365	Updated costs & income levels for primary school meals has reduced the forecast overspend to £123k, following additional grant from WG. Primary breakfast contributions for care element shortfall £96k & increased costs of food & labour £147k	696
<b>Strategy &amp; Learner Support</b>							
Welsh Language Support	933	-377	1,128	-625	-53	Very low uptake of teachers/teaching assistants on Welsh language training and maximising available grants	-5
Youth Support Service & Participation	2,311	-1,294	2,289	-1,383	-111	Part year vacant posts and using core staff to utilise grant income.	-74
Data & Education Systems	1,079	-30	1,022	-30	-57	Part year vacant posts and using core staff to utilise grant income.	-49
Other variances					1		1

## Department for Education & Children - Budget Monitoring - as at 31st December 2023

### Main Variances

PRE-CABINET 4th MARCH 2024

Division	Working Budget		Forecasted		Dec 2023 Forecasted Variance for Year £'000	Notes	Oct 2023 Forecasted Variance for Year £'000
	Expenditure £'000	Income £'000	Expenditure £'000	Income £'000			
<b>Children's Services</b>							
Commissioning and Social Work	8,019	-115	9,543	-538	1,100	Increased agency staff costs forecast £967k re additional demand & difficulty recruiting permanent staff. Increased demand for assistance to clients and their families £375k. This is partly offset by additional grant income	1,119
Corporate Parenting & Leaving Care	1,035	-91	1,103	-252	-93	Maximisation of grant income supporting priorities the service had already identified and have staff working on	-87
Fostering & Other Children Looked After Services	4,843	0	6,270	-124	1,303	Increased costs associated with providing specialist support and fostering placements for young people / children looked after, some with highly complex needs £623k, Special Guardianship Orders (SGO's) £58k, Fostering £746k. This is partly offset by additional WG grant £124k	1,138
Unaccompanied Asylum Seeker Children (UASC)	0	0	1,683	-1,390	293	Increase in number of Unaccompanied Children resulting in more expensive placement costs in excess of the fixed income received.	257
Commissioned Residential Placements (CS)	469	0	3,597	-12	3,117	Several ongoing highly complex placements in 2023/24	2,889
Residential Settings	1,421	-361	2,865	-1,552	254	£254k Garreglwyd - agency staff costs forecast due to difficulty recruiting & sickness cover. £529k forecast overspend for new setting Ty Magu / Ross Avenue, which is being offset by £529k WG grant	225
Respite Settings	1,094	0	1,182	0	88	Increased staffing costs £55k re meeting service demand, vacancy / absence cover and impact of increased pay award in excess of budget, increased vehicle costs in relation to additional vehicles needed £16k and also additional premises maintenance costs forecast £17k in relation to essential works needed following outcome of recent playground inspection at Llys Caradog	84
Adoption Services	591	0	1,103	-412	101	Overspend in relation to increased staffing costs, including agency staff and travelling costs re ongoing service demands £65k. Also, additional costs in relation to Inter Agency Adoption fees, Adoption Allowances and Therapy / Counselling costs, again in line with service demands £36k	136
Short Breaks and Direct Payments	657	0	1,747	-208	882	Increased demand for Direct Payments with further pressures linked to post covid & lack of commissioned services available £360k. Also increased demand for 1-2-1 support under Short Breaks due to lack of available location based services £522k	1,040
Other Family Services incl Young Carers and ASD	1,023	-643	1,024	-619	25	Net overspend mainly in relation to cost of equipment needed for disabled children - grant funded in recent years, but reduced grant available in 23-24	-46
Children's Services Mgt & Support (inc Eclipse)	1,366	-164	1,322	-205	-86	Part year vacant posts recently recruited to	-123

**Department for Education & Children - Budget Monitoring - as at 31st December 2023**  
**Main Variances**

PRE-CABINET 4th MARCH 2024

Division	Working Budget		Forecasted		Dec 2023	Notes	Oct 2023
	Expenditure	Income	Expenditure	Income	Forecasted Variance for Year		Forecasted Variance for Year
	£'000	£'000	£'000	£'000	£'000		£'000
School Safeguarding & Attendance	827	-512	743	-580	-152	Maximisation of grant income, partially offsetting overspends elsewhere within the division	-131
Other Variances					-21		4
<b>Grand Total</b>					<b>6,510</b>		<b>6,770</b>

