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WEDNESDAY, 1ST MAY 2024

TO: ALL MEMBERS OF THE COUNTY COUNCIL

I HEREBY SUMMON YOU TO ATTEND THE **MULTI LOCATION MEETING OF CARMARTHENSHIRE COUNTY COUNCIL** WHICH WILL BE HELD IN THE **CHAMBER - COUNTY HALL, CARMARTHEN. SA31 1JP AND REMOTELY AT 10.00 AM, ON WEDNESDAY, 8TH MAY, 2024** FOR THE TRANSACTION OF THE BUSINESS OUTLINED ON THE ATTACHED AGENDA

Wendy Walters

CHIEF EXECUTIVE

Democratic Officer:

Emma Bryer

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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

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12. PRESENTATION OF PETITION

Note: *In order to be considered at a formal meeting each petition must include 50 registered elector signatures for paper copies and 300 register elector signatures for e-petitions. The total number of Carmarthenshire Electoral Signatures up to the 50 thresholds has been verified. We have not checked the signatures thereafter.*

“PETITION TO CARMARTHENSHERE COUNTY COUNCIL RECTIFY THE ABSENCE OF ADEQUATE, ACCESSIBLE AND CLEAN PUBLIC TOILETS

IN BURRY PORT TOWN

WE, THE UNDERSIGNED, REQUEST IMMEDIATE ACTION FROM CARMARTHENSHIRE COUNTY COUNCIL TO REINSTATE PUBLIC TOILETS IN BURRY PORT TOWN. SAID TOILET BLOCK MUST BE ACCESSIBLE TO WHEELCHAIR USERS, DISABLED AND ELDERLY PERSONS, AND THOSE WITH BABIES OR YOUNG CHILDREN. THE STRUCTURE MUST BE PROTECTED FROM VANDALISM, WITH APPROPRIATE MANAGEMENT AND CLEANING REGIME, SO AS TO RESTORE PRIDE IN OUR TOWN AND TO WELCOME TOURISTS. WE REQUEST THAT THE TOWN COUNCIL AND RELEVANT COMMUNITY GROUPS ARE INVOLVED FROM THE PLANNING STAGE THROUGH TO THE REOPENING OF THE PUBLIC CONVENIENCES.”

13. QUESTIONS BY MEMBERS:-

13.1 QUESTION BY COUNCILLOR JOHN JAMES TO COUNCILLOR ALED VAUGHAN OWEN - CABINET MEMBER FOR CLIMATE CHANGE, DECARBONISATION AND SUSTAINABILITY

“Recent research from the Local Government Association revealed that two thirds of councils in England are not confident of achieving their Net Zero Carbon targets within their target timescales whilst the Welsh Local Government Association is working on a climate change transition and support programme to seek to help the public sector meet the Welsh Government’s 2050 Net Zero Carbon target.

Given this information, as well as acknowledging the overall severe financial pressures faced by Local Authorities, reaching Net Zero targets has become even more challenging than ever.

Where does this Council currently stand in relation to its current objectives and the ultimate goal of achieving the more ambitious 2030 Net Zero Carbon target?”

14. TO APPROVE THE FOLLOWING CHANGES TO MEMBERSHIP OF COMMITTEES AND COUNCIL PANELS:-

14.1 TO APPROVE THE FOLLOWING CHANGES TO MEMBERSHIP OF COMMITTEES AND COUNCIL PANELS PROPOSED BY THE LABOUR GROUP:-

- Councillor Anthony Leyshon to replace Councillor Deryk Cundy on the Communities, Homes & Regeneration Scrutiny Committee
- Councillor Janet Williams to take the vacant seat on the Education, Young People and Welsh Language Scrutiny Committee
- Councillor Tina Higgins to take the vacant seat on the Appointments A Committee

- Councillor Nysia Evans to take the vacant seat on the Appointments B Committee
- Councillor Philip Warlow to take the vacant seat on the Standards Committee
- Councillor Deryk Cundy to take the vacant seat on the Swansea Bay City Region Joint Scrutiny Committee
- Councillor Deryk Cundy to take the vacant seat on the South West Wales Corporate Joint Committee – Governance & Audit Sub Committee
- Councillor Deryk Cundy to take the vacant seat on the South West Wales Corporate Joint Committee –Overview & Scrutiny Sub Committee
- Councillor Philip Warlow to take the vacant seat on the Pay Policy Advisory Panel

14.2 TO APPROVE THE FOLLOWING CHANGES TO MEMBERSHIP OF COMMITTEES AND COUNCIL PANELS PROPOSED BY THE UNAFFILIATED MEMBERS:-

- Councillor Steve Williams to take the vacant seat on the Corporate Performance and Resources Scrutiny Committee
- Councillor Steve Williams to take the vacant seat on the Health and Social Services Scrutiny Committee
- Councillor Michael Cranham to take the vacant seat on the Appeals Committee
- Councillor John James to take the vacant seat on the Governance & Audit Committee
- Councillors John James and Steve Williams to take the vacant seats on the Planning Committee.

14.3 TO APPROVE THE FOLLOWING CHANGES TO MEMBERSHIP OF THE MID AND WEST WALES FIRE AND RESCUE AUTHORITY:-

- Councillor Tina Higgins to replace Councillor Rob Evans as one of the Labour Group representatives.
- Councillor Emlyn Schiavone to replace Councillor Gareth Thomas as one of the Plaid Cymru Group representatives.

15. MINUTES FOR INFORMATION (AVAILABLE TO VIEW ON THE WEBSITE)

- 15 .1 PLANNING COMMITTEE - 29TH FEBRUARY 2024**
- 15 .2 CORPORATE PERFORMANCE AND RESOURCES SCRUTINY COMMITTEE - 1ST MARCH 2024**
- 15 .3 STANDARDS COMMITTEE - 4TH MARCH 2024**
- 15 .4 LICENSING COMMITTEE - 5TH MARCH 2024**
- 15 .5 COMMUNITIES, HOMES AND REGENERATION SCRUTINY COMMITTEE - 7TH MARCH 2024**
- 15 .6 GOVERNANCE AND AUDIT COMMITTEE - 8TH MARCH 2024**
- 15 .7 PLACE, SUSTAINABILITY AND CLIMATE CHANGE SCRUTINY COMMITTEE - 11TH MARCH 2024 (RECONVENED 22ND MARCH 2024)**
- 15 .8 MEMBER APPOINTMENTS COMMITTEE - 11TH MARCH 2024**
- 15 .9 PLANNING COMMITTEE - 12TH MARCH 2024**
- 15 .10 HEALTH AND SOCIAL SERVICES SCRUTINY COMMITTEE - 21ST MARCH 2024**
- 15 .11 DYFED PENSION FUND COMMITTEE - 27TH MARCH 2024**
- 15 .12 PLANNING COMMITTEE - 28TH MARCH 2024**
- 15 .13 PLANNING COMMITTEE - 9TH APRIL 2024**
- 15 .14 COMMUNITIES, HOMES AND REGENERATION SCRUTINY COMMITTEE - 16TH APRIL 2024**
- 15 .15 CORPORATE PERFORMANCE AND RESOURCES SCRUTINY COMMITTEE - 17TH APRIL 2024**
- 15 .16 APPOINTMENTS COMMITTEE B - 17TH APRIL 2024**
- 15 .17 LICENSING COMMITTEE - 18TH APRIL 2024**
- 15 .18 PLACE, SUSTAINABILITY AND CLIMATE CHANGE SCRUTINY COMMITTEE - 22ND APRIL 2024**
- 15 .19 STANDARDS COMMITTEE - 22ND APRIL 2024**

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WEDNESDAY, 28 FEBRUARY 2024

PRESENT: Councillor B.A.L. Roberts (Chair) (In Person)

Councillors (In Person):

S.M. Allen	J.M. Charles	P. Cooper	D.M. Cundy
G. Davies	H.L. Davies	K. Davies	M. Donoghue
A. Evans	H.A.L. Evans	L.D. Evans	W.T. Evans
T.M. Higgins	J.K. Howell	P.M. Hughes	P. Hughes-Griffiths
J.D. James	M. James	R. James	D. Jones
A. Lenny	M.J.A. Lewis	N. Lewis	A. Leyshon
K. Madge	D. Nicholas	M. Palfreman	B.D.J. Phillips
D. Price	E. Rees	H.B. Shepardson	E. Skinner
R. Sparks	E.G. Thomas	M. Thomas	J. Tremlett
A. Vaughan Owen	F. Walters		

Councillors (Virtually):

L.R. Bowen	K.V. Broom	M.D. Cranham	S.A. Curry
A. Davies	C.A. Davies	W.R.A. Davies	T.A.J. Davies
B. Davies	L. Davies	LI.M. Davies	S.L. Davies
T. Davies	N. Evans	R.E. Evans	S. Godfrey-Coles
J.P. Hart	G.H. John	A.C. Jones	G.R. Jones
A.G. Morgan	D. Owen	S.L. Rees	E.M.J.G. Schiavone
D. Thomas	P.T. Warlow	D.E. Williams	J. Williams

Also Present (In Person):

W. Walters, Chief Executive;
 P.R. Thomas, Assistant Chief Executive (People Management & Performance);
 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 and Infrastructure;
 R. Griffiths, Head of Place and Sustainability;
 L.R. Jones, Head of Administration and Law;
 G. Morgan, Head of Democratic Services;
 R. Hemingway, Head of Financial Services;
 C. Higginson, Media Manager;
 A. Eynon, Principal Translator;
 J. Owen, Democratic Services Officer.

Also Present (Virtually):

A. Edwards, Electoral & Civil Registration Services Manager;
 E. Jones, Licensing Lead;
 D. Hall-Jones, Member Support Officer;
 R. Morris, Members Support Officer;
 M. Runeckles, Members Support Officer.

Chamber, County Hall, Carmarthen, SA31 1JP and remotely: 10:00am - 1:10pm

(Note:

- At 12:50pm the Council's attention was drawn to Council Procedure Rule (CPR) 9 – Duration of Meeting and, as the meeting would have been underway for three hours at 1:10pm, it was resolved to suspend standing orders, in accordance with CPR 23.1, to enable the remaining business on the agenda to be considered.
- Prior to the consideration of Agenda 8.4, the Chair changed the order of business to allow the Public Question - Agenda Item 10.2 to proceed, followed by the remaining public questions 10.3 and 10.1 returning to Agenda Item 8.4 followed by the subsequent remainder of business as stated on the agenda. For ease, these minutes will follow the agenda as published.

1. APOLOGIES FOR ABSENCE.

Apologies for absence were received from Councillors B. W. Jones, D. C. Evans, A. D. Harries, H. Jones, C. Davies, J. Seaward and G.B. Thomas.

2. DECLARATIONS OF PERSONAL INTERESTS.

Councillor	Minute Number	Nature of Interest
A Vaughan-Owen	8.1 – Revenue Budget Strategy 2023/24 – 2025/26	Wife is a primary school head teacher
LI.M. Davies	8.1 – Revenue Budget Strategy 2023/24 – 2025/26	Husband teaches as a head of Music
N. Evans	8.1 – Revenue Budget Strategy 2023/24 – 2025/26	Daughter works for the library service
R. Evans	8.1 – Revenue Budget Strategy 2023/24 – 2025/26	Daughter works for the library service
M.D. Cranham	8.1 – Revenue Budget Strategy 2023/24 – 2025/26	Son works in the Education sector of the Authority
G. Morgan	8.1 – Revenue Budget Strategy 2023/24 – 2025/26	Tenant at Delta Lakes
T. Higgins	8.1 – Revenue Budget Strategy 2023/24 – 2025/26	Niece works in the library service
J. P. Hart	8.1 – Revenue Budget Strategy 2023/24 – 2025/26	Family members work in the Education department of the Authority
F. Walters	8.1 – Revenue Budget Strategy 2023/24 – 2025/26	Family members are teachers
D. Nicholas	8.1 – Revenue Budget Strategy 2023/24 – 2025/26	Daughter works in the Planning Department
L.R. Bowen	8.1 – Revenue Budget Strategy 2023/24 – 2025/26	Wife works within the translation unit in the Authority
C.A. Jones	8.1 – Revenue Budget Strategy 2023/24 – 2025/26	Daughter-in-law works in Social Services
D. Cundy	8.1 – Revenue Budget Strategy 2023/24 – 2025/26	Relatives work for the Council
E. Skinner	8.1 – Revenue Budget Strategy 2023/24 – 2025/26	Niece works for the Authority
R. Sparks	8.1 – Revenue Budget Strategy 2023/24 – 2025/26	Has a business in the leisure industry and has dispensation to speak but not vote

L. Roberts	8.1 – Revenue Budget Strategy 2023/24 – 2025/26	Daughter works in Health and Social Care within the Authority
M. Palfreman	8.1 – Revenue Budget Strategy 2023/24 – 2025/26	Runs a Social Care Consultancy Business – Has dispensation to speak but not vote
B. Davies	8.1 – Revenue Budget Strategy 2023/24 – 2025/26	Wife works for Social Care
T.A.J. Davies	8.1 – Revenue Budget Strategy 2023/24 – 2025/26	Sister-in-Law works for the Authority
P.M. Hughes	8.1 – Revenue Budget Strategy 2023/24 – 2025/26	Daughter works in the Authority
A. Davies	8.1 – Revenue Budget Strategy 2023/24 – 2025/26	Wife is a Teacher in the Authority
J. Lewis	8.1 – Revenue Budget Strategy 2023/24 – 2025/26	Neice works in the Education department
R. James	8.1 – Revenue Budget Strategy 2023/24 – 2025/26	Partner works in Library Services within the Authority
K. Madge	8.1 – Revenue Budget Strategy 2023/24 – 2025/26	Daughter works in Social Care within the Authority
E. Rees	8.1 – Revenue Budget Strategy 2023/24 – 2025/26	Brother works in the Authority
S. Godfrey-Coles	8.1 – Revenue Budget Strategy 2023/24 – 2025/26	Partner is Head of Children Services in the Authority
J. P. Hart	8.4 – Licensing Act 2003 Review of Licensing Policy and Cumulative Impact Assessments	Is a personal License Holder and manages a licensed premises.
C. A. Jones	8.4 – Licensing Act 2003 Review of Licensing Policy and Cumulative Impact Assessments	Is a personal License Holder for a licensed premises
P.M. Hughes	8.4 – Licensing Act 2003 Review of Licensing Policy and Cumulative Impact Assessments	Is a personal License Holder for a licensed premises
F. Walters	9.1 – Cabinet Minutes, 15 th January 2024	Daughter is a Teacher within the Authority
N. Lewis	10.2 – Public Question by Dr Anthony Laxton	Works for Ynys Sir Gâr

3. CHAIR'S ANNOUNCEMENTS.

- The Chair announced that she had attended the Actif Carmarthenshire Sports Awards which took place in Y Ffwrness Theatre, Llanelli on 22nd February 2024. An expression of thanks was extended to the Actif Team for their efforts in making the day a great success. It was pleasing to reward the progress of young athletes in the County. In addition, the money raised during the evening was donated to the Chairs Charities - Tŷ Bryngwyn Hospice, St Paul's Family Centre and Llanelli First Responder.
- The Chair announced that Year 6 pupils at Ysgol Pen Rhos, Llanelli, helped to raise awareness of bowel cancer and bowel cancer screening in their community as part of a collaboration between Hywel Dda University Health Board (UHB), Public Health Wales and the Moondance Cancer Initiative. Ysgol Pen Rhos are the first primary school in Wales to welcome the project into their classrooms.

4. ANNOUNCEMENTS BY THE LEADER, CABINET MEMBERS AND THE CHIEF EXECUTIVE

There were no announcements made.

5. TO APPROVE AND SIGN AS A CORRECT RECORD THE MINUTES OF THE COUNCIL MEETINGS HELD ON THE 24TH JANUARY 2024

RESOLVED that the minutes of the meeting of Council held on the 24th January, 2024 be signed as a correct record.

6. THE LOCAL GOVERNMENT (DEMOCRACY) (WALES) ACT 2013 ("THE ACT")-COMMUNITY REVIEW

The Council received a report, presented by the Cabinet Member for Workforce and Organisation. Council was reminded that at its meeting on 9 February 2023, the commencement of a Community Review to examine existing Town and Community governance arrangements and make Final Recommendations for any appropriate change was approved. This review concluded on 11 October 2023. Recommendations approved will come into force with the next set of Town and Community Council elections scheduled for May 2027.

As part of this review, it was identified that there were anomalies with community boundaries which were highlighted in the relevant maps appended at Appendix A of the report.

Permission was granted at the Full Council meeting on 11 October 2023 to carry out a review under Section 25 of the Local Government (Democracy) (Wales) Act 2013. The initial six-week consultation commenced on 12 October 2023 and was completed on 22nd November 2023. Responses were appended to the report at Appendix B.

Council was asked to adopt the Draft Recommendations for the purposes of the Community Review and to support the Draft Recommendations being published for consultation purposes for a period of 6 weeks. It was highlighted that the dates for the consultation would commence on 29th February 2024 through to 11th April 2024 and not the dates as cited within the report.

