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THURSDAY, 7 OCTOBER 2021

TO: ALL MEMBERS OF THE COUNTY COUNCIL

I HEREBY SUMMON YOU TO ATTEND A **VIRTUAL MEETING** OF THE **COUNTY COUNCIL** WHICH WILL BE HELD **AT 10.00 AM, ON WEDNESDAY, 13TH OCTOBER, 2021** FOR THE TRANSACTION OF THE BUSINESS OUTLINED ON THE ATTACHED AGENDA

Wendy Walters

CHIEF EXECUTIVE

| | |
|---------------------------------|--|
| Democratic Officer: | Martin S. Davies |
| Telephone (direct line): | 01267 224059 |
| E-Mail: | MSDavies@carmarthenshire.gov.uk |

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

AGENDA

1. APOLOGIES FOR ABSENCE.
2. DECLARATIONS OF PERSONAL INTERESTS.
3. CHAIR'S ANNOUNCEMENTS.
4. TO APPROVE AND SIGN AS A CORRECT RECORD THE MINUTES OF THE COUNCIL MEETING HELD ON THE 15TH SEPTEMBER, 2021 5 - 14
5. APPOINTMENT OF NEW CO-OPTED MEMBERS OF STANDARDS COMMITTEE 15 - 18
6. RECRUITMENT TO THE POST OF DIRECTOR OF ENVIRONMENT (INTERIM) 19 - 52
7. TO CONSIDER THE RECOMMENDATIONS OF THE CABINET IN RESPECT OF THE FOLLOWING ITEMS:-
 - 7.1 ANNUAL TREASURY MANAGEMENT AND PRUDENTIAL INDICATOR REPORT 2020-2021 53 - 70
 - 7.2 CARMARTHENSHIRE COUNTY COUNCIL'S ANNUAL REPORT FOR 2020/21 71 - 160
8. TO RECEIVE THE REPORT OF THE MEETING OF THE CABINET HELD ON THE
 - 8.1 13TH SEPTEMBER 2021 161 - 168
 - 8.2 27TH SEPTEMBER 2021 169 - 174
9. TO CONSIDER THE FOLLOWING NOTICES OF MOTION:-
 - 9.1 NOTICE OF MOTION SUBMITTED BY COUNCILLOR JOHN JAMES
"This Council adopts the policy that all new developments, including house and street names, are delivered through the medium of the Welsh Language.
This adopted policy would align with the Well-being of Future Generations (Wales) Act 2015 Objective to have "A Wales of Vibrant Culture and Thriving Welsh Language) and will introduce more residents of Carmarthenshire to the Welsh Language and its usage."
10. PUBLIC QUESTIONS (NONE RECEIVED).
11. QUESTIONS BY MEMBERS (NONE RECEIVED)
12. MINUTES FOR INFORMATION (AVAILABLE TO VIEW ON THE WEBSITE)
 - 12.1 PLANNING COMMITTEE -16TH SEPTEMBER, 2021

12 .2 STANDARDS COMMITTEE - 20TH SEPTEMBER 2021

12 .3 APPEALS COMMITTEE - 21ST SEPTEMBER 2021;

12 .4 LICENSING COMMITTEE - 23RD SEPTEMBER, 2021

**12 .5 GOVERNANCE AND AUDIT COMMITTEE - 24TH
SEPTEMBER, 2021**

**12 .6 COMMUNITY AND REGENERATION SCRUTINY
COMMITTEE - 30TH SEPTEMBER, 2021**

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WEDNESDAY, 15 SEPTEMBER 2021

PRESENT: Councillor J.E. Williams (Chair)