**Place and Infrastructure Department  
Budget Monitoring - as at 31st December 2023**

PRE-CABINET 4th MARCH 2024

Division	Working Budget				Forecasted				Dec 2023 Forecasted Variance for Year £'000	Oct 2023 Forecasted Variance for Year £'000
	Expenditure £'000	Income £'000	Net non- controllable £'000	Net £'000	Expenditure £'000	Income £'000	Net non- controllable £'000	Net £'000		
Service Improvement & Transformation	5,032	-4,117	484	1,399	5,274	-4,141	484	1,617	218	228
Waste & Environmental Services	30,007	-4,931	1,342	26,419	31,397	-5,656	1,342	27,082	664	664
Highways & Transportation	66,940	-40,547	10,239	36,632	75,737	-48,169	10,239	37,807	1,175	1,052
Place and Sustainability	7,553	-3,513	381	4,422	7,171	-3,472	381	4,080	-341	-269
<b>GRAND TOTAL</b>	<b>109,533</b>	<b>-53,108</b>	<b>12,446</b>	<b>68,871</b>	<b>119,578</b>	<b>-61,438</b>	<b>12,446</b>	<b>70,587</b>	<b>1,716</b>	<b>1,675</b>

## Place and Infrastructure Department - Budget Monitoring - as at 31st December 2023

### Main Variances

PRE-CABINET 4th MARCH 2024

Division	Working Budget		Forecasted		Dec 2023 Forecasted Variance for Year £'000	Notes	Oct 2023 Forecasted Variance for Year £'000
	Expenditure £'000	Income £'000	Expenditure £'000	Income £'000			
<b>Service Improvement &amp; Transformation</b>							
Facilities Management - Building Cleaning	4,731	-4,017	4,939	-4,058	168	£180k budget deficit following the pay award	199
Business Support	122	-35	177	-40	50	£48k budget deficit following the pay award	55
Departmental Pooled Vehicles	0	0	13	0	13	Under-utilisation of pool vehicles	14
Departmental - Core	117	0	104	0	-12	Net saving on vacant post not estimated to be filled in this financial year due to recruitment freeze	-30
Other variances					0		-9
<b>Waste &amp; Environmental Services</b>							
Environmental Infrastructure	134	0	98	0	-35	Part-year saving due to Head of Service post being vacant until July 2023	-35
Waste & Environmental Services Unit	-145	0	-308	-0	-163	Underspend on pay costs due to a realignment review & recruitment freeze.	-167
Emergency Planning	81	0	70	0	-11	Underspend due to Manager post not at top of grade	-8
Environmental Enforcement	566	-19	516	-21	-52	Underspend relates to vacated post, maternity leave and flexible retirement. Realignment review ongoing.	-49
Public Conveniences	230	-9	244	-9	14	Increase in Danfo contract cost over and above validation	14
Cleansing Service	2,660	-103	2,776	-114	105	£53k deficit in pay budgets due to pay award and efficiencies not met	135
Waste Services	21,203	-1,405	22,116	-1,669	650	Delivery of the interim phase of the waste strategy has increased costs due to contingency measures put in place. Outturn includes draw-down from reserves. £188k pay budget deficit following pay award.	775
Green Waste Collection	671	-602	645	-650	-73	Increased customer base and £5k budget deficit following pay award	-91
Grounds Maintenance Service and Urban Parks	3,953	-2,696	4,299	-2,838	205	Deficit in pay budget due to pay award	62
Closed Landfill Sites	292	0	316	0	23	Increased electricity costs in both sites.	33
Other variances					2		-6
<b>Highways &amp; Transportation</b>							
Departmental - Transport	41	0	-112	0	-152	Vacant post, management review underway	-91
Civil Design	1,308	-1,943	1,273	-1,973	-65	Based on current income projections	-13
Transport Strategic Planning	442	0	393	0	-50	Vacant posts during the year	-48