RESOLVED THAT

6.1 That the proposals set out in Appendix C be adopted by the Council as Draft Recommendations for the purposes of the Review for:

- a) Llangydeyrn Community Council and Llanelli Rural Council**
- b) Llangydeyrn Community Council and Trimsaran Community Council**
- c) Llangydeyrn Community Council and Pontyberem Community Council**

6.2 That the Draft Recommendations be published for consultation purposes for a period of 6 weeks;

6.3 That the results of the consultation together with proposed Final Recommendations be reported to Full Council on 12 June.

7. RECRUITMENT TO THE POST OF HEAD OF LAW, GOVERNANCE AND CIVIL SERVICES (AND MONITORING OFFICER).

The Council received a report, presented by the Cabinet Member for Workforce and Organisation on the Recruitment to the Post of Head of Law, Governance and Civil Services (and Monitoring Officer), which provided detailed information on the post, the Monitoring Officer role, the Temporary Acting up arrangements and the proposed timetable.

Council was informed that the current Head of Administration & Law, (including the role of Monitoring Officer) would be leaving the Council with effect from 1st June 2024. Therefore, the Council would need to designate an Interim Monitoring Officer to discharge this statutory role until the conclusion of the appointments process and the new Head of Law, Governance and Civil Services was in post.

It was reported that discussions had taken place between the Chief Executive, Corporate Management Team colleagues and Cabinet members, to consider the way forward for the service, with a view to ensuring that this important post was fit for the future, as well as helping to deliver savings to the Authority.

With a view to reduce the number of direct reports to the Chief Executive, it was proposed that the Electoral and Registration Service would report to the Head of Law, Governance and Civil Services (and Monitoring Officer). The advantages of this would include maximising the synergies of services as well as helping reduce the number of direct reports to the Chief Executive, and creating a more manageable, balanced, and equitable portfolio. These amended duties were reflected in the revised job profile appended to the report.

Council noted that the recruitment to the post of Head of Law, Governance and Civil Services (and Monitoring Officer) was unlikely to be in completed prior to the

departure of the current incumbent, therefore interim arrangements would be required by way of undertaking an internal expressions of interest exercise to seek applications from legally qualified individuals who obtain a practicing certificate and relevant experience.

RESOLVED:

7.1 that the Job Profile and Person Specification appended to the report be approved.

7.2 that the proposed interim arrangements be approved and implemented, following an expressions of interest exercise to be operational until such time as the new Head of Law, Governance and Civil Services (and Monitoring Officer) takes up their position.

7.3 to note that, once the appointments Committee 'B' has been convened to appoint a new Head of Law, Governance and Civil Services, that a further report be brought back to a future meeting of County Council to note the appointment, and for County Council to designate the new appointee as the Council's Monitoring Officer pursuant to Section 5 of the Local Government and Housing Act 1989.

8. TO CONSIDER THE RECOMMENDATIONS OF THE CABINET IN RESPECT OF THE FOLLOWING ITEMS:-

8.1. REVENUE BUDGET STRATEGY 2024/25 TO 2026/27

(NOTE: Councillors A Vaughan Owen, Ll.M. Davies, N. Evans, R. Evans, M.D. Cranham, G. Morgan, T. Higgins, J.P. Hart, F. Walters, D. Nicholas, L.R. Bowen, C.A. Jones, D. Cundy, E. Skinner, R. Sparks, L. Roberts. M. Palfreman, B. Davies, T.A.J. Davies, P.M. Hughes, A. Davies, J. Lewis, R. James, K. Madge, E. Rees and S. Godfrey-Coles had earlier declared an interest in this item remained in the meeting and took part in the discussion and voting thereon).

Council was informed that the Cabinet, at its meeting held on the 19th February 2024 (Minute 6 Refers) had considered the Revenue Budget Strategy 2024/25 – 2026/27 and made a number of recommendations, as detailed within the report of the Director of Corporate Services, for Council's consideration.

The report summarised the latest budgetary position, providing an update on the budget validation, spending pressures, the Welsh Government final settlement and the responses from the budget consultation.

In presenting the report, the Cabinet Member for Resources stated that adopting the proposals detailed in the report would allow the Council to provide a fair and balanced budget, which responded to the views fed back from the consultation process. However, he felt it was incumbent upon him to highlight the inherent risks within the strategy in addition to

the uncertainties over future pay awards and inflation which must be accepted as a normal part budget setting.

A number of risks were identified as a consequence of the unresolved funding of both teachers' and firefighters' pensions, the delivery risk of investments into Children's Services and the delivery risk of the budget reductions across all areas of council services.

In addition, it was emphasised that this budget was possibly one of the most difficult in this Council's history and voiced his concern that it was a very challenging time with Local Authorities being put in the impossible position of trying to deliver frontline services whilst continuing to put up with cuts from central government. There was a duty on all Councillors over the next few months to make the case about the importance of local government and public services generally and the need for additional investment because what we have at the moment was just not sustainable.

It was emphasised that, in setting the budget, work was endured to try and protect front line services whilst trying to keep any Council Tax increase to a minimum and whilst 7.5% was higher than desired it was much better than some other Local Authorities who were facing double digit rises in council tax with some facing bankruptcy.

The Cabinet Member expressed his sincere thanks to all who took part in the consultation or responded to the surveys. Also, for the commitment and engagement of fellow councillors who participated in the budget seminars in such a positive spirit, despite the huge challenges ahead. The budget proposals were also examined in detail by the Scrutiny Committees.

It was reported that in general, those who took part in the consultation process appreciated that difficult choices need to be made. Based on those results, the Cabinet agreed to make a number of adjustments to next year's budget, with a total value of £1.95m. These were in response to the feedback from both public and Councillors who took part in the consultation process. Within this figure was included provision to defer several proposals, including:

- £1m of the reduction applied to schools budgets.
- to defer more than £400k of savings to highways and flood defence budgets, recognising concern from councillors
- defer the proposed reductions of £100,000 each to Youth support services and music services in schools, and over £200,000 to funding for public conveniences, pending asset transfer option consultation.

It was highlighted that the small additional sum from the Welsh Government was insufficient to respond to the consultation as outlined in the report. Therefore, it was proposed to take £1m from the RSG reserve

to provide some additional time for schools to deliver the changes necessary in the best way possible according to individual circumstances.

The Cabinet Member for Resources confirmed that, should all the proposals outlined in the report be implemented, the Council could provide a Budget Strategy which:-

- responds to the consultation;
- ensures, as far as possible, that service levels and standards are maintained;
- recognises that the people of Carmarthenshire are finding it hard in the current climate and so ensures that core services are protected; and
- as far as possible, prepares the Authority for the uncertainties that may lie ahead.

References were made to the seriousness of the situation that the Authority was faced with and to the fact that the Council and officers were trying to do the very best for the residents of Carmarthenshire during a very challenging period.

Members thanked officers and the Cabinet Member for Resources for their work on the budget over the past few months.

A number of statements were made in response to the proposals of the revenue budget strategy and raised their acknowledgement in regard to the challenges and difficulties in setting this year's budget, balancing it with the current financial climate whilst maintaining quality services for the Carmarthenshire residents and visitors.

RESOLVED:

- 8.1.1 that the Budget Strategy for 2024/25, which includes the amendments at paragraph 4.1.5, be approved;**
- 8.1.2 to approve the Band D Council Tax for 2024/25 of £1,602.80 (an increase of 7.5%);**
- 8.1.3 to approve the removal of specific savings proposals as identified in paragraph 3.2.7;**

- 8.1.4 to approve the use of £3m from the RSG reserve, being £2m to support temporary costs of commissioned residential children's placements and £1m to support the delegated schools budget, as outlined in paragraph 5.2.3;**
- 8.1.5 to approve the Medium-Term Financial Plan which will form the basis of future years' planning;**
- 8.1.6 that authority be delegated to the Director of Corporate Services, in consultation with the Chief Executive, Leader and Cabinet Member for Resources, to make any amendments necessary as a consequence of the WG final settlement due on 27th February 2024.**

8.2. FIVE YEAR CAPITAL PROGRAMME (COUNCIL FUND) 2024/25 TO 2028/29

The Council considered a report which brought together the latest proposals for the five-year capital programme 2024/25 to 2028/29, taking account of the consultation exercise undertaken and the revenue implications arising from the programme.

The Cabinet Member for Resources in presenting the report stated that the proposed gross expenditure on the capital programme for 2024/25 was £86.930m with the projected funding being £50.374m from the County Council's own resources through the application of borrowing, reserves, direct revenue financing, capital receipts and general capital grant, with the balance of £36.556m coming from external sources.

The new capital programme would be fully funded over the five years, however, it was proposed to under commit some of the available funding to give flexibility across the programme to cover any unexpected additional costs. The Authority's capital strategy, required by the prudential code for capital finance in Local Authorities, had been updated and sets out the long-term context in which capital expenditure and investment decisions are made. It gave due consideration to both risk and reward and impact on the achievement of priority outcomes. The capital strategy covered expenditure on both Council Fund and HRA capital and was included as Appendix C to the report.

It was highlighted that the new programme would see £193m of investment over the next five years, £61m of which was for continued commitment for improving school buildings, £12m toward Disability Facilities Grant to help transform the quality of life for many people in their own homes, £34m for Regeneration projects to boost economic activity, £16m to complete the City Deal backed Pentre Awel project which included a new leisure centre for Llanelli, £43m to improve local economic highways infrastructure and Recycling Infrastructure, £21m for critical digital IT hardware and infrastructure.

It was acknowledged that despite the difficulties of the current economic environment, the proposed capital programme committed a significant

investment over the next five years. It aimed to optimise the funding opportunities and maximise the funding from potential external sources. A combination of existing and new schemes in line with the Council's corporate vision would develop the local economy, create jobs, and enhance the quality of life for Carmarthenshire citizens and visitors, while safeguarding our resources for future generations.

Furthermore, it was reported that £15.5m was successfully obtained in Levelling Up funding for Llanelli Town Centre which would be match funded with an investment of £2.5m from resources and that work would commence with the UK Government to agree a viable project.

Other areas were highlighted:-

- More than £20m of funding was included in the programme for the replacement of aging and more polluting vehicles.
- £14m is towards new vehicles for the roll-out of kerb-side sorting and recycling.
- To improve recycling infrastructure, it was proposed to make available a £10m loan facility to CWM environmental to develop and improve recycling provision at Nantycaws.
- £4.2m over the next five years will be needed for developing and improving digital infrastructure and was, therefore, proposed for inclusion in the programme.
- Support for Zone 1 of the Pentre Awel development in Llanelli continued. This unique project aimed to create hundreds of jobs and transform the landscape and economy of south Llanelli, Carmarthenshire, and the wider West Wales region.
- £1.4m was included for the redevelopment of Oriel Myrddin. This would bring the total package of investment on this important project to £3.5m.
- The report included a rolling programme of investment amounting to go over £45m. in a variety of services. However, the Cabinet Member for Resources stated that it was disappointing to note that the Welsh Government made no provision for Highway Maintenance grant funding in the Local Government settlement, therefore an allocation £2m had been made from Council resources in order to improve the road conditions.

Councils' attention was drawn to one change. As part of the provision settlement from the Welsh Government received in December, capital funding was originally going to be reduced by £19,000 compared to 2023-24 Funding. However, following the final settlement received on 28th February 2024, an updated Appendix A had been published, which showed that supported Capital funding from the Welsh Government was going to be maintained at £11,989,000 for next year.

This meant that there would be an additional £19,000 unallocated budget received annually for the next five years.

A number of statements were made in response to the proposals of the capital programme and expressed their appreciation in terms of the ongoing projects and provided their concerns in relation to the future challenges faced by the current financial climate and concerns regarding future budgets.

RESOLVED:

- 8.2.1 The five-year Capital Programme and funding as detailed in Appendix A, with 2024/25 being a hard budget and 2025/26 to 2028/29 soft/indicative budgets be approved.**
 - 8.2.2 That the programme be reviewed, as is usual, if anticipated external or county council funding does not materialise.**
 - 8.2.3 That the Capital Strategy in Appendix C be approved.**
 - 8.2.4 That Cabinet/County Council delegates to the Director of Corporate Services, in consultation with the Chief Executive, Leader and Cabinet Member for Resources, to make any amendments necessary as a consequence of the WG final settlement due on 27th February 2024.**
- 8.3. TREASURY MANAGEMENT POLICY AND STRATEGY 2024-25**

Council was informed that the Cabinet, at its meeting held on 19th February, 2024 (minute 8 refers) had considered the Treasury Management Policy and Strategy 2024/25.

The report had been produced in accordance with the requirements of the revised CIPFA Code of Practice on Treasury Management 2017, whereby the Council had previously agreed to maintain a Treasury Management Policy detailing the policies and objectives of the Authority's treasury management activities. It was noted that it was also a requirement that the Council approved a Treasury Management Strategy annually before the start of the financial year to which it related. In addition, under the Local Government Act 2003, the Council was required to approve the Treasury Management Indicators for the coming year.

RESOLVED:

- 8.3.1 that the Treasury Management Policy and Strategy for 2024-25 and the recommendations contained therein be approved;**
- 8.3.2 that the Treasury Management Indicators, Prudential Indicators, Minimum Revenue Provision Statement, the Investment Strategy and recommendations therein be approved.**

8.4. LICENSING ACT 2003 REVIEW OF LICENSING POLICY AND CUMULATIVE IMPACT ASSESSMENTS

[NOTE: Councillors J.P. Hart, C.A. Jones and P.M Hughes having earlier declared an interest in this item, left the meeting during the deliberation and voting thereof.]

Council was informed that the Cabinet, at its meeting held on 15th January, 2024 (minute 11 refers) had considered a report detailing the review of the Authority's Licensing Policy and Cumulative Impact Assessments (CIA). Legislation required the licensing policy to be reviewed every five years and the CIAs every three years, to ensure that they were still appropriate.

The Cabinet Member for Climate Change, Decarbonisation and Sustainability, in presenting the report explained that during the recent review of Station Road, Llanelli and Lammas St, Carmarthen, Officers had consulted on the potential to include other areas in the Cumulative Impact Areas namely Nott Square, King Street and Queen St, Carmarthen. This was done following a request from Carmarthen Town Council and others as a response to the increased level of complaints they had received.

The report detailed strong evidence that had been gathered from a consultation on comments that have been received from the stakeholders.

Cabinet after noting the advantages and disadvantages and considering the 3 options, as stated in the reported recommended that Council select option 3 – 'Adopt a new CIA for Nott Square, King Street, Queen Street, Carmarthen and retain the existing assessments within the updated Policy, to include an 'exceptions' policy as per current Statement of Licensing Policy.'

RESOLVED that

8.4.1 option three, as detailed in the Executive Summary, be selected as the most appropriate policy option for the Cumulative Impact Assessments to best promote the licensing objectives within Carmarthenshire;

8.4.2 the Statement of Licensing Policy that reflects the chosen option be approved.

9. TO RECEIVE THE REPORT OF THE MEETING OF THE CABINET HELD ON THE:

9.1. 15TH JANUARY 2024

[NOTE: Councillor F. Walters had earlier declared an interest in this item remained in the meeting and took part in the discussion and voting thereof).

RESOLVED that the report of the meeting of the Cabinet held on the 15th January, 2024 be received.

9.2. 29TH JANUARY 2024

RESOLVED that the report of the meeting of the Cabinet held on the 29th January, 2024 be received.

10. PUBLIC QUESTIONS:-

10.1. MR DAVID JENKINS TO COUNCILLOR ALED VAUGHAN OWEN - CABINET MEMBER CLIMATE CHANGE, DECARBONISATION AND SUSTAINABILITY

'A recent meeting in Ferryside organised by local members to respond to January's flooding seemed to establish that:-

Bad actors may have contributed to flooding risk or otherwise failed to maintain assets- A history of engineering and maintenance lapses contributed to the flooding

- No clear plans are in place for responding to a flood incident
- No plans exist for after care of people impacted by flooding
- Despite long standing awareness of risks associated with climate change and biodiversity loss there is no strategic plan for mitigating increased risks
- There is a lack of coordination between agencies responsible for local resilience.

So, what actions does the council plan to take to alleviate the impact of floods on the residents of Carmarthenshire?'

Response by Councillor Aled Vaughan Owen – Cabinet Member For Climate Change, Decarbonisation and Sustainability:-

Thank you very much Mr Jenkins for your very important question and timely. Before answering, I would like, on behalf of the Authority, to sympathise with all the residents of the County who have faced a very difficult time over the last few months with flooding and severe weather and also to thank the communities who have pulled together to overcome challenging situations. I would also like to thank the Officers of Carmarthenshire County Council who assisted during that period. Including Councillor Carys Jones in Llansteffan for her tireless work during the floods and also to Councillors Crish Davies and Lewis Davies who have arranged a meeting in Ferryside to discuss the situation there. In fact, there is huge gratitude for your leadership and for organising conversations in the Community. I was not at the meeting in Ferryside to hear the comments, but I can refer to some of the points you have identified as part of the answer.