## Place and Infrastructure Department - Budget Monitoring - as at 31st December 2023

### Main Variances

PRE-CABINET 4th MARCH 2024

Division	Working Budget		Forecasted		Dec 2023 Forecasted Variance for Year £'000	Notes	Oct 2023 Forecasted Variance for Year £'000
	Expenditure £'000	Income £'000	Expenditure £'000	Income £'000			
School Transport	13,683	-994	15,108	-1,294	1,125	Increased transport costs for operators which subsequently escalate the tendered contract prices for the statutory provision of home to school transport. Transport operators are continuing to experience driver shortages, global supply chain shortages for vehicles and parts and a period of very high fuel prices make for a challenging operating environment. £57k deficit budget on Passenger Assistants as a result of the pay award.	908
Traffic Management	557	-262	1,023	-921	-193	Net increase in Traffic Regulation orders income, staff vacancies during the year and staff time recharged to grants.	-173
Car Parks	2,269	-3,593	2,034	-3,131	228	Parking income not achieving income targets due to reduced footfall in town centres together with year on year validation applied to budget.	277
Storm Damage	0	0	-2	302	300	As a result of the recent storms, two sections of the highway suffered support issues with estimated reconstruction costs of £300k; A485 Alltwalis culvert replacement £100k and C2043 Bwlchnewydd road collapse £200k. Awaiting decision from WG on additional funding from Resilient Roads Fund.	300
Road Safety	251	-11	187	0	-54	Staff time recharged to grants	-47
School Crossing Patrols	160	0	127	0	-33	Several posts have become vacant and will not be refilled - in line with the National Safety Criteria to ensure posts exist at locations a patrol is required only.	-31
Highway Maintenance	21,543	-12,961	23,731	-14,980	169	£105k budget deficit following the pay award	0
Highway Lighting	3,096	-1,029	2,996	-974	-44	Vacant post now filled from February 2024	-40
Public Rights Of Way	1,069	-83	1,042	-67	-11	Underspend due to maternity leave during the year	-9
Other variances					-43		18
<b>Place and Sustainability</b>							
Place & Sustainability Unit	585	-18	653	-135	-48	Underspend on supplies & services	-62
Building Control	706	-560	667	-376	145	Shortfall in building reg fee income due to an increase in competitors and the current economic climate. Projection is based on actual income in the first 9 months which may vary as the year progresses	104
Strategic Policy & Placemaking	775	0	669	-1	-106	Underspend on salaries due to maternity leave, secondment, and vacant post during the year - filled from November 2023	-34
Development Management	1,967	-1,169	1,837	-1,290	-251	£209k underspend on net pay costs due to vacancies within the year & current recruitment freeze; £121k additional planning application income forecast based on actual income received in the first 9 months of the year, this may vary as the year progresses.	-240
Tywi Centre	73	-69	130	-142	-16	Additional income received from training courses provided	9

**Place and Infrastructure Department - Budget Monitoring - as at 31st December 2023**  
**Main Variances**

PRE-CABINET 4th MARCH 2024

Division	Working Budget		Forecasted		Dec 2023	Notes	Oct 2023
	Expenditure	Income	Expenditure	Income	Forecasted Variance for Year		Forecasted Variance for Year
	£'000	£'000	£'000	£'000	£'000		£'000
Net Zero Carbon Plan	188	0	113	0	<b>-75</b>	Vacant post won't be filled this year due to recruitment freeze, and maternity leave from November 2023	<b>-70</b>
SAB - Sustainable Drainage Approval Body Unit	139	<b>-134</b>	134	<b>-113</b>	<b>16</b>	Anticipated income not materialised - Dependent on number of submissions and market buoyancy of development projects	<b>23</b>
Other Variances					<b>-6</b>		<b>0</b>
<b>Grand Total</b>					<b>1,716</b>		<b>1,675</b>



**Housing Revenue Account - Budget Monitoring as at 31st December 2023**

	Working Budget	Forecasted	Dec 23	Notes	Oct 23
	£'000	£'000	Variance for Year £'000		Forecasted Variance for Year £'000
<b>Expenditure</b>					
<b>Repairs &amp; Maintenance</b>					
Responsive	3,053	5,603	2,550		1,809
Minor Works	3,917	3,633	-285		-349
Voids	5,191	5,245	54		-0
Servicing	2,127	2,284	157		157
Drains & Sewers	165	126	-39		-15
Grounds	891	851	-40		-40
Property & Strategic Projects	1,065	706	-359		-0
Unadopted Roads	123	123	0		0
<b>Supervision &amp; Management</b>					
Employee	7,377	6,763	-613	Savings from vacant posts & maximising of grants	-365
Premises	1,757	2,500	743	Additional forecast energy costs in sheltered schemes of almost £385k. Additional Estate improvement works predicted to be £150k over original budget. Re-alignment of most of the Temporary Accommodation function from Council Fund to HRA (in line with advice received) increasing expenditure with corresponding increase in Other Income £208k.	611
Transport	47	61	13		7
Supplies	1,260	1,642	382	Additional spend related to legal costs in housing management £163k above budget, compensation costs £231 & Other Supplies & services -£12k	488
Recharges	-2,078	-2,078	-0		0
Provision for Bad Debt	250	191	-59	Based on forecast arrears of £3.2M as at 31/3/24, current aged debt analysis and estimated write for year of £224k	0
Capital Financing Cost	15,001	14,454	-547	Capital HRA programme is predicting a £5.9m underspend on the revised budget of £33.9m. This, in conjunction with increased grant funding in 2022/23 and 2023/24 has decreased the borrowing requirement in year from £8.4m to approximately £5.9m. The impact on mid-year CFR and therefore interest is significant, reducing capital charges by £503k. This does assume an interest rate of 4.01% which may change if other elements of the capital programme on Council Fund vary.	-489
Central Support Charges	2,403	2,403	0		0
Direct Revenue Financing	10,000	9,604	-396	Amended funding of capital programme to allow for services which are revenue in nature e.g. resourcing to specific projects	0
<b>Total Expenditure</b>	<b>52,549</b>	<b>54,111</b>	<b>1,562</b>		<b>1,814</b>

### Housing Revenue Account - Budget Monitoring as at 31st December 2023

	Working Budget £'000	Forecasted £'000	Dec 23	Notes	Oct 23
			Variance for Year £'000		Forecasted Variance for Year £'000
<b>Income</b>					
Rents	-46,247	-46,867	-620	Void loss has reduced in year from a budget of 3.5% to 2.34% and is forecast to continue at this level for the remainder of the financial year, saving over £0.6m in foregone rental income.	-568
Service Charges	-981	-1,068	-87	Impact of fewer voids	-84
Supporting People	-70	-70	0		0
Interest on Cash Balances	-137	-612	-475	Interest rate significantly above 0.9% budgeted, assumed current year average of 4.25% by year end	-481
Grants	-296	-296	0		0
Insurance	-171	-171	0		0
Other Income	-49	-345	-296	Transfer of the Temporary Accommodation function from Council Fund to HRA with increased income £261k offset by increase in expenditure in Supervision & Management premises. Additional fees and costs recoverable.	-395
<b>Total Income</b>	<b>-47,951</b>	<b>-49,429</b>	<b>-1,478</b>		<b>-1,528</b>
<b>Net Expenditure</b>	<b>4,598</b>	<b>4,682</b>	<b>84</b>		<b>286</b>

HRA Reserve	£'000
Balance b/f 01/04/2023	16,998
Budgeted movement in year	-4,598
Variance for the year	-84
Balance c/f 31/03/2024	<b>12,316</b>

## CABINET 18<sup>TH</sup> MARCH 2024

### CAPITAL PROGRAMME 2023/24 UPDATE

**Purpose:** To report the latest projected outturn of the capital programme for the financial year.

#### Recommendations / key decisions required:

1. That the capital programme update report is received.
2. That the new projects are noted and agreed, to be funded from current year capital charges underspends.

#### Reasons:

To provide an update of the latest budgetary position for the 2023/24 capital programme, as at the 31<sup>st</sup> December 2023.

Cabinet Decision Required                      YES

Council Decision Required                      NO

#### CABINET MEMBER PORTFOLIO HOLDER:

Cllr. Alun Lenny (Resources)

Directorate:

Name of Head of Service:  
Randal Hemingway

Report Author:  
Randal Hemingway

Designations:

Head of Financial  
Services

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# EXECUTIVE SUMMARY

## CAPITAL PROGRAMME 2023/24 UPDATE

The current capital programme is based on information available as at the end of December 2023.

**Appendix A** shows a forecasted net spend of £70,752k compared with a working net budget of £139,013k, giving a **-£68,261k** variance.