As I have said on many occasions here in the chamber, humanity is at a critical juncture in its history, mounting evidence from across the world point to us being at the eleventh hour in the fight against the climate and nature breakdown, and the decisions we take or fail to take will have consequences now and for future generations. That is why I feel honoured to be part of this Council who have unanimously voted in favour of declaring two emergencies and demanded that this administration puts climate and nature at the centre of the decisions we take.

Climate Breakdown is not something that is happening to other people in some distant country, here in Wales we are witnessing first hand examples of extreme weather events, particularly flooding, as communities grapples with sea level changes and erratic weather patterns and aging infrastructure that was never designed to deal with what we now are experiencing. Mitigating the worst effects of Climate Breakdown must be a priority, that is why I am proud of our plans on decarbonisation across all departments of this Council, but it is now necessary to start adapting our communities to the climate change that is locked in and quickly hurtling towards us.

Flooding is a complex matter requiring the need for stakeholders at all levels to be proactively involved in preparations, response and recovery. The types of flooding are varied and complex from fluvial, pluvial, tidal and so many more variances. Across Carmarthenshire there are around 12,000 addresses at risk of some kind of flooding.

Strategically, Welsh Government set the direction, objectives and prioritise both capital and revenue funding in response to flood risk, while Natural Resources Wales have the oversight, the general supervision and communication of flood and coastal erosion risk management in Wales. They manage flooding from all main rivers, reservoirs and the sea and manage risk with regards their coastal protection works as a coastal erosion risk management authority.

As a Local Authority we are the lead local flood authority managing flooding from ordinary water courses surface water, groundwater, coastal protection works with also responsibility for highway drainage as the highway Authority. Welsh government then manage the trunk road through the highways drainage on the national trunk. Dwr Cymru have responsibility for managing flooding from their water systems and their sewerage systems. There are a myriad of partners that have key infrastructure and land in different areas of the country. In terms of these stakeholders, there are no statutory duties upon them. Carmarthenshire County Council are in fact the Chair of the West Wales Flood Risk Management Group.

Timely and accurate information is a vital component in managing the operational response to unfolding weather events. The weather in the UK is subject to a very complex and dynamic set of variables, and forecasts are developed to provide the best possible understanding of likely weather conditions. It is, however, important to acknowledge that these are only forecast and actual weather conditions can differ from those expected.

The County Council works closely with a number of agencies to share information and coordinate responses.

The Authority will usually be warned of severe weather impacts in advance by:

- National Flood Forecasting Centre.
- Met Office Civil Contingencies Advisor.
- Natural Resources Wales Flood Warnings.
- Met Office weather alerts (Yellow/Amber/Red Warnings)
- Roadside weather monitoring sites and alert systems within Carmarthenshire and the surrounding area.

Carmarthenshire County Council provides information to our partner agencies and weather forecasters from a series of weather stations strategically placed around the County to provide the best possible representation of local weather conditions. There are currently 13 such dedicated weather stations which provide a wide range of weather data throughout the year including information on road surface temperature, air temperature, humidity, wind and rainfall data plus real-time up to date camera images.

Carmarthenshire County Council have further expectations under the Civil Contingencies Act for preparedness and response to emergencies such as flooding. We are a key partners on the Dyfed Powys Local Resilience Forum, made up of blue light partners such as Dyfed Powys Police, Hywel Dda, Mid and West Wales Fire Authority, Ambulance Service, Natural Resources Wales, Power Distribution Companies and others. This Forum is vital for responding to significant emergencies and ensuring limited resources as co-ordinated appropriately to prepare, mitigate and to respond to what could be life threatening situations. Despite not being a blue light Service, Carmarthenshire County Council are vital partners at this level and provide invaluable expertise and are responsible for a multitude of well-rehearsed plans and procedures for all kinds of scenarios.

One of which is working with nearly 50 community buildings that would become emergency rest centres if called upon. Each one has designated emergency management plans and procedures and well-trained staff to co-ordinate.

The local resilience forum has a designated Risk Register with useful links and templates for understanding the risk faced by a household, a business or a community and opportunities to create your own bespoke plan

We have recently passed our Local Flood Risk Management Strategy which sets the strategic level direction for managing flood risk in the county. This document has been thoroughly scrutinised by colleagues from across the chamber on the Place, Sustainability and Climate Change Scrutiny Committee and will be consulted upon over the coming weeks. I am happy to share with you the links. In addition to this, we will be working within the 7 river basin catchment areas identified in the strategy to co-develop local flood action plans.

A week today, all members of this chamber will be offered training seminar on Local Flood Risk Management and I am confident that members will engage with the work to enable them to become local champions in co-developing the community level plans with all stakeholders. Given the financial pressures facing public sector community-led flood action plans empower local residents to become active participants in mitigating flood risks, promoting resilience, and safeguarding their communities against the impacts of flooding.

So, I hope that gives you an understanding of the work that is involved in flood risks and gives you confidence that there are indeed a whole raft of plans and procedures in place when it comes to preparing, responding for flood incidents or other extreme weather scenarios.

However, that is not to say that more cannot be done. We will continue to work with other partners, lobby for appropriate funding and stress the importance of adapting our communities, mitigating risks and of course support communities at highest risk to become actively involved in co-designing plans to build resilience and the ability to bounce back.

Supplementary Question by Mr David Jenkins:

Do you think that Local Resilience Forums are as about as useful as a fish to a bicycle in the recent events in Ferryside? Because there weren't much in evidence, but I do welcome the notion of community led Committees that is locally based Committees that can do something. And I would be interested to find out how much resources are likely to be put towards developing those Community based resources, that hopefully would be useful in future events, of which, many are promised.

Response by Councillor Aled Vaughan Owen – Cabinet Member For Climate Change, Decarbonisation and Sustainability:-

Thank you for your question. As I said, society is facing huge challenges when it comes to the climate emergency and also financial pressure with regards to the Westminster Government whilst making a mess up in looking after funding but we have to take steps here in Wales to secure our communities and involve them in the way we organise relevant plans.

Communities possess intimate knowledge about their area's geography, waterways, and historical flooding patterns. This information is invaluable for understanding flood risks and devising effective mitigation strategies. And because each community's flood vulnerabilities and needs are unique, Community-led plans allow for the development of tailored solutions that address specific local challenges and priorities.

We as a lead local flood authority are now undertaking an investigation into the flooding over the Christmas period, which is an ideal time to discuss the potential for community involvement and how that is best supported. When the investigation will conclude, the findings will be shared with all stakeholders.

Only last night, we had a community flood event held in Kidwelly which saw a number of organisations present confirming a strong willingness to collaborate.

As you have witnessed here today, this Authority, like so many others are having to make such difficult financial decisions, but we are blessed with dedicated and conscientious staff working tirelessly to deliver essential services to our residents.

As I mentioned our Local Flood Risk Management Strategy sets out our commitment to co-develop local flood plans which will start over the coming months. It would be great to have local councillors as part of these events, supporting the conversations and identifying the unique roles communities can help in shaping resilience to flooding and other emergencies.

We are constantly looking for funding opportunities to grow the team and this will continue into the next financial year, but we have just committed to further capacity through a coastal adaptation officer that will have a focus on community engagement. As our capital works programme grows, we will be integrating community engagement and community resilience into the plans. Clearly, moving forward the challenges of flood management will not be able to focus on only hard infrastructure but will need to look at nature-based solutions and often in different parts of the catchment. We hope these can be examples of good practice and demonstration opportunities to showcase how we can achieve multiple benefits for communities at risk, health, tourism, climate and nature.

Over the last few months Carmarthenshire County, through the shared prosperity fund have helped fund over 8 million of Climate related projects. It is clear that communities and organisations such as your own at Carmarthen Together recognise the need to mitigate and adapt to climate breakdown. Your shop Sero at Carmarthen may be an excellent location for a flood fair of some kind where visitors could see examples of household level interventions possible.

We are excited to be working with Coleg Sir Gar's Green 24 project that aims to upskill society on the skills that are needed in a very different future. One of their aims is to redevelop and adapt an existing building on a flood plain at Gelli Aur to showcase how current building stock can be adapted to a world where flooding happens more often.

I would be thrilled to talk to any group that would like to engage with us on community resilience and adaptation.

We need to remember that the journey towards resilience and sustainability is not one that we undertake alone. It is a collective effort, woven with the threads of collaboration, innovation, and community spirit. As a Local Authority, we stand committed to leading the charge, but it is in the strength of our united voice and actions that we will forge a future where our communities thrive amidst the challenges of climate breakdown. So together, I hope we can embrace the opportunity to safeguard our planet, empower our people, and build a legacy of resilience for generations to come.

10.2. DR ANTHONY LAXTON TO COUNCILLOR ANN DAVIES - CABINET MEMBER FOR RURAL AFFAIRS, COMMUNITY COHESION & PLANNING POLICY

[Note:

- Councillor Linda Evans, Cabinet Member for Homes responded on behalf of Councillor Ann Davies, Cabinet Member for Rural Affairs, Community Cohesion and Planning Policy as she had to leave the meeting prior to this item;
- Councillor N. Lewis had earlier declared an interest in this item remained in the meeting.

'In the light of declaring a climate emergency in 2019 and the Future Generations Act, would the Council consider reviewing their approach to planning permission for solar panels and other energy saving initiatives in areas of conservation? It seems there can even be a conflict with installing these on quite ordinary buildings with Welsh slate roofs if the building is pre-1919. Conservation should adopt a wider definition in this case - not only focused on the historic conservation of buildings but on the long-term conservation of our communities and our environment by allowing greater freedoms.'

Response by Councillor Linda Evans, Cabinet Member for Homes:-

Thank you for the question. Apologies that Councillor Ann Davies is not here, she is in another meeting. As Carmarthenshire County Council was the first Authority in Wales to declare a climate change emergency and published its net-zero plan. It takes its responsibilities and in this regard very seriously. It has an ongoing commitment to a transition towards a low carbon economy in order to safeguard the future of communities and future generations. It is the only Local Authority in Wales which has a training and information centre dedicated to the sustainability of pre-1919 buildings and ensuring that they meet the needs of future generations.

Delivering regular training courses on repair, maintenance and energy efficiency in all buildings in the core part of this programme.

Across Wales we have roughly 500,000 pre-1919 buildings which makes up one third of our housing stock. Of these, 189,000 at 13% are in the conservation area and there are 30,000 listed structures, including homes, churches, bridges and milestones. Research has proven that protecting historic buildings and environmental brings significant economic, social culture and environmental benefit to a place and often drawing business and visitors into the area. The Local Authority recognises that conservation areas and listed buildings play an important role in the health and sustainability of our communities and therefore assessment of any development such as instalment of solar panels is always considered on a case-by-case studies basing accordingly to the development and developed proposals. In many cases, planning consent is not required for the installation of solar panels on roofs, for example on domestic dwellings inside or outside the conservation area, as long as certain conditions are met. Where planning permission is required, planning assessment are set within national legislation framework, such as, the Town and Country Planning General Permitted Development Order 1995, Planning Listed Buildings and Conservation Areas Act 1990 and Planning Policy Wales and a judgement on a broad range of issues is made in the assessment process, including the long term sustainability of our communities and their ability to meet the needs of future generations. In all cases, I would recommend that any application applicant speaks through the planning officers and contacts Canolfan Tywi for advice. This centre is an excellent resource within our County. I hope that it answers your question, if you do have a second question which you are allowed to give a second question, I'm sure the Officer, Rhodri would respond on behalf of Councillor Ann Davies.

Supplementary Question by Mr David Jenkins:

Happily, I am aware of quite a lot of what the Council has done and is doing in order to promote insulation and in particular other actions would help towards climate change. The declaration of a climate emergency and the Future Generations Act by the Welsh Assembly Government did give us all an opportunity to resent the way we approach planning and there is a chance here to both maximise the climate and environmental benefit at a time of cost crises of budgetary crises that we're all facing. So, I'm much reassured to hear that you're doing what you can. This rolls into non protected buildings as well, we need to see more solar panels on new developments and on non protected buildings, we need to see better insulation also on these buildings. I am sad to see some still going up. Thank you.

Response by Councillor Linda Evans, Cabinet Member for Homes:-

In response to your point about solar panels for new proprieties, as a Council we've been investing in new Council properties and therefore are all new social housing within Carmarthenshire today will be built with solar panels. Obviously, if it's possible to do so and we are also doing a retrofit programme for undertaking works on our existing homes as well, within

our Council properties. I want to ensure you that the Council are doing what we can with our own homes and buildings like this (County Hall).

10.3. MS TARA-JANE SUTCLIFFE TO COUNCILLOR EDWARD THOMAS - CABINET MEMBER TRANSPORT, WASTE AND INFRASTRUCTURE SERVICES

‘In 2021 the Council secured £16.7m of Levelling Up funding from the UK Government for the Towy Valley Cycle Path. This had a requirement for all funds to be spent by 31st March 2024, or exceptionally by 31st March 2025. Further to which, and given delays to date, presumably the Council has scenario planned for the event that it does not meet the extended deadline. What forecast costs would fall to the Council should work be incomplete at 31st March 2025, and how has this been budgeted for?’

Response by Councillor Edward Thomas – Cabinet Member For Transport, Waste and Infrastructure Services:-

Thank you for your question.

As you may already know part of the Tywi Valley Cycle Path is already open, the pathway linking Carmarthen Museum in Abergwili with Bwlch Bach to Fronun, and on to Whitemill opened a while ago. As we will expect from the completed path, it offers cyclists and walkers beautiful scenery including views of the Bishops Palace gardens. It provides a safe and traffic-free way for people to cycle and see the County.

Now, your question falls into three parts, ‘will the funds be spent by the original deadline?’, ‘have we extended the deadline for expenditure?’, and ‘what could happen if we don’t meet a revised deadline?’.

So, to cover the first two questions, will the funds be spent by the original deadline and have we extended the deadline for expenditure? As I mentioned earlier some of the path is already open and work remains ongoing, we’re currently working on a section within Nantgaredig. However, the Compulsory Purchase Order (CPO) Inquiry held in November is yet to provide a determination. In order to expedite the situation, we have written to the Minister for Climate Change to emphasise the need for early ministerial decision so that in the event the CPO is approved, the Council can progress to the next phase of acquiring the order land, ensuring scheme delivery at the earliest opportunity. Bearing this in mind, under the terms of the funding a project adjustment request was made in July last year, following which we were granted a formal extension allowing the funds from the Levelling Up fund to be available until the 31st of March 2025. In effect an extension of one year.

So, what will happen if we don’t meet a revised deadline? Well, we remain confident that even in the event that construction works cannot continue fully until later in the year, by tendering multiple construction packages to run concurrently, we will fully deliver against the Levelling Up Grant within the deadline. As part of the grant award, we were required to provide match funding for the project which amounts to £1.864m, this funding has already been committed to the project.

This element of County Council funding is not subject to time restrictions and any overrun beyond 31st March 2025 can therefore be accommodated.

The Tywi Valley Cycle Path is an important project for Carmarthenshire and for tourism across West Wales, it has many benefits – there are environmental benefits through encouraging people to travel by bike or on foot for local and longer distance journeys, providing more opportunities for active travel as well as contributing to local and national carbon reduction and air quality targets.

There are benefits in terms of links to key employment, education, leisure, health, cultural and retail sites across the beautiful Tywi Valley and will provide opportunities for business development, growth and agricultural diversification through enhanced visitor spend in the area.

The path will also offer significant benefits for the county with the potential to generate around £4.4million a year for the local economy, creating jobs in local businesses through enhanced visitor attraction and spend.

As I said, this is an important project for us, and we are confident in its delivery and our ability to complete the work required to access the funding awarded to us within the specified deadline.

Supplementary Question by Mrs Tara-Jane Sutcliffe:

Thank you very much, I appreciate your time on this. However, it doesn't entirely answer my question – have you or have you not contingency planned that the project over runs March 31st next year? If so, how much, because if it is a £16.7 million project plus the £1.8 million, that is an awful lot of millions, a very expensive project, is there a risk that it could over run such that the liabilities would be more than the £1.8 million that is already assigned?

Response by Councillor Edward Thomas – Cabinet Member For Transport, Waste and Infrastructure Services:-

I think I have already stated we are confident that we will complete the project and that we have got the funds to overrun.

11. QUESTIONS BY MEMBERS:-

11.1. QUESTION BY COUNCILLOR ROB JAMES TO COUNCILLOR ALUN LENNY - CABINET MEMBER FOR RESOURCES

“In view of the council’s commitment in January 2023 to re-examine its relationship with Barclays bank, could the Cabinet Member outline what progress has been made with the re-examination - outlining the terms of the existing contract with Barclays, whether alternative banks have been approached and what is the view of this administration on allegations of continued greenwashing within Barclays?”

Response by Councillor Alun Lenny, Cabinet Member for Resources

Since this matter was placed before Council, the Authority has undertaken significant work in researching the options for its banking service for the future. Officers have engaged with a specialist banking independent adviser to seek the latest market information in respect of current banking organisations and services provided. They have also engaged directly with Barclays in respect of its ethical, sustainable and governance policies or ESG seeking information on the future direction of that organisation. Officers have now drawn together a report on the options which I am due to discuss with the Director over the next couple of weeks in which we will conclude the most appropriate way forward. I would remind Members of the importance for the County Council of a strong, sustainable, resilient banking organisation that processes millions of transactions annually for the County Council to ensure cash flow moves to and from residents, contractors and businesses in an efficient and effective manner. The County Council currently operate in 128 bank accounts and turnover of investments alone is in region of £1.8 billion.

Therefore, a resilient organisation that transaction, a timely and efficient manner is vital to the Authority to ensure an effective service delivery, as is the importance also of the ESG principles of that organisation.

Thank you.

11.2. QUESTION BY COUNCILLOR ROB JAMES TO COUNCILLOR DARREN PRICE - LEADER OF THE COUNCIL

"Llanelli Chamber of Trade and Commerce has announced their campaign to have Llanelli be recognised as a city. The campaign has received a mixed response with the likes of Sir Douglas Perkins, co-founder of Specsavers, Nia Griffith MP and Llanelli Town and Rural Councils backing the proposal, yet some have raised concerns. Will you commit to Carmarthenshire County Council running a public consultation, in partnership with the Chamber of Trade, to assess the public appetite for submitting a city status bid?"

Response by Councillor Darren Price, Leader of the Council

Thank you for the question. As you may be aware, I have previously publicly called on the Llanelli Chambe of Trade and Commerce to hold a full public consultation with the people who are Llanelli, before proceeding with any formal bid for a city status. The importance of that public consultation for me is absolutely fundamental. Indeed, I believe it is a duty on all politicians and businesses to listen to the views of the people before going any further on this. In my view, the only way to do that fairly, is to appoint an independent organisation to hold a formal public consultation, independent of anybody or any Council. Indeed, on 6th February 2024, I provided the chamber with a list of possible organisations who could undertake that work on their behalf now I notice that you said in your questionnaire that the town and rural councils back the city status bid, however my understanding is that it is only the Town Council that has

declared its support for the bid, whereas the rural councillors simply agreed to send a representative to the bid launch at the end of March.

I understand that you seconded the motion at the Town Council in support of the bid, if I am totally honest, I believe that move was a little premature without consulting the public.

First, there are, of course, a number of unknowns presently. There will therefore be a need, in my view for those proposing the change set out in detail prior to the public consultation, the proposed boundary of the city, for example, any benefits that they perceive, along with any costs. These details can then be subject to that important public scrutiny and debate.

Unfortunately, and I have noticed, there are some early comments from one or two of those supporting the bid which don't seem to be based in reality. So, for example, I've heard some suggest that changing the town's status to city would bring about a fully-fledged A&E in Llanelli, which clearly isn't the case. We know that Health Boards decide on service delivery models based on population factors and ease of access locally. For example, we know that the preferred sites for the new hospital within Hywel Dda and in St Clears or Whitland.

We also note the most recent critical care investment in South Wales, the Grange hospital in Gwent has been sited close to the town of Cwmbran as opposed to the city of Newport. So, the case for city status needs to be based on facts and not fiction.

From my perspective, Plaid Cymru's focus is centred fully on trying to attract inward investment into Llanelli. It is only by creating jobs and wealth that we will turn around and Llanelli's fortunes, and that's why we're focussed on delivering the multi-million pound Pentre Awel development, for example, which will create hundreds of jobs in the town. Similarly, we all need to be focussed on trying to improve the town centre.

Practical improvements, such as the need for a redevelopment of the YMCA building, as mentioned by Councillor Alun Lenny earlier and the redevelopment of Market Street North at a start. These, and the successful £15m levelling up bids are all designed to try and breath new life into the town centre but there is clearly so much more to do.

The Town Centre as we know has been decimated as a result of out of town shopping, clustering and online shopping. We are, of course, now having to react to that reality, and we all need to think about practical ways in which that can be done. Changing the town status, in my opinion, will not significantly alter that.

So, in concluding, I reiterate, my call on the Chamber to consult with the public but only appoint an independent organisation to lead on that process.

Thank you

Supplementary Question by Councillor Rob James

I am glad the Leader has brought up the issue about the town shopping and in the public statement he notes that it was the Labour administration's choice for the Trostre to be built, has created the problem that we have in town centre, so would he accept that if it wasn't for myself and others around me, the campaign to actually stop the re-expansion of Trostre, that we were seeing be proposed by your administration, would actually see a far larger transfer and even weakening of the town centre.

Response by Councillor Darren Price, Leader of the Council

Yes, absolutely share your concerns about any future development in Trostre and we certainly don't want to see any development which brings about further extraction from the town centre and there have been recent discussions at Cabinet level which have confirmed that position and as far as I'm concerned, Trostre is saturated in terms of retail and clearly the strategic error, in my view, in hindsight, decades ago in terms of establishing Trostre and the scales we saw under the Labour administration and in the noughties has created a situation where the town centre is really struggling. It's not alone, out of town shopping centres across Wales, but that is certainly a factor for the town centre. As I mentioned, there are a number of practical investments that we have made, and we will continue to make over the next few years to try and turn that situation around. But it is certainly not a situation that we would want to be starting from.

Returning to the point of the original question in terms of the city status, the evidence that I have seen, which is based on ONS data going back 20 odd years which looks at economic performance both in terms of creating jobs, GVA and investments, there is no evidence, empirical or academic which suggests that a change of status delivers benefits in those areas. So, cities and towns over a 20-year period, towns that are bid for city status and have succeeded and towns that have bid for city status and have failed. Those four distinct areas all show similar economic outcomes in terms jobs, GVA and investment, and so it's on that basis, I think it's important that we ask the people of Llanelli what they want to do. If there's a gut instinct, that they feel they want to become a city for other reasons, clearly there would be a duty on us to support that. But I think we'd have an honest and factual debate in terms of merits of the other case. Thank you.

12. TO ELECT THE VICE CHAIR OF HEALTH AND SOCIAL SERVICES SCRUTINY COMMITTEE FOLLOWING A VACANCY MID TERM

RESOLVED that Councillor Fiona Hughes be appointed Vice-Chair of the Health and Social Services Scrutiny Committee for the remainder of the 2023-24 municipal year.

13. TO APPROVE THE FOLLOWING CHANGES TO MEMBERSHIP OF COMMITTEES:-

13.1 RESOLVED that the nomination of Councillor Nysia Evans to take the Labour Group's vacant seat on the Corporate Performance and Resources Scrutiny Committee be approved.

14. MINUTES FOR INFORMATION (AVAILABLE TO VIEW ON THE WEBSITE)

The Chair stated that the minutes outlined on the agenda under 14.1 – 14.7 were available for information on the Council website.

CHAIR

DATE

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COUNTY COUNCIL**WEDNESDAY, 6 MARCH 2024****PRESENT:** Councillor B.A.L. Roberts (Chair)**Councillors (In Person):**

K.V. Broom	J.M. Charles	M.D. Cranham	D.M. Cundy
C.A. Davies	G. Davies	H.L. Davies	M. Donoghue
A. Evans	H.A.L. Evans	L.D. Evans	N. Evans
R.E. Evans	W.T. Evans	T.M. Higgins	J.K. Howell
P.M. Hughes	P. Hughes-Griffiths	J.D. James	M. James
H. Jones	A. Lenny	N. Lewis	K. Madge
M. Palfreman	D. Price	S.L. Rees	H.B. Shepardson
R. Sparks	D. Thomas	E.G. Thomas	G.B. Thomas
M. Thomas	J. Tremlett	A. Vaughan Owen	

Councillors (Virtually):

S.M. Allen	L.R. Bowen	S.A. Curry	A. Davies
W.R.A. Davies	T.A.J. Davies	B. Davies	K. Davies
L. Davies	S.L. Davies	T. Davies	D.C. Evans
S. Godfrey-Coles	A.D. Harries	J.P. Hart	R. James
G.H. John	B.W. Jones	A.C. Jones	D. Jones
G.R. Jones	M.J.A. Lewis	A. Leyshon	A.G. Morgan
D. Owen	B.D.J. Phillips	E. Rees	E.M.J.G. Schiavone
E. Skinner	F. Walters	P.T. Warlow	D.E. Williams
J. Williams			

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 and Infrastructure
 P.R. Thomas, Assistant Chief Executive (People Management & Performance)
 L.R. Jones, Head of Administration and Law
 R. Hemingway, Head of Financial Services
 G. Morgan, Head of Democratic Services
 L. Jenkins, Cabinet Support Officer
 S. Rees, Simultaneous Translator
 A. Wood, People Services Manager
 D. Hall-Jones, Member Support Officer
 K. Thomas, Democratic Services Officer

Also Present (Virtually):

E. Evans, Principal Democratic Services Officer
 J. Hawker, Digital Support Officer
 M. Runeckles, Members Support Officer

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

Chamber - County Hall, Carmarthen. SA31 1JP and remotely - 10.00 - 11.57 am

1. APOLOGIES FOR ABSENCE.

Apologies for absence were received from Councillors P. Cooper, C. Davies, LL. M. Davies, D. Nicholas and J. Seward

2. DECLARATIONS OF PERSONAL INTERESTS.

Councillor	Minute Number	Nature of Interest
J.M. Charles	8 – Pay Policy Statement 2024/25	Close family members work for the Authority Son works in a school
D.M. Cundy	8 – Pay Policy Statement 2024/25	He has relatives who work for the Council
A. Davies	8 – Pay Policy Statement 2024/25	A member of his family works for the Authority
B. Davies	8 – Pay Policy Statement 2024/25	His wife works for the Health Dept of the County Council
C.A. Davies	8 – Pay Policy Statement 2024/25	Her sister works for the Authority
S.L. Davies	10.1 – Notice of Motion Submitted by Councillors R. James and D. Jones	Works for Dolen Teifi. If any transportation issues arise. She has dispensation to speak.
T. Davies	8 – Pay Policy Statement 2024/25	A family member works for the Authority
T.A.J. Davies	8 – Pay Policy Statement 2024/25	His sister-in-law works as a Head of Service
A. Evans	8 – Pay Policy Statement 2024/25	My mother works for the Authority
D.C. Evans	8 – Pay Policy Statement 2024/25	His wife works for the Authority as part of the Call Centre
N. Evans	8 – Pay Policy Statement 2024/25	Her daughter works for the Authority
R. Evans	8 – Pay Policy Statement 2024/25	His daughter works for the Authority
S. Godrey-Coles	8 – Pay Policy Statement 2024/25	My partner works for the Local Authority
J. Hart	8 – Pay Policy Statement 2024/25	He has family members working for the Authority
T. Higgins	8 – Pay Policy Statement 2024/25	Her niece works in the Library
P.M. Hughes	8 – Pay Policy Statement 2024/25	A member of his family works for the Authority
A.C. Jones	8 – Pay Policy Statement 2024/25	A member of the family works in Social Services

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

H. Jones	8 – Pay Policy Statement 2024/25	A number of his close friends and family work for the Authority
A. Leyshon	8 – Pay Policy Statement 2024/25	His daughter works in the Library
M.J.A. Lewis	8 – Pay Policy Statement 2024/25	Her niece works for the Education Authority
K. Madge	8 – Pay Policy Statement 2024/25	His daughter works in Social Care
M. Palfreman	8 – Pay Policy Statement 2024/25	He has a number of friends working for the Authority
W.E. Skinner	8 – Pay Policy Statement 2024/25	He has a niece working in Education
E. Rees	8 – Pay Policy Statement 2024/25	His brother works for the Authority
B.A.L. Roberts	8 – Pay Policy Statement 2024/25	Daughter works in Social Care
F. Walters	8 – Pay Policy Statement 2024/25	Members of her family work for the Authority

NOTE: The Chief Executive declared an interest in agenda item 8 – Pay Policy Statement 2024/25 - on behalf of all officers present in the meeting, both physically and virtually, and advised that they would leave the meeting for consideration of this item. The Democratic Services Officer team would remain to provide assistance to the Chair.

3. CHAIR'S ANNOUNCEMENTS.

The Chair reported that she had the previous week, together with Councillor Edward Thomas, visited a lady in Llandeilo celebrating her 112th birthday.

4. ANNOUNCEMENTS BY THE LEADER, CABINET MEMBERS AND THE CHIEF EXECUTIVE (IF ANY)

The Cabinet Member for Rural Affairs, Community Cohesion and Planning Policy advised the Council that the consultation periods relating to Green Gen's Towy/Teify Pylon Line and the Welsh Government's Sustainable Farming scheme were coming to an end and she urged members to feed into the process for both those consultations.

5. TO CONSIDER NOMINATIONS FOR THE CHAIR OF COUNCIL FOR THE 2024-25 MUNICIPAL YEAR

RESOLVED that Councillor H.L. Davies be nominated Chair Elect of Carmarthenshire County Council for the 2024/25 Municipal Year.

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

6. TO CONSIDER NOMINATIONS FOR THE VICE-CHAIR OF COUNCIL FOR THE 2024-25 MUNICIPAL YEAR

RESOLVED that Councillor D. Jones be nominated Vice-Chair Elect of Carmarthenshire County Council for the 2024/25 Municipal Year.

7. SETTING THE COUNCIL TAX FOR THE FINANCIAL YEAR 2024/25

The Council received a report, presented by the Cabinet Member for Resources, setting out the financial details relevant to the setting of the Council Tax for the 2024/2025 financial year together with the Council Tax amounts in respect of the different Council Tax Valuation Bands, as applicable to each of the individual Community and Town Council areas.

It was noted that the recommendations contained within the report brought together the authority's budget requirement and the precepts for the Police Authority and the Town and Community Councils into the consolidated Council Tax amounts in respect of the individual Council Tax Valuation bands.

RESOLVED that, in order for the Council to comply with legislative requirements, the report and recommendations of the Director of Corporate Services on the setting of the Council Tax for the financial year 2024/25 be adopted.

8. PAY POLICY STATEMENT 2024/25

[NOTE:

1. Councillors J.M. Charles, D.M. Cundy, A. Davies, B. Davies, C.A. Davies, T. Davies, T.A.J. Davies, A. Evans, D.C. Evans, N. Evans, R.E. Evans, S. Godfrey-Coles, J. Hart, T. Higgins, P.M. Hughes, R. James, A.C. Jones, H. Jones. A. Leyshon, M.J.A. Lewis, K. Madge, M. Palfreman, W.E. Skinner, E. Rees, B.A.L. Roberts, and F. Walters had earlier declared interests in this item and, left the meeting;
2. All officers in attendance were deemed to have a personal interest in this item and left the meeting prior to its consideration with the exception of the Democratic Services Manager, Democratic Services Officer and officers who were facilitating the webcasting of the meeting.
3. As the Cabinet Member for Organisation and Workforce had declared an interest in this item and left the meeting, the Leader of the Council presented the report on his behalf)
4. As the Chair of Council, Councillor B.AL. Roberts, had declared an interest in this item, the Vice Chair chaired the meeting during the report's consideration.

The Leader of the Council, on behalf of the Cabinet Member for Organisation and Workforce, presented the report which outlined that under the provisions of the

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

Localism Act 2011, all Local Authorities were required to prepare a Pay Policy Statement which must be agreed and published by the 1st April every year. The Statement required the approval of full Council and had to set out the Authority's policies for the financial year relating to the remuneration of its Chief Officers, its lowest paid employees and the relationship between the remuneration of its Chief Officers and its employees who were not Chief Officers.

It was reported that the politically balanced Pay Policy Advisory Panel had had input into the formulation of the Pay Policy Statement and its recommendations had been incorporated into the final document for approval by County Council that day. It was reported that at its meeting the previous year, the Panel had requested that options be put forward for reviewing the existing NJC pay model and removing grade overlaps, particularly at the bottom of the pay scale. In accordance with that request, a separate paper (attached to the report) detailed 2 proposals for removing the overlaps between Grades A to D and A to E together with costings. The Pay Panel, at its meeting on the 20th February 2024, had considered both options, in the context of the challenging financial climate, and agreed to introduce proposal 1 (i.e. to remove the overlaps from Grades A to D inclusive) in April 2025, if financially viable to do so. That recommendation was to be discussed at the forthcoming Trade Union Joint Consultative Forum in April 2024.

Council was further advised that in addition to the commitment already given in relation to the Foundation Living wage rates of pay, the Authority was also minded to revise its apprenticeship pay to reflect the rate for the job. If adopted, that would help address the Council's commitment to support its lowest paid members of staff with some apprentices receiving up to an additional £6k per annum. In so doing, it would also assist in improving recruitment and attract more applicants to join the Council as an apprentice in support of the Cabinet's Vision Statement, together with marketing the Council as an attractive employer for apprentices, school leavers and graduates and focus on reducing the migration of young people out of Carmarthenshire and the rural areas.

Finally, the Panel had also approved the removal of the additional 10% pay allowance for JNC Heads of Service fulfilling statutory roles.

RESOLVED that the Pay Policy Statement 2024/25 be approved in compliance with Section 38(1) of the Localism Act 2011.