The net budget includes the original H.R.A. and General Fund capital programmes approved by Council on 1<sup>st</sup> March and slippage from 2022/23. Some of the budgets have also been amended to account for differences in actual grant allocations compared with the anticipated allocations at the time the programme was approved, and new grant awards received during the year to date.

**Appendix B** details the main variances within each department.

### **New Projects and virements to note and approve for the current year:**

#### **Private Housing:**

A new award of £193k of Housing Care Fund (HCF) grant funding has been received from the Regional Health Partnership.

To approve a revenue contribution of £15k to fund the Care & Repair - Small Repairs Scheme

#### **Leisure:**

To approve a virement of £7k from the Pembrey Cycling Hub to the Carmarthen Leisure Centre Running Track to pay for a retention of this project.

#### **Place and Infrastructure:**

The funding amounts listed below have been built into the proposed new five-year capital programme, therefore, the budget needs to be slipped/ removed from the current year delivery cycle.

- £418k – Fleet Replacement.
- £4,730k – Replacement of Waste Recycling Collection Vehicles.
- £45k – Decarbonisation measures for boiler replacement in schools.

£33k revenue contribution for Road Safety grant funding projects.

Additional costs associated with the Cross Hands Economic Distributor Road, approved by Cabinet, are now reflected in the budget of the same and funded by a combination of reserves and capital receipts.

#### **Regeneration:**

A revenue contribution of £12.5k for the installation of signage on the new cabins in Chapel Steet, Carmarthen. (Part of the Jackson's Lane Project).

#### **Additional Costs:**

Expenditure relating to additional costs incurred by contractors on some projects are reflected in the projected outturns of some departments and will be funded by Welsh Government Grant and capital receipts.

**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: Randal Hemingway

Head of Financial Services

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets	Biodiversity & Climate Change
NONE	NONE	YES	NONE	NONE	NONE	YES	YES

### 3. Finance

The capital programme shows an in-year forecasted variance of -£68,261k against the 2023/24 approved budget as at 31<sup>st</sup> December 2023.

### 7. Physical Assets

The capital programme will have an impact on the physical assets owned by the Authority.

### 8. Biodiversity and Climate Change

Some schemes within the Capital Programme relate to decarbonisation measures to help reduce our carbon footprint.

## CONSULTATIONS

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

Signed: Randal Hemingway

Head of Financial Services

(Please specify the outcomes of consultations undertaken where they arise against the following headings)

<b>1. Scrutiny Committee request for pre-determination</b>	NA
<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): 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/CONSULTED**

NO

Include any observations here

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

Title of Document	File Ref No.	Locations that the papers are available for public inspection
2023/24 Capital Programme		Corporate Service Department, County Hall, Carmarthen.  On-line via corporate website – Minutes of County Council Meeting 1 <sup>st</sup> March 2023.

<b>Capital Programme 2023/24</b>							
<b>Capital Budget Monitoring - Report for December 2023</b>							
	<b>Working Budget</b>			<b>Forecasted</b>			<b>Variance for Year</b>
<b>Department</b>	<b>Expenditure £'000</b>	<b>Income £'000</b>	<b>Net £'000</b>	<b>Expenditure £'000</b>	<b>Income £'000</b>	<b>Net £'000</b>	
<b>Public Housing</b>	34,631	-15,870	<b>18,761</b>	28,881	-16,041	<b>12,840</b>	<b>-5,921</b>
<b>Private Housing</b>	3,644	-660	<b>2,984</b>	3,452	-660	<b>2,792</b>	<b>-192</b>
<b>Leisure</b>	4,751	-1,264	<b>3,487</b>	2,424	-61	<b>2,363</b>	<b>-1,124</b>
<b>Social Care</b>	2,244	-337	<b>1,907</b>	1,930	-309	<b>1,621</b>	<b>-286</b>
<b>Place &amp; Infrastructure</b>	45,134	-23,358	<b>21,776</b>	22,246	-11,058	<b>11,188</b>	<b>-10,588</b>
<b>Education &amp; Children</b>	31,600	-14,986	<b>16,614</b>	19,579	-7,259	<b>12,320</b>	<b>-4,294</b>
<b>Chief Executive</b>	10,536	0	<b>10,536</b>	6,326	-34	<b>6,292</b>	<b>-4,244</b>
<b>Regeneration</b>	108,011	-45,063	<b>62,948</b>	51,416	-30,080	<b>21,336</b>	<b>-41,612</b>
<b>TOTAL</b>	<b>240,551</b>	<b>-101,538</b>	<b>139,013</b>	<b>136,254</b>	<b>-65,502</b>	<b>70,752</b>	<b>-68,261</b>