[Following the vote, the members who had declared an interest and had left the meeting were readmitted to the meeting together with the officers and Cllr. B.A.L. Roberts took the Chair].

9. TO RECEIVE THE REPORT OF THE MEETING OF THE CABINET HELD ON THE 19TH FEBRUARY 2024

In response to a question on the Revenue Budget Strategy and the current deficit budgets being faced by a number of primary and secondary schools within the County, the Council was advised that the situation with school budgets was

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

particularly fluid at the moment and would become clearer as they set their budgets over the coming weeks.

RESOLVED that the report of the meeting of the Cabinet held on the 19th February, 2024 be received.

10. TO CONSIDER THE FOLLOWING NOTICE OF MOTION:-

10.1. NOTICE OF MOTION SUBMITTED BY COUNCILLORS ROBERT JAMES AND DOT JONES

(NOTE: Councillor S.L. Davies had earlier declared an interest in this item)

Council considered the following Notice of Motion submitted by Councillors Rob James and Dot Jones:-

"School bus services are essentially for ensuring our pupils can safely travel to school and help alleviate congestion from the thousands of individual car journeys each day.

In February, local members were informed that the L23, L24 and L27 bus services in Llanelli had been cancelled when the local provider took the difficult decision to withdraw their provision. This is not an isolated case neither in Carmarthenshire nor Wales, yet it is imperative that we take action to ensure that every children has the right and access to school bus services in Carmarthenshire.

This Council:

- Calls on the Cabinet to develop a new plan for ensuring that every pupil in Carmarthenshire has the right and ability to access reliable school bus services.
- Believes that an emergency summit should be held with the remaining private providers to assess the viability of all routes and consider whether there are opportunities to bring routes back.
- Calls on the Welsh Government to urgently publish their newest review on the Learner Travel Measure and lobby for pupils living within 3 miles of a comprehensive school to also be supported to travel on a bus to school"

The Motion was duly seconded.

The proposer and seconder of the Motion were afforded the opportunity of speaking in support thereof and outlined the reasons for its submission, as set out in the Motion.

A number of statements were made in support of and against the Motion

RESOLVED that the Motion be not supported.

11. PUBLIC QUESTIONS (NONE RECEIVED).

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

The Chair advised that no public questions had been received.

12. QUESTIONS BY MEMBERS:-

12.1. QUESTION BY COUNCILLOR ROB JAMES TO COUNCILLOR EDWARD THOMAS - CABINET MEMBER FOR TRANSPORT, WASTE AND INFRASTRUCTURE SERVICES

“Could the Council please state how many roads in Carmarthenshire, previously designated as 30mph roads, have been changed to 20mph both as a number and percentage; and what is this Authority’s stance on supporting enforcement of the policy?”

Response by Councillor Edward Thomas – Cabinet Member for Transport, Waste and Infrastructure Services

The introduction of Welsh Government’s legislation The Restricted Roads (20mph Speed Limit)(Wales) Order 2022 obliged local authorities to implement default 20mph speed limits on all restricted roads in Wales in place of the previous 30mph default limit. Restricted roads are legally defined within the Road Traffic Regulation Act 1984 as roads with a system of street lighting in place. This generally applies to the majority of roads within Carmarthenshire’s towns and most villages. To implement the new default limit, larger urban areas and settlements, local authorities had to change only the speed limit signs on the boundary of the area to automatically include all of the restricted roads within. However, there is complexity within this to acknowledge.

There are a number of roads, for example the A484 from Llanelli through Carmarthen and on to Newcastle Emlyn, which now have numerous sections of 20mph through settlement areas such as Sandy Road, Burry Port, Carmarthen town and Newcastle Emlyn, but higher speed limits between the settlements. As a consequence, one single road may have many lengths which have defaulted from 30mph to 20mph. To answer the question, an analysis of data within our mapping system indicates there to be 2567 lengths of road with street lighting defaulted to 20mph. However, it should also be acknowledged that of these 2567 lengths, at least 300 lengths of road were already subject to 20mph restrictions prior to the legislation in the Llanelli area alone. Where existing 20mph limits were previously in place by virtue of a Traffic Regulation Order, the Orders had to be revoked to enable the wider legislation restriction to take precedence. In total 76 Traffic Regulation Orders had to be revoked which each Order covering single or groups of streets.

One of the key aims of the County Council in implementing the legislation was to provide consistency for road users. In a number of instances, particular roads had streetlighting only over part of its length. This typically occurred towards the settlement boundary where development extended beyond the limit of the street lighting. In such cases, a Traffic Regulation Order was required to extend the 20mph limit to the commencement of the settlement area so that road users were presented with a clear understanding that they were entering into an urban

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

environment. There were 417 lengths of road treated in this way through a Traffic Regulation Order.

Local authorities in Wales were advised by Welsh Government that they could make exceptions of the default 20mph limit to retain a 30mph in particular circumstances and Welsh Government provided guidance for local authorities to follow when assessing the potential for certain roads to be exceptions. Within Carmarthenshire, Orders were created for 278 lengths of road which effectively retained a 30mph limit, which equates to 7.3% of the former 30mph roads. Welsh Government is currently reviewing its guidance to local authorities on setting exceptions to the legislation.

And what is the Authority's stance on supporting enforcement of the policy?

The relationship between traffic speed and risk is well evidenced and Welsh Government suggest that the new 20mph speed limits will result in a 40% reduction in vehicle collisions. Compliance with the new limits is a key factor and with that so is enforcement which helps encourage compliance. Local authorities are not empowered to enforce speed limits and within Carmarthenshire the power is within the remit of Dyfed Powys Police and the GoSafe Partnership. The County Council does support the encouragement of motorists to adhere to posted speed limits through educational initiatives which are particularly targeted towards school sites and community-based projects.

Supplementary Question by Councillor James

Based on what has been said by the Deputy Minister, do you believe that Carmarthenshire Council has utilised its exemption policy correctly, and the Dyfed Powys Police has stated that signage needs to be clear to enforce the policy so is there a plan in place from the Council to ensure that all damaged signage is going to be replaced if any enforcement is going to take place?

Response by Councillor Edward Thomas – Cabinet Member for Transport, Waste and Infrastructure Services

I can assure the member that we will replace any damaged signs so that it is clear what the speed limits within those areas are.

13. TO ELECT THE CHAIR OF THE COMMUNITIES, HOMES AND REGENERATION SCRUTINY COMMITTEE FOLLOWING A VACANCY MID-TERM

UNANIMOUSLY RESOLVED that Councillor R.E Evans be elected Chair of the Communities, Homes and Regeneration Scrutiny Committee.

14. TO APPROVE THE FOLLOWING CHANGES TO MEMBERSHIP OF COMMITTEES AND COUNCIL PANELS PROPOSED BY THE LABOUR GROUP:-

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

RESOLVED that the following changes proposed by the Labour Group to the membership of Committees and Panels be approved:

- **Councillor Michael Thomas to take the vacant seat on the Planning Committee.**
- **Councillor P. Cooper to take the vacant seat on the Dyfed Pension Fund Committee.**
- **Councillor Tina Higgins to take the vacant seat on the Constitutional Review Working Group.**

CHAIR

DATE

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

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COUNCIL 8 May 2024

RECRUITMENT TO THE POST OF DIRECTOR OF EDUCATION, CHILDREN & FAMILY SERVICES (AND STATUTORY CHIEF EDUCATION OFFICER.)

Purpose: To conform with the Local Authorities (Standing Orders) (Wales) (Amendment) Regulations 2014

Recommendations / key decisions required:

- County Council approves the enclosed Job Profile and Person Specification.
- County Council approves the proposed interim arrangements be implemented, should they be required.

Reasons:

- To comply with the Authority's Constitution, and to comply with the revisions to the Local Authorities (Standing Orders) (Wales) (Amendment) Regulations 2014, as set out in the enclosed summary report.
- To ensure that the Council has a statutory Chief Education Officer in place to cover the statutory and constitutional roles as set out in Article 3.2 of the Council's Constitution

Cabinet Decision Required - NO

Council Decision Required - YES

CABINET MEMBER PORTFOLIO HOLDER:
Councillor P Hughes, (Organisation and Workforce)
Councillor Glynog Davies (Education & Welsh Language)

Directorate: Chief Executive's	Designations: Assistant Chief Executive (People Management)	Tel: 01267 246123
Name of Head of Service: Paul Thomas		Email addresses: Prthomas@carmarthenshire.gov.uk
Report Author: Paul Thomas		

Recruitment to the post of post of Director of Education, Children & Family Services (and statutory Chief Education Officer).

Background

The current Director of Education, Children & Family Services will be retiring from the Council with effect from 31st October 2024. The Council therefore needs to approve the arrangements to appoint a new Director of Education, Children & Family Services that incorporates the statutory role of Chief Education Officer.

The Job Profile and Person Specification have been amended to reflect changes to some of the corporate portfolios, and these changes have been reflected in the formulation of the new Job Profile & Person Specification for the incoming Director of Education, Children & Family Services.

The post of Chief Education Officer is a designated statutory post under S.532 of the Education Act 1996, and as such this imposes a duty on this Council to appoint an officer as its Chief Education Officer. This is a statutory post whose responsibilities are specifically outlined in Article 3.2 (Scheme of Delegation) of the Council's Constitution. (See Appendix A).

Currently, the Director of Education, Children & Family Services holds this statutory function, and this duty is included in the enclosed Job Profile and Person Specification for the Director of Education, Children & Family Services.

The Education Act 1996 states " *The duties of a local authority in Wales under the Local Government Act 1972 with respect to the appointment of officers shall (without prejudice to the generality of the provision of that Act) include the duty of appointing a fit person to be the chief education officer of the authority.*" It should be noted that there is no requirement in Law to require a qualified Teacher to fulfil this statutory duty, however this qualification requirement is included as a desirable criterion.

Additionally, in discussions with the Corporate Safeguarding Officers Group, we now include the following statement in every standard Job Profile template: "*Safeguarding is everyone's business. All of us have a responsibility for protecting*

children and adults at risk, working in a way that promotes and supports their best interests and for reporting any concerns.”

The appointment to a Chief Officer post where the salary is £100,000 or more, is governed by the Local Authorities (Standing Orders) (Wales) (Amendment) Regulations 2014. This is reflected in the Authority’s Pay Policy for 2023/24. Under the 2014 Regulations, where an authority proposes to appoint a chief officer and it is proposed to pay the chief officer annual remuneration of £100,000 or more, the post must be publicly advertised. The only exception to this requirement is where annual remuneration for a chief officer role is £100,000 or more and the proposed appointment is to be made for a period of no longer than 12 months. This exception will be useful in emergencies or if there were unforeseen departures. The requirement for public advertisement is intended to ensure that able candidates from outside the organisation have the opportunity to gain the position if found to be the most suitable.

The Regulations require that a “relevant body” i.e. the County Council:

- (a) “draw up a statement specifying— (i) the duties of the officer concerned, and (ii) any qualifications or qualities to be sought in the person to be appointed.
- (b) make arrangements for the post to be publicly advertised in such a way as is likely to bring it to the attention of persons who are qualified to apply for it; and
- (c) make arrangements for a copy of the statement mentioned in paragraph (a) to be sent to any person on request.”

The recommendations of this report seek to ensure that responsibility for these matters is allocated appropriately, so that during the transitional period until the new Director of Education, Children & Family Services (and statutory Chief Education Officer) takes up the post, the Council can continue to effectively discharge its functions.

Temporary Acting-Up arrangements (if required):

Should the appointment of the new Director of Education, Children & Family Services not be in place, due to the contractual notice period of the successful candidate, then interim arrangements will be required. County Council is asked to endorse an internal expressions of interest exercise be undertaken to seek

applications from qualified individuals who have the relevant experience, if required.

Proposed Timetable:

8th May 2024: County Council to agree Job Profile - requirement of the Standing Orders Regulations (Wales)

10th May –31st May 2024: Advertise post

10th June 2024: Shortlisting Panel

26th June 2024: Assessment Centre

2nd July 2024: Appointments Panel 'A'

Recommendations:

It is recommended that County Council:

1. Approves the enclosed Job Profile and Person Specification
2. Approves the proposed interim arrangements be implemented, should they be required, following an expressions of interest exercise to be operational until such time as the new Director of Education, Children & Family Services takes up their position.

Appendices attached:

Appendix A: Job Profile and Personal Specification for Director of Education & Children’s Services.

Appendix B: Constitutional responsibilities of the Director of Education & Children’s Services.

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: Paul R Thomas, Assistant Chief Executive

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

Policy, Crime & Disorder and Equalities

In accordance with the Council's Constitution and Policy Framework.

Legal

As above, and also in accordance with the revisions to the Local Authorities (Standing Orders) (Wales) (Amendment) Regulations 2014.

Finance

The salary for the Director of Education, Children & Family Services is in accordance with the County Council's agreed 24/25 Pay Policy Statement and is within the current budgeted salary. Any net costs of the recruitment process and interim arrangements will be met from departmental reserves

Risk Management

Failure to make provision to discharge the functions contained within this role, efficiently and effectively would place the authority at risk. This is a Statutory post.

Staffing Implications

In accordance with the Council's Constitution and Policy Framework.

CONSULTATIONS

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

Signed: Paul R Thomas, Assistant Chief Executive

1. Scrutiny Committee request for pre-determination	N/A
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- 2. County Council
- 3. Corporate Management
- 4. Local Member(s) - N/A
- 5. Community / Town Council - N/A
- 6. Relevant Partners - N/A
- 7. Staff Side Representatives and other Organisations - N/A

CABINET MEMBER PORTFOLIO HOLDER(S) AWARE/CONSULTED	
Yes	

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



Proffil Swydd/Job Profile

Teitl y Swydd – Cyfarwyddwr Addysg,
Gwasanaethau Plant a Theuluoedd

Post Title - Director of Education, Children &
Family Services

Adran	Addysg, Gwasanaethau Plant a Theuluoedd
Department	Education, Children & Family Services
Is-adran/Adain	Ddim yn berthnasol / N/A
Division/Section	Ddim yn berthnasol / N/A
Gradd/Grade	Cyfarwyddwr Director
Rhif y Swydd/Post Number	001891
Paratowyd gan/Prepared By	Paul Thomas / Gareth Morgans
Dyddiad Paratoi/Date Prepared	Mawrth / March 2024

Disgwylir i bob gweithiwr gynnal gwerthoedd craidd yr Awdurdod, sydd wedi'u hadlewyrchu yn ein Fframwaith Ymddygiad a Gwerthoedd, a chynnal egwyddorion Polisi Cydraddoldeb ac Amrywiaeth yr Awdurdod neu, os ydynt yn gweithio mewn ysgol, Bolisi Cydraddoldeb ac Amrywiaeth yr ysgol, fel sy'n briodol i lefel atebolrwydd a chyfrifoldeb y swydd yn y sefydliad.

Prif Ddiben y Swydd

1. Cynorthwyo'r Prif Weithredwr â'r gwaith cyffredinol o arwain a rheoli'r Cyngor yn strategol er mwyn sicrhau y cyflawnir prif amcanion a strategaethau'r Cyngor, gan hyrwyddo diwylliant 'un tîm' sy'n cyd-fynd â'r gwerthoedd a'r blaenoriaethau corfforaethol.
2. Rhoi arweiniad a chyfeiriad rheoli effeithiol ac amlwg er mwyn sicrhau bod yr holl feysydd gwasanaeth yn yr adran yn cael eu cyflawni'n llwyddiannus o safbwynt gweithredol.
3. Cyflawni rôl y Prif Swyddog Addysg statudol gan sicrhau bod cyfrifoldebau'r Cyngor dros berfformiad yr awdurdod addysg lleol ac ysgolion yn cael eu cyflawni i'r safonau uchaf posibl.
4. Sicrhau bod trefniadau clir ac effeithiol ar waith i amddiffyn plant a phobl ifanc rhag niwed.
5. Ysgwyddo'r cyfrifoldeb cyffredinol am arwain a phennu, monitro a rheoli cyllidebau ac adnoddau'r gwahanol wasanaethau sy'n rhan o'r gyfarwyddiaeth.

Y Prif Ddyletswyddau

1. Rhoi arweiniad a chyfeiriad strategol clir ac amlwg sy'n ysgogi gwaith tîm, a bod hynny yn ei dro'n arwain at lefelau uchel o ymrwymiad a darparu gwasanaethau ymysg rheolwyr a gweithwyr er mwyn cyflawni safonau addysgol uchel.
2. Bod yn ben-ymgyngorydd i'r Prif Weithredwr, y Cabinet a'r Cyngor ynghylch y prif faterion a strategaethau sy'n berthnasol i amrywiol bortffolios gwasanaeth y Cyfarwyddwr, gan sicrhau bod cefnogaeth gorfforaethol a gwleidyddol iddynt er mwyn gofalu y ceir y canlyniadau pendant gorau posibl i ddefnyddwyr y gwasanaethau.
3. Rhoi arweiniad clir ac amlwg sy'n ysgogi ymrwymiad mawr ymysg rheolwyr a gweithwyr yn yr adran, gan sicrhau bod holl weithgareddau'r adran yn integreiddio'n effeithiol, gyda golwg ar gyflawni ei hamcanion i wella deilliannau ar gyfer yr holl blant a phobl ifanc.
4. Cydweithio'n agos ac yn effeithiol â'r Cyfarwyddwr Cymunedau (yn ei rôl fel Cyfarwyddwr statudol y Gwasanaethau Cymdeithasol) i sicrhau y gwneir darpariaeth ddigonol er mwyn sicrhau diogelwch a llesiant plant a phobl ifanc.
5. Cyflawni rôl y Prif Swyddog Addysg, a gweithredu fel yr hyrwyddwr strategol ar gyfer plant a phobl ifanc.
6. Cymryd cyfrifoldeb strategol dros sicrhau bod yr adran yn nodi ac yn sicrhau ffrydiau cyllid allanol i gefnogi'r gwaith o gyflawni cyfleoedd datblygu strategol gan sicrhau bod adnoddau ariannol y cyngor yn cael eu defnyddio i ddenu'r cyllid allanol mwyaf posibl.
7. Pennu'r modelau gorau ar gyfer darparu gwasanaethau o ansawdd uchel sy'n sicrhau perfformiad a chanlyniadau o ansawdd uchel.
8. Dylanwadu ar ddatblygu a gweithredu'r agenda drawsnewid – sy'n berthnasol i'r Awdurdod cyfan - a chyfrannu at hynny, er mwyn i'r arloesi o ran datblygu a darparu gwasanaethau gynyddu bodlonrwydd defnyddwyr y gwasanaethau, a lleihau costau.
9. Sefydlu a datblygu'n barhaus weledigaeth strategol ar gyfer gwella gwasanaethau i blant a phobl ifanc, a grwpiau cleientiaid eraill, a sicrhau bod gwasanaethau'n cael eu darparu i'r safon uchaf posibl yn unol â'r adnoddau sydd ar gael ar hyn o bryd, a sicrhau yr ymgysylltir ac yr ymgynghorir yn llawn â'n cwsmeriaid o ran darparu gwasanaethau.
10. Bod yn gyfrifol am sicrhau bod craffu parhaus ar berfformiad a chanlyniadau a gytunwyd a monitro parhaus ohonynt er mwyn cyflawni'r deilliannau gorau sy'n bosibl i blant a phobl ifanc,

yn benodol mewn perthynas â chyflawni'r ddau brif amcan o ddiogelu a gwella deilliannau addysgol i bawb.

11. Llundio cynllun busnes 3 blynedd cynhwysfawr ar gyfer pob maes gwasanaeth a fydd yn ategu ac yn cefnogi'r gwaith o gyflawni'r Strategaeth Gorfforaethol, amcanion clir, monitro perfformiad a chynllunio gweithlu effeithiol.
12. Sicrhau bod trefniadau llywodraethu priodol a thryloyw ar waith ar draws y gwasanaethau yn y portffolio, gan gymhwyso egwyddorion llywodraethu da at weithio mewn partneriaeth.
13. Sicrhau bod trefniadau effeithiol ar waith i sicrhau llesiant cyffredinol ac iechyd a diogelwch yr holl weithwyr a phobl sy'n darparu gwasanaethau ar gyfer y Cyngor.
14. Sicrhau bod gan bob maes gwasanaeth yn y portffolio gynlluniau parhad busnes gwydn a threfniadau ymateb brys ac adfer cadarn.
15. Gweithio bob amser yn unol â pholisïau ac arferion sefydledig y Cyngor ac o fewn y fframwaith a sefydlwyd gan gyfansoddiad y Cyngor, gan gynnwys croesawu ymrwymadau polisi cydraddoldeb ac amrywiaeth y Cyngor, sicrhau triniaeth deg mewn cyflogaeth, darparu gwasanaethau a chyfathrebu.
16. Arwain datblygiad y gwasanaeth a chynllunio gweithlu'r Adran Addysg, Gwasanaethau Plant a Theuluoedd.
17. Ysgwyddo'r cyfrifoldeb arweiniol dros brosiectau corfforaethol penodol neu unrhyw ddyletswyddau eraill a bennir gan y gyfraith, neu y byddai'n rhesymol i'r Prif Weithredwr ofyn amdanynt.

Yn gyfrifol am staff/offer

Mae'r Adran Addysg, Gwasanaethau Plant a Theuluoedd yn adran fawr ac iddi nifer o agweddau, sy'n gyfrifol am ddarparu ystod eang o wasanaethau cymorth a datblygu i blant, pobl ifanc, a dinasyddion ym mhob cwr o'r sir.

Ym mis Ebrill 2024, roedd gan yr adran gyfanswm o tua 5,500 aelod o staff, ac mae rhyw # o'r rhain yn weithwyr cymdeithasol a 1,800 yn athrawon. Mae'n gyfrifol am 12 Ysgol Uwchradd, 94 Ysgol Gynradd, 1 Ysgol Feithrin, 1 Ysgol Arbennig, 3 Canolfan Ieuenctid, 3 Canolfan Sgiliau Sylfaenol, un Ganolfan Hyfforddiant, Cynadledda a Pherfformio, 3 Chartref i Blant a 3 Uned Cyfeirio Disgyblion.

Mae gan yr adran gyllideb refeniw flynyddol gros o fwy na £270m, y mae tua £144m ohoni yn cael ei ddirprwyo i ysgolion, a rhaglen gyfalaf flynyddol o £64 miliwn yn ystod y 5 mlynedd nesaf.

Yn atebol i

Y Prif Weithredwr

Arall

Gallai'r swydd hon newid yn y dyfodol yn sgil mwy o gydweithio ac ailgynllunio gwasanaethau mewnol/sefydliadol. Bydd y proffil swydd yn cael ei adolygu o bryd i'w gilydd a'i ddiweddarau i sicrhau ei fod yn ymwneud â'r dyletswyddau fel y'u cyflawnir bryd hynny neu i ymgorffori pa newidiadau bynnag a gynigir gan yr Awdurdod. Ymgynghorir â deiliad y swydd ynghylch unrhyw newidiadau o'r fath. Nod yr Awdurdod fydd dod i gytundeb i wneud newidiadau rhesymol. Os na fydd modd dod i gytundeb, mae'r awdurdod yn cadw'r hawl i roi newidiadau ar waith yn dilyn ymgynghori.

Diogelu

Mae diogelu yn fater i bawb. Mae gan bob un ohonom gyfrifoldeb am amddiffyn plant ac oedolion sydd mewn perygl, a gweithio mewn ffordd sy'n hyrwyddo ac yn cefnogi eu budd pennaf, a rhoi gwybod am unrhyw bryderon.

Meini Prawf Hanfodol

Cymwysterau, Hyfforddiant Galwedigaethol ac Aelodaethau Proffesiynol

Cymhwyster lefel gradd arhwydedd neu brofiad cyfatebol.

Cymhwyster rheoli perthnasol neu ddatblygiad proffesiynol parhaus pendant.

Tystiolaeth o ddatblygiad proffesiynol parhaus sy'n berthnasol i'r rôl hon.

Sgiliau a Galluoedd sy'n ymwneud â'r Swydd

Un Tîm

Addasu i newid

Gallwch addasu i newidiadau yn y gwaith neu'r amgylchedd, gan barhau'n effeithiol ac yn bositif. Rydych yn addasu eich arddull bersonol i gyd-fynd â gwahanol bobl neu sefyllfaoedd, er mwyn cyflawni nodau neu bwrpas a rennir ar y cyd. Rydych yn defnyddio newid ac ansicrwydd mewn ffordd gadarnhaol i hyrwyddo ac annog cydweithio a rhannu ar draws adrannau, gwasanaethau a chyda phartneriaid wrth weithio'n rhanbarthol.

Cwsmeriaid yn Gyntaf

Ffocws ar gwsmeriaid

Rydych yn mynd ati i chwilio am farn amrywiol unigolion sy'n derbyn ein gwasanaethau, i wella'r gwasanaethau rydym yn eu darparu drwy gyfrwng y Gymraeg a'r Saesneg. Rydych yn cynllunio ymlaen llaw ar gyfer anghenion gwasanaeth, gan ystyried ffactorau ehangach ac effeithiau hirdymor penderfyniadau. Rydych yn datblygu, yn cyflawni ac yn gwerthuso cynlluniau strategol, gan gydbwysu pwysau tymor byr â nodau tymor hir, yn unol â gweledigaeth y Cyngor, sy'n mynd i'r afael ag anghenion gwasanaeth amrywiol, gan gynnwys yr iaith Gymraeg a diwylliant Cymru.

Datblygu perthynas ag eraill a gwasanaethau dwyieithog

Rydych yn sefydlu cyd-barch ac ymddiriedaeth yn gyflym yn seiliedig ar onestrwydd a dibynadwyedd, gan feithrin perthynas hirdymor ag eraill. Rydych yn ymchwilio i ddulliau effeithiol o ddatblygu gwasanaethau dwyieithog sy'n cael effaith gadarnhaol ar unigolion. Rydych yn sicrhau bod y Gymraeg yn ganolog wrth wneud penderfyniadau, gan ddarparu gwasanaeth dwyieithog i unigolion a thimau.

Uniondeb

Gwneud penderfyniadau

Rydych yn deall pan fydd rhywbeth yn disgyn y tu allan i'ch rôl a phryd i gyfeirio at eraill. Rydych yn cymryd cyfrifoldeb dros bobl a phenderfyniadau a allai olygu gwneud dewisiadau anodd neu gymryd risgiau ystyriol gan roi cyfeiriad clir. Rydych yn hyrwyddo tryloywder ynghylch penderfyniadau ac yn creu diwylliant lle mae eraill yn teimlo eu bod yn gallu herio'r penderfyniadau sy'n cael eu gwneud.

Rhagori

Arloesi

Rydych yn gofyn cwestiynau ac yn chwilio am ffyrdd gwell a/neu newydd o wneud pethau, gan awgrymu gwelliannau. Rydych yn dylunio prosesau a systemau sy'n cefnogi newid cadarnhaol, yn sicrhau dysgu, ac yn gwella gwasanaethau. Rydych yn ymgorffori diwylliant o arloesi a meddwl creadigol i ysgogi gwelliannau i'r gwasanaeth, gan rymuso timau i annog datblygiad parhaus.

Dadansoddi

Rydych yn ymdrin â phroblemau mewn modd cadarnhaol ac yn dod o hyd i ffyrdd o nodi atebion addas. Rydych yn gwneud gwaith ymchwil ac yn dadansoddi gwybodaeth a data rhifiadol ac ysgrifenedig o ystod o ffynonellau er mwyn llywio penderfyniadau sy'n seiliedig ar dystiolaeth. Rydych yn chwilio am ragor o wybodaeth neu ddealltwriaeth o broblem, gan gydnabod sut y gallai un mater fod yn rhan o system fwy a dod i gasgliadau rhesymegol.

Cymryd Cyfrifoldeb

Rheoli perfformiad

Rydych yn ystyried eich perfformiad eich hun yn onest, gan nodi beth y gellid ei ddatblygu neu ei wneud yn wahanol yn y dyfodol. Rydych yn ystyried anghenion unigolion, gan fynd i'r afael â pherfformiad yn gyflym ac yn deg, gan drin camgymeriadau fel cyfleoedd dysgu. Rydych yn creu amgylchedd lle mae pobl yn teimlo eu bod wedi'u grymuso i wneud penderfyniadau, gan annog syniadau, gwelliannau a chymryd risgiau cymedrol.

Gwrando

Deall eraill

Rydych yn gwrando er mwyn deall safbwyntiau ac anghenion eraill, gan ymateb yn sensitif a gwirio dealltwriaeth lle bo angen. Rydych yn hwyluso trafodaethau adeiladol ac yn gweithio gydag amrywiaeth o bobl i ddod i gytundeb. Rydych yn defnyddio hunanymwybyddiaeth a lefelau uchel o ddealltwriaeth o anghenion eraill i ddylanwadu ar gytundebau strategol a chydweithredol lefel uchel a'u trafod.

Gwybodaeth

Gwybodaeth drylwyr am y fframwaith polisi cenedlaethol y mae'r Cyngor Sir yn gweithredu ynddo. Gwybodaeth a dealltwriaeth o'r cyd-destun gwleidyddol ar lefel leol, ranbarthol a chenedlaethol. Dealltwriaeth glir o faterion deddfwriaethol, polisi ac arferion gorau allweddol yng Nghymru a'r DU mewn perthynas ag Addysg, Gwasanaethau Plant a Theuluoedd. Dealltwriaeth glir o egwyddorion llywodraethu da ac ymrwymiad iddynt.

Profiad

Profiad helaeth a llwyddiannus o reoli a gwella gwasanaethau ar gyfer plant a phobl ifanc. Hanes o lwyddo i ddatblygu a darparu rhaglenni a pholisïau strategol corfforaethol ac integredig. Profiad sylweddol o arwain a rheoli'r gwaith o ddatblygu a darparu gwasanaethau addysgol/plant/teuluoedd.

Rhinweddau Personol

Rheoli materion sensitif a gwleidyddol yn hyderus gan weithio'n ddiplomataidd i gyflawni canlyniadau positif ar gyfer defnyddwyr gwasanaeth. Y gallu i weithio'n effeithiol â'r aelodau etholedig gan fod yn ddiuedd ac yn sensitif yn wleidyddol.

Meini Prawf Dymunol

Cymhwyster proffesiynol perthnasol neu gymhwyster addysgu cyfwerth.

Sgiliau Iaith a Chyfathrebu

Cliciwch ar y ddolen [Beth yw lefel eich gallu?](#)

Cymraeg	Sgiliau Siarad Lefel 5 language-skills-assessment-and-guidance.docx	Sgiliau Ysgrifennu Lefel 5
Saesneg	Sgiliau Siarad Lefel 5	Sgiliau Ysgrifennu Lefel 5
Arall (nodwch)		

GWIRIADAU'R GWASANAETH DATGELU A GWAHARDD (DBS)

Gall gwiriadau DBS fod yn ofynnol ar gyfer rhai swyddi sy'n gweithio gyda phlant ac oedolion agored i niwed. Yn ofynnol ar gyfer y swydd hon:

Adran A – math o ddatgeliad **Datgeliad manwl gan wirio'r rhestr wahardd**

Adran B – math o weithlu **Y Gweithlu Plant ac Oedolion**

Adran C – A yw'r swydd yn gofyn am adnewyddu DBS bob 3 blynedd neu gofrestru gyda gwasanaeth diweddar ar-lein y DBS? **Nac ydy**

Y RHESWM

Mae'n bosibl y bydd yn ofynnol i ddeiliad y swydd weithio gyda phlant ac oedolion sy'n agored i niwed heb oruchwyliaeth.

UNRHYW WYBODAETH ARALL

Main Purpose of Job

6. To support the Chief Executive in the overall strategic management and leadership of the Council to ensure the achievement of the Council's key objectives and strategies, promoting a 'one team' culture that aligns with corporate values and priorities.
7. To provide effective and visible leadership and management direction to achieve successful operational delivery of all the service areas within the department.

8. To fulfil the role of statutory Chief Education Officer ensuring that the Council's responsibilities for local education authority and schools' performance are discharged to the highest possible standards.
9. To ensure that there are clear and effective arrangements in place to protect children and young people from harm.
10. To have overall responsibility for leading, setting, monitoring and controlling the budgets and resources for the component service elements of the directorate.

Key responsibilities

18. To provide clear and visible leadership and strategic direction that inspires teamworking that leads to high levels of commitment and service delivery amongst managers and employees to deliver high educational standards.
19. To be the principal advisor to the Chief Executive, Cabinet and Council on key issues and strategies relevant to the various service portfolios of the Director, securing both corporate and political support that will ensure the best possible tangible outcomes for service users.
20. To provide clear and visible leadership that leads to high levels of commitment amongst managers and employees within the department, ensuring that all the department's activities integrate effectively in pursuit of its objectives to improve outcomes for all children and young people.
21. To collaborate closely and effectively with the Director of Communities (in his role as statutory Director of Social Services) to ensure that sufficient provision is made to ensure the safeguarding and well-being of children and young people.
22. To fulfil the statutory role of Chief Education Officer, and act as the strategic champion for children and young people.
23. To have the strategic responsibility for ensuring that the department identifies and secures external funding streams to support the delivery of strategic development opportunities ensuring that the council financial resources are used to lever in maximum external funding.
24. To determine the best models of high-quality service delivery that delivers high quality performance and outcomes.
25. To influence and contribute to the development and implementation of the Authority wide Transformation agenda, so that the development and service delivery innovations improve service user satisfaction and reduce cost.
26. To establish and continuously develop a strategic vision for the improvement of services to children and young people, and other client groups, and to ensure that services are provided to the highest possible standard within the current resources available, and that our customers are fully engaged and consulted in service provision.
27. To be responsible for ensuring that performance and agreed outcomes are constantly scrutinised and monitored so as to provide the best possible outcomes for children and young people, particularly in relation to the twin principal objectives of safeguarding and improving educational outcomes for all.
28. To develop a comprehensive 3 year business plan for each service area that will underpin and support the achievement of the Corporate Strategy, clear objectives, performance monitoring and effective workforce planning.