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Capital Programme 2023/24								
Capital Budget Monitoring - Report for December 2023 - Main Variances								
DEPARTMENT/SCHEMES	Working Budget			Forecasted			Variance for Year £'000	Comment
	Expenditure £'000	Income £'000	Net £'000	Expenditure £'000	Income £'000	Net £'000		
<b>COMMUNITIES</b>								
<b>- Public Housing</b>	<b>34,631</b>	<b>-15,870</b>	<b>18,761</b>	<b>28,881</b>	<b>-16,041</b>	<b>12,840</b>	<b>-5,921</b>	
Sewage Treatment Works Upgrading	20	0	20	12	0	12	-8	
Internal and External Works (Property)	13,755	0	13,755	12,709	0	12,709	-1,046	The main variances are owing to delays in carrying out planned works through the rendering and roofing, and central heating upgrading programmes. All works, however, will be undertaken in 2024/25, and are part of a two year procurement package.
Environmental Works (Housing Services)	350	0	350	80	0	80	-270	Works delayed will be completed in future years.
Adaptations and Equalities Works (Building Services)	2,000	0	2,000	2,000	0	2,000	0	
Programme Delivery and Strategy	1,916	0	1,916	392	0	392	-1,524	Savings to capital as stock condition surveys are now being processed through revenue budgets by agreement, and staffing vacancies.
Housing Development Programme (New builds & Stock Increase Programme)	14,875	-398	14,477	12,043	-569	11,474	-3,003	This main variances are owing to delays with the Tyisha project - the contractor partner is now expected to be appointed in July 2024, and delays because of ecology and site topography issues on some new build sites.
Retrofit and Decarbonisation	1,715	0	1,715	1,645	0	1,645	-70	
MRA and IHP Grants Income	0	-15,472	-15,472	0	-15,472	-15,472	0	
<b>- Private Housing</b>	<b>3,644</b>	<b>-660</b>	<b>2,984</b>	<b>3,452</b>	<b>-660</b>	<b>2,792</b>	<b>-192</b>	
Disabled Facilities Grant (DFG)	2,881	-292	2,589	2,689	-292	2,397	-192	Award of external grant funding has displaced in-house resources which will slip to 2024/25.
ENABLE - Adaptations to Support Independent Living	368	-368	0	368	-368	0	0	
Empty Properties Initiatives	379	0	379	379	0	379	0	
Care & Repair Small Repairs Scheme	16	0	16	16	0	16	0	
<b>- Leisure</b>	<b>4,751</b>	<b>-1,264</b>	<b>3,487</b>	<b>2,424</b>	<b>-61</b>	<b>2,363</b>	<b>-1,124</b>	
Leisure Centres	2,021	0	2,021	2,021	0	2,021	0	
Oriol Myrddin Redevelopment	1,802	-1,000	802	100	0	100	-702	Slip to 2024/25. Project now secured all funding, scheduled to start on site in January 2024.
Libraries & Museums	390	-264	126	84	-8	76	-50	Slip to 2024/25. Two-year scheme on car parking at Abergwili Museum. A later than anticipated start on site.
Country Parks	538	0	538	219	-53	166	-372	Slip to 2024/25. £87k against the Cycling Hub, and £90k against Morfa Bacas Path, £195k PCP pitch infrastructure - new project which will be delivered in 2024/25.
<b>- Social Care</b>	<b>2,244</b>	<b>-337</b>	<b>1,907</b>	<b>1,930</b>	<b>-309</b>	<b>1,621</b>	<b>-286</b>	
<b>Place &amp; Infrastructure (Including Fleet)</b>	<b>45,134</b>	<b>-23,358</b>	<b>21,776</b>	<b>22,246</b>	<b>-11,058</b>	<b>11,188</b>	<b>-10,588</b>	
Countryside Recreation & Access	176	-105	71	176	-105	71	0	
Coastal Protection & Flood Defence Works	1,528	-1,015	513	1,176	-792	384	-129	
Fleet Replacement	4,078	0	4,078	1,103	0	1,103	-2,975	Slip to future years owing to extended lead-in times for new vehicles.
Murray Street Multi Storey Car park	177	0	177	139	0	139	-38	Slip to 2024/25 - Needed for ongoing works.
Bridge Strengthening & Replacement	809	0	809	897	0	897	88	
Road Safe Improvements and Grant Project	727	0	727	262	0	262	-465	Slip forward to fund future road schemes.

Capital Programme 2023/24							
Capital Budget Monitoring - Report for December 2023 - Main Variances							
DEPARTMENT/SCHEMES	Working Budget			Forecasted			Variance for Year £'000
	Expenditure £'000	Income £'000	Net £'000	Expenditure £'000	Income £'000	Net £'000	
Highways Infrastructure	1,937	0	1,937	2,137	0	2,137	200
Integrated Waste Strategy	370	0	370	55	0	55	-315
Refuse and Recycling Strategic Transformation	1,000	0	1,000	87	-24	63	-937
Road Safety Projects	2,215	-2,180	35	2,215	-2,180	35	0
Junction Improvements	451	-100	351	209	-100	109	-242
Cross Hands ELR	3,170	0	3,170	3,170	0	3,170	0
Public Transport Infrastructure	964	-932	32	956	-932	24	-8
Towy Valley Path	18,377	-11,751	6,626	1,327	0	1,327	-5,299
SRIC - Safe Routes in Communities	881	-881	0	881	-881	0	0
Electric Vehicle Infrastructure	424	-263	161	414	-263	151	-10
Resilient Roads	568	-500	68	409	-341	68	0
Active Travel Cycle and Walking Projects	740	-740	0	736	-736	0	0
Other Infrastructure Projects	6,542	-4,891	1,651	5,897	-4,704	1,193	-458
<b>EDUCATION &amp; CHILDREN</b>	<b>31,600</b>	<b>-14,986</b>	<b>16,614</b>	<b>19,579</b>	<b>-7,259</b>	<b>12,320</b>	<b>-4,294</b>
Schools: General Projects	994	0	994	675	0	675	-319
Sustainable Communities For Learning - Match Funding Delivery Fund	10,299	-7,500	2,799	0	0	0	-2,799
Sustainable Communities for Learning - Band A - Design Stage Schemes	291	0	291	152	0	152	-139
Sustainable Communities for Learning - Band A - WG FBC Approved Schemes	515	0	515	493	0	493	-22
Sustainable Communities for Learning - Band B - Design Stage Schemes	676	0	676	620	0	620	-56
Sustainable Communities for Learning - Band B - WG FBC Approved Schemes	7,963	-4,690	3,273	7,655	-4,690	2,965	-308
Infant Class Size	36	0	36	94	0	94	58
Welsh Language Immersion Centres	0	0	0	22	0	22	22
School Buildings - Education Capital Maintenance and Other Initiatives	5,465	0	5,465	5,647	0	5,647	182
Additional Learning Needs (ALN + ASD) Projects	1,838	-1,261	577	1,365	-1,261	104	-473
Community Focused Schools 2023-25	2,166	-1,345	821	1,646	-705	941	120
Traffic Management Projects (Inc. Bus Bays)	650	0	650	87	0	87	-563
Flying Start Capital Expansion Programme	190	-190	0	223	-220	3	3
Hafen y Gors Safe Accommodation for Children	517	0	517	900	-383	517	0

Comment
Increased programme costs because of material increases - accommodate as negative slippage. Fund from future year allocation.
Slip to future years.
Slip to 2024/25, vehicles likely to be procured in 2024/25.
Slip forward to fund future road schemes.
Agreed land purchases and associated fees due to be completed shortly - Slip to 2024/25.
Slip to 2024/25.
Main variance is -£279k Mobile Classrooms provision - slip to 2024/25. £200k for Amman Valley 3G Access Path - Designs still ongoing.
Waiting for WG approval on projects under design. Will be assigned to specific projects when approval is received.
Delays with acquiring land for Laugharne Primary School.
The main variances are £250k Heol Goffa - scheme at tender stage and £273k Bryngwyn School Refurbishment - reviewing costs. These are offset by underspends in other areas.
Relates to Retention on Pembrey CP.
To be funded from MEP reserves.
Additional expenditure on roll out of free school meals. To be funded by variances in other areas
Additional Schemes being considered. Slip internal funding to 2024/25.
Additional projects to be funded by variances in other areas.
Slip to 2024/25. Schemes still being worked up.
We anticipate being able to recover costs from WG HCF grant funding.