29. To ensure proper and transparent governance arrangements are in place across the services within the portfolio, applying the principles of good governance to partnership working.
30. To ensure that effective arrangements are in place to secure the overall well-being and the health and safety of all employees and people delivering services for the Council.
31. To ensure that all service areas within the portfolio have resilient business continuity plans and robust emergency response and recovery arrangements.
32. To work at all times within the established policies and practices of the Council and within the framework established by the Council's constitution, including embracing the Council's equality and diversity policy commitments, ensuring fair treatment in employment, service delivery and communications.
33. Lead the development of service and workforce planning for the Education, Children and Family Services department.
34. To take lead responsibility for specific corporate projects or any other duties imposed by law, or which the Chief Executive may reasonably require.

Responsible for staff/equipment

The Department for Education, Children and Family Services is a large multi-faceted department responsible for delivering a broad range of support and development services to children, young people and citizens across the County.

In April 2024, the department had a total of around 5,500 staff, of whom some # are Social Workers, 1,800 are Teachers; and is responsible for 12 Secondary Schools, 94 Primary Schools, 1 Nursery School, 1 Special School, 3 Youth Centres, 3 Basic Skill Centres, one Training, Conference and Performing Centre, 3 Children's Homes and 3 Pupil Referral Units.

The department has a gross annual revenue budget of more than £270m of which around £144m is delegated to schools, and an annual capital programme of £64 million over the next 5 years.

Reporting to

Chief Executive

Other

This post may be subject to change in the future due to increased collaborative working and internal service/organisational redesign. The job profile will be reviewed periodically and updated to ensure that it relates to the duties as then being performed or to incorporate whatever changes are proposed by the Authority. Any such changes will be subject to consultation with the postholder. It will be the Authority's aim to reach agreement to make reasonable changes. If agreement is not possible the Authority reserves the right to implement changes following consultation.

Safeguarding

Safeguarding is everyone's business. All of us have a responsibility for protecting children and adults at risk, working in a way that promotes and supports their best interests and for reporting any concerns.

Essential Criteria

Qualifications, Vocational Training and Professional Memberships

Honours degree level qualification or equivalent experience.

A relevant management qualification or demonstrable continuing professional development.

Evidence of continuing professional development relevant to this role.

Job Related Skills and Competencies

One Team

Adapting to change

You can adapt to changes in work or environment, remaining effective and positive. You adapt your personal style to suit different people or situations, to collectively deliver shared goals or purpose. You make positive use of change and uncertainty to promote and encourage collaboration and sharing across departments, services and with partners in regional working.

Customers First

Customer focus

You actively seek the diverse views of individuals who use our services, to improve our service delivery through Welsh and English. You plan ahead for service needs, considering the wider factors and long-term effects of decisions. You develop, deliver and evaluate strategic plans, balancing short-term pressure with long-term goals, aligned to the Council's vision, which address diverse service needs including Welsh language and culture.

Developing relationships & bilingual services

You quickly establish mutual respect and trust based on honesty and reliability, building lasting relationships with others. You research effective methods to develop bilingual services that have a positive impact on individuals. You ensure that decisions are made with the Welsh language at the heart, providing a bilingual service to individuals and teams.

Integrity

Decision making

You understand when something falls outside of your role and when to refer to others. You take responsibility for people and decisions which may involve tough choices or considered risks, giving clear direction. You promote transparency around decisions and create a culture where others feel able to challenge decisions being made.

Excellence

Innovation

You ask questions and look for better and/or new ways of doing things, suggesting improvements. You design processes and systems that support positive change, secure learning, and improve services. You embed a culture of innovation and creative thinking to drive service improvements, empowering teams to encourage continual development.

Analysing

You take a positive approach to deal with problems and find ways to identify suitable solutions. You research and analyse numerical and written information and data from a range of sources to inform evidence-based decisions. You probe for further information or understanding of a problem, recognising how one issue may be part of a larger system and making rational conclusions.

Take Responsibility

Manages performance

You reflect honestly on your own performance, identifying what could be developed or done differently in the future. You consider individual needs, addressing performance promptly and fairly, treating mistakes as learning opportunities. You create an environment where people feel empowered to make decisions, encouraging ideas, improvements and measured risk taking.

Listening

Understanding others

You listen to understand alternative viewpoints and needs, responding sensitively and checking understanding where necessary. You facilitate constructive discussions and work with a range of people to reach an agreement. You use self-awareness and high levels of understanding of other's needs, to influence and negotiate high-level strategic and collaborative agreements.

Knowledge

A thorough knowledge of the national policy framework within which the County Council operates. Knowledge and understanding of the political context at a local, regional, and national level.

A clear understanding of key Welsh and UK legislative, policy and best practice issues in relation to Education, Children and Family Services.

A clear understanding of, and commitment to, the principles of good governance.

Experience

Extensive and successful experience in the management and improvement of services for children and young people.

Demonstrable experience in the successful development and delivery of corporate and integrated strategic policies and programmes.

Significant experience in leading and managing the development and delivery of educational / children / family services.

Personal qualities

To confidently manage sensitive and political issues with effective use of diplomacy to achieve positive outcomes for service users.

The ability to work effectively with elected members, demonstrating political sensitivity and impartiality.

Desirable Criteria

Relevant professional qualification or equivalent Teaching Qualification.

Language and Communication Skills

Click on the link [What level are you?](#)

Welsh	Spoken Level 5 language-skills-assessment-and-guidance.docx	Written level 5
English	Spoken Level 5	Written level 5
Other (please State)		

DISCLOSURE AND BARRING SERVICES (DBS) CHECKS

DBS Checks may be required for certain posts which work with children and vulnerable adults. This post requires:

Section A – type of disclosure Enhanced Disclosure with Barred list check

Section B – workforce type **Child and Adult Workforce**

Section C – Does the post require 3 yearly DBS renewals or registration with the DBS online update service? No

JUSTIFICATION

The role may require the postholder to have unsupervised access to children and vulnerable adults.

ANY OTHER INFORMATION

Appendix B

Part 3.2. of the Council's Scheme of Delegation contained within the Constitution. (revised at County Council 9.2.22.)

Duties of the Director of Education & Children's Services*

To exercise all powers relating to the functions of the County Council as the Local Authority.

The Director of Education and Children's Services is the Lead Director for children and young people, as required by the Children Act 2004, and has responsibility for coordinating and overseeing the promotion of local co-operation between the Council and other relevant partners and bodies, and also in publishing plans setting out the Council's strategy in relation to children and young people.

In addition, operational responsibility for children, young people and families' social services functions are specifically delegated from the Director of Community Services to the Director of Education and Children's Services.

Licensing Act 2003 and Gambling Act 2005

Delegated authority to make representations on behalf of the Council acting in its capacity as a responsible authority.

Charitable Trust Funds

To determine, in consultation with Trustees, applications received for financial support from Charitable Trust Funds administered by the Authority on behalf of Trustees.

School Closures

Notice of Closure

To deal with schools with no registered pupils on the statutory January census date (a "small school") and that such schools be subject to an immediate notice of closure. (County Council decision 15 April 2014).

*The Job title reflects what is currently in the Constitution.

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County Council

8 May 2024

APPOINTMENT OF INTERIM MONITORING OFFICER

Recommendations / Key decisions required:

To note the recommendation of the Appointments Committee ‘B’ held on the 17th April 24, and designate Mr Steve Murphy as the Council’s Monitoring Officer on an interim basis, following the retirement of the current Head of Administration & law (and Monitoring Officer) on the 31st May 2024.

Reasons:

- To comply with the requirements of Section 5 of the Local Government and Housing Act 1989 and to carry out the statutory role and responsibilities of Monitoring Officer under that Act.
- To ensure that interim arrangements are maintained to meet statutory requirements pending the appointment to the permanent post. It is anticipated that the permanent recruitment process will be concluded in July 2024.
- To ensure that the Council has a Monitoring Officer in place to cover the statutory and constitutional roles as set out in Article 11 (Functions of the Monitoring Officer) of the Council’s Constitution.

Cabinet Decision Required:	No
Council Decision Required:	YES

Cabinet Portfolio Holders:

Cllr. Linda Evans (Deputy Leader & Cabinet Member for Homes)
 Cllr. Philip Hughes (Cabinet Member for Organisation & Workforce)

<p>Directorate: Chief Executive’s</p> <p>Report Author: Paul Thomas</p>	<p>Designation:</p> <p>Assistant Chief Executive</p>	<p>Tel Nos. / E-Mail Addresses:</p> <p>01267 246123 PRThomas@Carmarthenshire.gov.uk</p>
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EXECUTIVE SUMMARY

County Council

Date: 8 May 2024

Appointment of Interim Monitoring Officer

1. Background

The current Head of Administration & Law, (including the role of Monitoring Officer) will be retiring from the Council with effect from 31st May 2024. The Council therefore needs to designate an Interim Monitoring Officer to discharge this statutory role until the conclusion of the appointments process which is currently underway, and the new Head of Law, Governance and Civil Services is in post.

On the 28th February 2024, County Council endorsed the report setting out the requirements of the Local Authorities (Standing Orders) (Wales) (Amendment) Regulations 2014, where an authority proposes to appoint a chief officer and it is proposed to pay the chief officer annual remuneration of £100,000 or more, the post must be publicly advertised. The only exception to this requirement is where annual remuneration for a Chief Officer role is £100,000 or more and the proposed appointment is to be made for a period of no longer than 12 months.

That report contained details of the temporary interim arrangements that would need to be in place so that the Authority could continue to fulfil its statutory responsibilities during the period between the retirement of the current Head of Administration and Law (and Monitoring Officer) and the commencement of the successor.

In accordance with the report agreed by County Council on the 28th February 2024, an abridged recruitment and selection process was undertaken, and an Appointments Committee 'B' shortlisting meeting was held to assess the expressions of interest received, followed by a meeting of the Appointments Committee 'B' , held on the 17th April 24, to appoint the successful candidate.

Members are now advised that Steven Murphy has been appointed to the interim role of Head of Law, Governance & Civil Services, and will take up the role with effect from the 1st June 2024.

Monitoring Officer

Members are advised that Section 5 of the Local Government & Housing Act 1989, imposes a statutory duty on the Council to designate one of its Officers, to be known as the Monitoring Officer, and to carry out the statutory duties of Monitoring Officer under that Act. Those duties are primarily to ensure the lawfulness and fairness of the Council's decision making. By law, the Monitoring Officer cannot be the Chief Executive or its Chief Finance Officer.

A Monitoring Officer must be designated by Full Council.

Although the Monitoring Officer's duties are essentially of a legal nature, there is no requirement for the officer to be legally qualified, (although all other 21 Local Authority Monitoring Officers in Wales are qualified Lawyers). The position of Monitoring Officer is

an essential role pivotal to the protection of probity of the Council. The role has a number of specific statutory duties, which include reporting to Council on matters which are, appear to be, or are likely to be, illegal or amount to maladministration. The Monitoring Officer is responsible for matters relating to the conduct of councillors or officers; and also for the operation of the Council's constitution. The Monitoring Officer also carries out a number of responsibilities set out in the Constitution. (See Appendix A).

As outlined in the report submitted to County Council on the 28th February 2024, the appointment to the interim Head of Law, Governance and Civil Services has been made, so this further report seeks approval from Council to designate the duties of Monitoring Officer to Mr Murphy as the appointed Interim Head of Law, Governance and Civil Services.

2. Recommendations

It is recommended that County Council:

Note the recommendation of the Appointments Committee 'B' held on the 17th April 24, and designate Mr Steve Murphy as the Council's Monitoring Officer on an interim basis, following the retirement of the current Head of Administration & law (and Monitoring Officer) on the 31st May 2024.

No, however the following document is attached as an appendix:

- Constitutional responsibilities of the Monitoring Officer. Appendix A

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: Paul Thomas, Assistant Chief Executive

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

1. Policy, Crime & Disorder and Equalities – In accordance with the Council’s Constitution and Policy Framework.

2. Legal – As above.

3. Finance.

The salary for the Head of Governance & Law is in accordance with the County Council’s agreed 24/25 Pay Policy Statement and is within the current budgeted salary. The Monitoring Officer role is part of the substantive post and is therefore included within the Council’s core budget. Any net costs of the recruitment process and interim arrangements will be met from departmental budgets/reserves.

4. Risk Management – This is a Statutory post. Failure to make provision to discharge the functions contained within this role , efficiently and effectively would place the authority at risk.

6. Staffing Implications – In accordance with the Council’s Constitution and Policy Framework.

CONSULTATIONS

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

Signed: Paul Thomas, Assistant Chief Executive.

1. County Council
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

**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
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Articles of CCC's Constitution

11.3 Functions of the Monitoring Officer

(a) Maintaining the Constitution

The monitoring officer will maintain an up-to-date version of the Constitution and will ensure that it is widely available for consultation by members, staff and the public.

(b) Ensuring Lawfulness and Fairness of Decision Making

After consulting with the Chief Executive and Chief Finance Officer, the Monitoring Officer will report to the full Council or to the Executive Board in relation to an executive function if he or she considers that any proposal, decision or omission would give rise to unlawfulness or if any decision or omission has given rise to maladministration. Such a report will have the effect of stopping the proposal or decision being implemented until the report has been considered.

(c) Supporting the Standards Committee

The Monitoring Officer will contribute to the promotion and maintenance of high standards of conduct through provision of support to the Standards Committee.

Revised at Council 19/05/21

(d) Receiving Reports

The Monitoring Officer will receive and act on reports made by the Ombudsman and decisions of the case tribunals.

(e) Conducting Investigations

The Monitoring Officer will conduct investigations into matters referred by the Ombudsman and make reports or recommendations in respect of them to the Standards Committee.

(f) Proper Officer for Access to Information

The Monitoring Officer will ensure that Cabinet decisions, together with the reasons for those decisions and relevant officer reports and background papers are made publicly available as soon as possible.

(g) Advising Whether Decisions of the Cabinet are Within the Budget and Policy Framework. The Monitoring Officer will advise whether decisions of the Cabinet are in accordance with the budget and policy framework.

(h) Providing Advice

The Monitoring Officer will provide advice on the scope of powers and authority to take decisions, maladministration, probity and budget and policy framework issues to all councillors.

(i) Restrictions on Posts

The Monitoring Officer cannot be the Chief Finance Officer or the Chief Executive.

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
YES	YES	NONE	NONE	NONE	YES	NONE	NONE

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)

1. Scrutiny Committee request for pre-determination	NO
If yes include the following information: -	
Scrutiny Committee	
Date the report was considered:-	
Scrutiny Committee Outcome/Recommendations:-	

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.



CABINET MEMBER PORTFOLIO HOLDER(S) AWARE/CONSULTED 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		Equality objectives and strategic equality plans EHRC (equalityhumanrights.com)
Is Wales Fairer 2023		Equality and Human Rights Monitor 2023: Is Wales Fairer? EHRC (equalityhumanrights.com)

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Cynllun Strategol Cydraddoldeb

Strategic Equalities Plan

2024-28



sirgar.llyw.cymru
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

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.

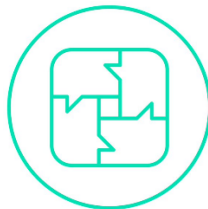
Five Ways of Working

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.



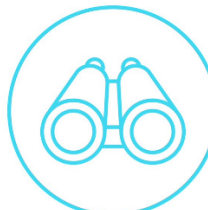
Integration

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 5th 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 8,665¹ 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. ²

¹ @December 2022

² 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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CABINET**MONDAY 4TH 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 19th 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.

CHAIR

DATE

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

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CABINET

MONDAY 18TH MARCH 2024

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

Councillors (In Person):

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

Councillors (Remotely):

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
 J. Jones - Head of Regeneration, Policy & Digital
 L. Rees-Jones - Head of Administration & Law
 L. Evans - Policy & Involvement Manager
 C. Higginson - Media Manager
 L. Jenkins - Cabinet Support Officer
 R. Morris - Member Support Officer
 K. Thomas - Democratic Services Officer
 S. Rees - Simultaneous Translator

Also Present (Remotely):

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

Chamber, County Hall, Carmarthen and remotely : 10:00 am - 10:43 am

1. APOLOGIES FOR ABSENCE

There were no apologies for absence.