Capital Programme 2023/24								
Capital Budget Monitoring - Report for December 2023 - Main Variances								
DEPARTMENT/SCHEMES	Working Budget			Forecasted			Variance for Year £'000	Comment
	Expenditure £'000	Income £'000	Net £'000	Expenditure £'000	Income £'000	Net £'000		
<b>CHIEF EXECUTIVE</b>	<b>10,536</b>	<b>0</b>	<b>10,536</b>	<b>6,326</b>	<b>-34</b>	<b>6,292</b>	<b>-4,244</b>	
IT Strategy Developments	1,890	0	1,890	958	0	958	-932	To be slipped to 2024/25, following a strategy review of corporate critical digital Infrastructure.
Block 3, St David's Park	1,203	0	1,203	1,192	0	1,192	-11	
Glanamman Industrial Estate Redevelopment	76	0	76	25	0	25	-51	Slip to 2024/25. Needed for flooding and drainage works.
Rural Estates Capital Schemes	0	0	0	24	-24	0	0	
Capital maintenance	4,595	0	4,595	3,172	-10	3,162	-1,433	Slip to 2024/25. Grant funded works in the education portfolio have been prioritised over works funded in-house.
Main Administrative Buildings Works	2,772	0	2,772	955	0	955	-1,817	Ty Elwyn works -£952k, slip to 2024/25, start on site due in Jan 2024, County Hall works -£776k slip to 2024/25 and 2025/26 - works ongoing.
<b>REGENERATION</b>	<b>108,011</b>	<b>-45,063</b>	<b>62,948</b>	<b>51,416</b>	<b>-30,080</b>	<b>21,336</b>	<b>-41,612</b>	
Llanelli Coast JV	316	0	316	319	-3	316	0	
SPF (Shared Prosperity Fund) - Sustainable Communities Anchor	0	0	0	800	-800	0	0	
Swansea Bay City Region Projects	72,226	-31,413	40,813	40,010	-26,913	13,097	-27,716	Slip to 2024/25. On schedule to be completed in Autumn 2024.
Rural Employment Spaces JV	1,000	0	1,000	0	0	0	-1,000	Slip to 2024/25. Initial scheme being developed by Welsh Government, contribution required will be determined in 2024/25.
Business Grants & Strategic Capital Projects	5,558	0	5,558	923	0	923	-4,635	Delays in 3rd party grant delivery. Slip to 2024/25.
Employment Sites	5,099	0	5,099	4,504	59	4,563	-536	Slip for retention at Plot 3 Cross Hands.
Town Centres	707	0	707	109	-48	61	-646	Jacksons Lane Development - Roll Forward - Project being worked up.
Transforming Towns Strategic Projects	3,833	0	3,833	2,093	-20	2,073	-1,760	Slip to 2024/25 - Delays with purchasing properties.
Arfor 2	300	-300	0	0	0	0	0	Balance to Slip to 2024/25. Payments will fall beyond current financial year.
Business Support for Renewable Energy Initiatives	456	0	456	74	0	74	-382	Slip to 2024/25. Expenditure is dependent on third party delivery.
Ten Town Growth Plan	1,000	0	1,000	229	0	229	-771	Slip to future years. Expenditure is dependent on third party delivery groups lead by town and community councils and others.
Transforming Towns - Place Making (TTPM)	1,680	-925	755	0	0	0	-755	Slip to 2024/25, delays with buying properties.
Levelling Up Fund - Carmarthen Hwb	15,836	-12,425	3,411	2,269	-2,269	0	-3,411	Slip to 2024/25. Designs completed. Works on site due to start in the new year.
SPF - Place - Tackling Town Centres	0	0	0	86	-86	0	0	
<b>TOTAL</b>	<b>240,551</b>	<b>-101,538</b>	<b>139,013</b>	<b>136,254</b>	<b>-65,502</b>	<b>70,752</b>	<b>-68,261</b>	

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# Agenda Item 12

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 13

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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