2. DECLARATIONS OF PERSONAL INTEREST

Councillor / Officer	Minute Number	Nature of Interest
Councillor C.A. Davies	7 - Business Rates - Retail, Leisure and Hospitality Rates Relief Scheme 2024/25	Her family runs a business

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

Councillor G. Davies	13 - Sustainable Communities Fund - Round 4 Applications	He is the Trustees of one of the organisations
Councillor H.A.L Evans	7 - Business Rates - Retail, Leisure and Hospitality Rates Relief Scheme 2024/25	Close relative runs a business
Councillor L.D. Evans	7 - Business Rates - Retail, Leisure and Hospitality Rates Relief Scheme 2024/25	Close relative runs a business
Councillor L.D. Evans	13 - Sustainable Communities Fund - Round 4 Applications	Someone she knows has applied for a grant
Councillor P.M. Hughes	7 - Business Rates - Retail, Leisure and Hospitality Rates Relief Scheme 2024/25	He runs a business in the county
Councillor A. Lenny	13 - Sustainable Communities Fund - Round 4 Applications	He is a member of Carmarthen Town Council who have applied for a grant
Councillor D. Price	13 - Sustainable Communities Fund - Round 4 Applications	He has links with an organisation in Drefach which has applied for grant funding
Councillor A. Vaughan-Owen	13 - Sustainable Communities Fund - Round 4 Applications	He is a member of one of the groups who have applied for a grant

3. TO SIGN AS A CORRECT RECORD THE MINUTES OF THE MEETING OF THE CABINET HELD ON THE 4TH MARCH 2024

UNANIMOUSLY RESOLVED that the minutes of the meeting of the Cabinet held on the 4th March, 2024 be signed as a correct record.

4. QUESTIONS ON NOTICE BY MEMBERS

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

5. PUBLIC QUESTIONS ON NOTICE

The Chair advised that no public questions had been received.

6. (DRAFT) STRATEGIC EQUALITY PLAN 2024-2028.

Cabinet considered the (draft) Strategic Equality Plan 2024-28 which had 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. The Authority is required to publish the new plan in April 2024.

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

The Equality Act 2010 brings together and replaces 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 1st 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.

Reference was made to the importance of this agenda item which was a major part of the Cabinet's vision.

UNANIMOUSLY RESOLVED TO RECOMMEND TO COUNCIL

6.1 that the (Draft) Strategic Equality Plan be approved;

6.2 that the (Draft) Strategic Equality Objectives be agreed.

7. BUSINESS RATES - RETAIL, LEISURE AND HOSPITALITY RATES RELIEF SCHEME 2024/25

[NOTE: Councillors C.A. Davies, H.A.L. Evans, L.D. Evans and P.M. Hughes, having earlier declared an interest in this item, left the meeting for the consideration and determination thereof.]

Cabinet considered a report providing details of a rate relief scheme being made available to billing authorities by Welsh Government for 2024/25.

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. However, 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.

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, it was extended to include leisure and hospitality sectors e.g. shops, pubs and restaurants, gyms, performance venues and hotels across Wales.

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.

Welsh Government has recently confirmed that 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. However, for 2024/25 the scheme will provide a discount of 40% for eligible occupied properties. The scheme will apply to all eligible businesses, however, the relief will be subject to a cap on the amount each business can claim across Wales.

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

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 was appended to the report at Appendix A.

As this relief is a temporary measure 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. The scheme is fully funded and therefore at no cost to the authority provided relief is granted in accordance with the Welsh Government guidelines.

UNANIMOUSLY RESOLVED

- 7.1 that the Retail Leisure and Hospitality Rates Relief Scheme 2024/25, be adopted for 2024/25;**
- 7.2 that relief be granted in accordance with the Welsh Government guidelines;**
- 7.3 that applications not specifically covered by the guidelines or otherwise require specific consideration, be determined by the Cabinet Member for Resources.**

8. COUNCIL'S REVENUE BUDGET MONITORING REPORT

The Cabinet considered the revenue budget monitoring report which provided an update on the latest budgetary position as at 31st December 2023, in respect of 2023/24.

Overall, the monitoring report forecast 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.

The Cabinet Member for Resources made particular reference to the fact that schools are expecting to spend £8.6m more than delegated budgets, meaning that current balances will reduce from £11.1m to £2.5m which was a concerning issue. He pointed out that part of the reason for the drawdown on school balances was due to the high level of nationally agreed NJC pay awards. As it has always been this Administration's budget approach to try and provide in full for known pay commitments to delegated school budgets, he recommended that part of the contingency budget be allocated to meet this increased cost to schools, estimated to be around £800k.

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

UNANIMOUSLY RESOLVED

- 8.1 that the budget monitoring report be received and the budgetary position and appropriate corrective action taken be noted;**
- 8.2 that, in respect of significant overspends on specific budget areas, Chief Officers and Heads of Service critically review options available to them to address the ongoing impact;**
- 8.3 that part of the contingency budget be used to meet the increased pay cost to schools caused by the NJC pay awards, estimated to be around £800k.**

9. CAPITAL PROGRAMME 2023/24 UPDATE

Cabinet considered a report providing details of the latest projected outturn of the capital programme as at 31st December, 2023 in respect of the 2023/24 financial year.

The current capital programme is based on information available as at the end of December 2023. Appendix A indicated 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 1st 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 detailed the main variances within each department.

Reference was made to the amazing projects being undertaken by the Council including the YMCA in Llanelli and the designing and building of new schools, despite all the challenges.

UNANIMOUSLY RESOLVED

- 9.1 that the capital programme update report be received;**
- 9.2 that the new projects be noted and agreed, to be funded from current year capital charges**

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

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

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

11. 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.

12. DISPOSAL OF PARC DEWI SANT, JOBSWELL ROAD, CARMARTHEN.

Following the application of the public interest test it was **UNANIMOUSLY RESOLVED**, pursuant to the Act referred to in Minute 11 above, to consider this matter in private, with the public excluded from the meeting as disclosure would put the Authority at a material disadvantage in any subsequent negotiations with third parties and potentially harm the public purse.

Cabinet considered a report providing details of a revised offer in connection with the disposal of Parc Dewi Sant, Carmarthen.

UNANIMOUSLY RESOLVED to proceed with the revised offer as detailed in the report.

13. SUSTAINABLE COMMUNITIES FUND - ROUND 4 APPLICATIONS

Following the application of the public interest test it was **UNANIMOUSLY RESOLVED**, pursuant to the Act referred to in Minute 11 above, to consider this matter in private, with the public excluded from the meeting as disclosure would be likely to place the organisations named in the report at an unfair disadvantage in relation to any competitors.

[NOTE: Councillors G. Davies, L.D. Evans, A. Lenny, D. Price and A. Vaughan-Owen, having earlier declared an interest in this item, left the meeting for the consideration and determination thereof. Councillor P.M. Hughes chaired the meeting for this item, in the absence of the Chair.]

Cabinet considered a report providing an overview of applications submitted under the Sustainable Communities Fund (Round 4) which is funded via the UK Government Shared Prosperity Fund.

UNANIMOUSLY RESOLVED that the projects identified be awarded funding, as detailed in the report.

CHAIR

DATE

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

CABINET**MONDAY 25TH MARCH 2024****PRESENT:** Councillor D. Price (Chair) (In Person)**Councillors (In Person):**C.A. Davies
J. Tremlett

H.A.L. Evans

L.D. Evans

E.G. Thomas

Councillors (Remotely):

G. Davies

Also in attendance as an observer (Remotely):

Councillor D.M. Cundy

Also Present (In Person):

W. Walters - Chief Executive

C. Moore - Director of Corporate Services

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

A. Williams - Director of Place & Infrastructure

S. Davies - Head of Access to Education

L. Rees-Jones - Head of Administration & Law

D. Hockenfull - Media & Marketing Manager

L. Jenkins - Cabinet Support Officer

E. Bryer - Democratic Services Officer

D. Hall-Jones - Member Support Officer

S. Rees - Simultaneous Translator

Also Present (Remotely):

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

M. Runeckles - Member Support Officer

Chamber, County Hall, Carmarthen and remotely : 2.00 pm - 2.15 pm**1. APOLOGIES FOR ABSENCE**

Apologies for absence were received from Councillors P.M. Hughes, A. Lenny and A. Vaughan-Owen.

2. DECLARATIONS OF PERSONAL INTEREST

Councillor	Minute Number	Nature of Interest
Councillor C.A. Davies	5 – School Admissions – Primary School Admissions Review (Rising 4s)	Runs a children's nursery

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

3. QUESTIONS ON NOTICE BY MEMBERS

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

4. PUBLIC QUESTIONS ON NOTICE

The Chair advised that no public questions had been received.

5. SCHOOL ADMISSIONS - PRIMARY SCHOOL ADMISSIONS REVIEW (RISING 4s)

[NOTE: Councillor C.A. Davies, having earlier declared an interest in this item, left the meeting prior to the consideration and determination thereof.]

Cabinet considered a report on the review of Primary School Admissions.

In 2018/19 the Education & Children Scrutiny Committee completed a Task & Finish Review of the current provision for early years education, childcare and play opportunities. One of the conclusions identified in the report was that the Authority's 'Rising 4s' policy is markedly different to other neighbouring Local Authorities' and that the Council undertake a formal review of its current admissions policy for full time education for 4 year olds (the Rising 4s Policy).

At its meeting held on 11th December, 2023 Cabinet considered a report into the rationale for potential removal of the policy and an assessment of the implications of removal of the Rising 4s Policy in individual schools in the form of a gap analysis. As a result, Cabinet resolved to consult on the removal of the Rising 4s Policy during the annual admissions consultation exercise in January 2024, for potential implementation in September 2025. An extensive consultation exercise took place between 19th January 2024 and 1st March 2024.

The review of the full-time education admissions policy formed only part of an overall review of early years education and childcare provision across the county. The Cabinet's Vision statement outlines a desire to 'improve the availability of early years education and childcare settings across the county, particularly in rural areas; with a particular focus on providing and strengthening Welsh-medium childcare in all areas'. Via a thorough analysis of gaps in the provision of the early years' education and childcare offer across Carmarthenshire, officers have identified communities where there is currently a limited offer i.e. a lack of early years education and/or childcare provision. As part of implementing a revised Admissions Policy officers will develop proposals to address those gaps and present these to Cabinet for their consideration. This will include working with partners on the delivery of early years education or creating 3-11 schools to provide the education offer across the county. Officers will also work on enhancing the childcare offer in those communities to ensure that families are able to access the Welsh Government's 30-hour free Childcare Offer locally.

UNANIMOUSLY RESOLVED that Carmarthenshire, as the Admissions Authority for Community and Voluntary Controlled primary schools,

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

proceeds to remove the Rising 4s Policy and implement Option B (as detailed in the report) from 1st September 2025 i.e. to admit full time learners to primary schools in the school term following their fourth birthday.

6. LABOUR GROUP CHANGES TO MEMBERSHIP OF THE CABINET ADVISORY PANELS

Cabinet considered the following nominations submitted by the Labour Group to fill vacant seats on Cabinet Advisory Panels:-

- (1) Councillor Tina Higgins to take the vacant seat on the Rural Working Group Advisory Panel;
- (2) Councillor Michael Thomas to take the vacant seat on the Development of the Local Development Plan Advisory Panel;
- (3) Councillor Edward Skinner to take the vacant seat on the Corporate Parenting & Safeguarding Advisory Panel;
- (4) Councillors Crish Davies and Edward Skinner to take the vacant seats on the Climate Change & Nature Emergency Cross Party Advisory Panel.

UNANIMOUSLY RESOLVED that the proposed changes to membership of Cabinet Advisory Panels, as detailed above, be approved.

7. PLAID CYMRU GROUP CHANGES TO MEMBERSHIP OF THE CABINET ADVISORY PANELS

Cabinet considered the following changes to membership of Cabinet Advisory Panels submitted by the Plaid Cymru Group:-

- (1) Councillor Russell Sparks to replace Councillor Hefin Jones on the Climate Change Advisory Panel;
- (2) Councillor Meinir James to replace Councillor Liam Bowen on the Climate Change Advisory Panel.

UNANIMOUSLY RESOLVED that the proposed changes to membership of Cabinet Advisory Panels, as detailed above, be approved.

8. 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.

CHAIR

DATE

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

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CABINET**MONDAY 15TH APRIL 2024****PRESENT:** Councillor D. Price (Chair) (In Person)**Councillors (In Person):**

C.A. Davies L.D. Evans P.M. Hughes E.G. Thomas
J. Tremlett

Councillors (Remotely):

G. Davies, A. Lenny and 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
L.R. Jones, Head of Administration and Law
P.R. Thomas, Assistant Chief Executive (People Management & Performance)
G. Morgans, Director of Education & Children's Services
L. Jenkins, Cabinet Support Officer
J. Jones, Head of Regeneration, Policy & Digital
C. Higginson, Media Manager
J. Owens, Democratic Services Officer
M. Runeckles, Members Support Officer

Also Present (Virtually):

M. Evans Thomas, Principal Democratic Services Officer
D. Hall-Jones, Member Support Officer
A. Eynon, Principal Translator

Chamber, County Hall, Carmarthen and remotely : 10.00 am - 10.18 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 interest.

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

3. TO SIGN AS A CORRECT RECORD THE MINUTES OF THE MEETINGS OF THE CABINET HELD ON THE FOLLOWING DATES:-

3.1. 18TH MARCH 2024

UNANIMOUSLY RESOLVED that the minutes of the meeting of the Cabinet held on the 18th March, 2024 be signed as a correct record.

3.2. 25TH MARCH 2024

UNANIMOUSLY RESOLVED that the minutes of the meeting of the Cabinet held on the 25th March, 2024 be signed as a correct record.

4. QUESTIONS ON NOTICE BY MEMBERS

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

5. PUBLIC QUESTIONS ON NOTICE

The Chair advised that no public questions had been received.

6. EMPLOYMENT SAFEGUARDING (REVISED AND NEW POLICIES/ GUIDANCE)

Cabinet considered a report detailing revisions made to the Authority's DBS Guidance which has been updated to include revised processes around risk assessments and escalation processes for non-compliant recruiters.

This more detailed guidance was updated following an audit undertaken by our Employment Safeguarding Officer and after consultation with managers and other key stakeholders including the Disclosure and Barring Service. The Corporate Safeguarding Group also made further revisions to ensure that the recent recommendations from Wales Audit are taken account of.

UNANIMOUSLY RESOLVED

6.1 that the revised DBS Guidance, updated to include revised process around risk assessments and escalation process for non-compliant recruiters, as appended to the report, be approved;

6.2 that the following policies, as appended to the report, be adopted:-

- (1) Safer Recruitment Policy**
- (2) Recruitment of Ex-Offenders Policy**

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

7. TEN TOWNS PROGRAMME (REVENUE FUND)

Cabinet considered an application seeking financial assistance from the Ten Towns Programme Revenue Fund.

Newcastle Emlyn Town Council, on behalf of the 10 Towns Growth Plan Team, is seeking funding to support the development of both national and local events in Newcastle Emlyn to help raise the profile and increase visitors to the town and surrounding area. Funding is being sought to support British Cycling's Junior National Time Trial and National Road Race Championships in Newcastle Emlyn in June 2024. Having successfully hosted the Welsh Road Race Championships in 2022 and the Men's Road Race Championships in 2023, the announcement by British Cycling to host the 2024 Junior National championships in Newcastle Emlyn presented a significant opportunity for the town to raise its profile as a place to visit and stay. Local business will be engaged in the organisation of the event, thus ensuring that they are able to maximise visitor spend from the event.

UNANIMOUSLY RESOLVED that the application made by Newcastle Emlyn Town Council for funding of £14,800 from the Ten Towns Revenue Fund be approved.

8. TEN TOWNS PROGRAMME CAPITAL FUND - LLANYBYDDER

Cabinet considered an application seeking financial assistance from the Ten Towns Programme Capital Fund.

The application was submitted by the Old School Community Centre, a charity located in Llanybydder. The re-development of the community centre has been identified as a priority project in the town's economic growth plan as well as by the economic growth plan team. Funding is being sought to undertake refurbishment and repurposing of existing building which is currently in a state of disrepair. The project will create a centre that supports both the economic growth and social needs of the town through the development of:-

- A shared working space for small businesses to hire and utilise
- A learning & personal development hub
- Events facility hire
- Café

These elements will complement the existing community gym already operating from the centre which provides an income stream to ensure its sustainability.

UNANIMOUSLY RESOLVED that the grant request of £100,000 from the Authority's 10 Towns Capital Fund and £74,294 from the Shared Prosperity Fund as part of the Rural Anchor programme, submitted by the Old School Community Centre, Llanybydder, be approved.

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

9. MEMBERSHIP – PARC HOWARD COLLABORATION GROUP

UNANIMOUSLY RESOLVED that Councillor Steve Williams be appointed to sit on the Parc Howard Collaboration Group (Joint with Llanelli Town Council).

10. LABOUR GROUP CHANGES TO MEMBERSHIP OF CABINET ADVISORY PANELS

Cabinet considered the following changes to membership of Cabinet Advisory Panels submitted by the Labour Group:-

- Councillor Edward Skinner to take the Vacant seat on the Development of the Local Development Plan Advisory Panel
- Councillor Anthony Leyshon to replace Councillor Dot Jones on the Rural Working Group Advisory Panel
- Councillor Lewis Davies to take the remaining vacant seat on the Rural Working Group Advisory Panel

UNANIMOUSLY RESOLVED that the proposed changes to membership of Cabinet Advisory Panels, as detailed above, be approved.

11. 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.

CHAIR

DATE

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