Councillors:

| | | | |
|-----------------|------------------|---------------------|--------------------|
| L.R. Bowen | K.V. Broom | C.A. Campbell | J.M. Charles |
| D.M. Cundy | C.A. Davies | W.R.A. Davies | T.A.J. Davies |
| G. Davies | H.L. Davies | I.W. Davies | J.A. Davies |
| K.Davies | S.L. Davies | E. Dole | D.C. Evans |
| H.A.L. Evans | L.D. Evans | R.E. Evans | W.T. Evans |
| S.J.G. Gilasbey | C.J. Harris | P. Hughes-Griffiths | A.D. Harries |
| T.M. Higgins | J.K. Howell | P.M. Hughes | J.D. James |
| R. James | D.M. Jenkins | J.P. Jenkins | G.H. John |
| C. Jones | B.W. Jones | D. Jones | G.R. Jones |
| H.I. Jones | A. Lenny | M.J.A. Lewis | K. Lloyd |
| K. Madge | A.S.J. McPherson | E. Morgan | A.G. Morgan |
| D. Nicholas | B.D.J. Phillips | J.S. Phillips | D. Price |
| J.G. Prosser | B.A.L. Roberts | H.B. Shepardson | E.M.J.G. Schiavone |
| A.D.T. Speake | L.M. Stephens | B. Thomas | D. Thomas |
| G. Thomas | J. Tremlett | A.Vaughan Owen | D.T. Williams |
| D.E. Williams | | | |

Also Present:

W. Walters, Chief Executive
J. Morgan, Director of Community Services
C. Moore, Director of Corporate Services
L.R. Jones, Head of Administration and Law
G. Morgans, Director of Education & Children's Services
R. Mullen, Director of Environment
P.R. Thomas, Assistant Chief Executive (People Management & Performance)
H. Pugh, Head of Revenues and Financial Compliance
N. Daniel, Interim Head of Planning
G. Morgan, Head of Democratic Services
M. Evans Thomas, Principal Democratic Services Officer
S. Rees, Simultaneous Translator
L. Jenkins, Executive Board Support Officer
J. Hawker, Digital Support Officer
C.J. Warwick, Digital Support Engineer
J. Owen, Democratic Services Officer
E. Bryer, Democratic Services Officer

Virtual Meeting - 10.00 am - 12.20 pm

1. APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillors F. Akhtar, S.M. Allen, J.S. Edmunds, P. Edwards, A. Fox, A. James, T.J. Jones, S. Matthews, S. Najmi, E.G. Thomas and G.B. Thomas.

2. DECLARATIONS OF PERSONAL INTERESTS.

| Councillor/Officer | Minute Number | Nature of Interest |
|--------------------|---------------|-----------------------------------|
| Cllr. K. Madge | 6.1 | Daughter works in Social Care. |
| R. Mullen | 5 | Director of CWM Environmental Ltd |

3. CHAIR'S ANNOUNCEMENTS.

- The Chair expressed congratulations to D. A. Jones, Derwen Fawr and his wife Eluned who recently celebrated their diamond wedding anniversary.
- The Chair stated that he had recently attended a number of events including a memorial service in Burry Port, Tour of Britain at Ysgol Bro Dinefwr and also the unveiling of a bench in memory of the late D.T. Davies in Llandeilo.
- The Chair extended birthday wishes to Marjorie Ferguson of Llandeilo on her 100th Birthday.
- The Chair also expressed congratulations to Councillor Alan Speake and his wife Stephanie who recently celebrated their golden wedding anniversary.
- The Chair referred to the sad passing of Ken Evans (former employee of the Council), and on behalf of the Council, expressed his sincere condolences to his wife Lynette and family.
- Councillor Jane Tremlett with the Chair's permission reported on the Council and Delta Wellbeing jointly receiving an award for the Connect Programme at the Public Sector Transformation Awards held last week in London.
In reporting the above, Cllr. Tremlett wished to express her sincere thanks to all the staff for their hard work.
- The Leader, with the Chair's permission provided an update on the Covid situation in Carmarthenshire. He expressed his concern regarding the recent figures although there were early signs of slowdown in the rate of increase in cases. He also encouraged everyone to have the vaccine and provided assurance that everything was being done to protect the NHS. Concern was expressed that the TTP team had reported that they had seen people becoming disengaged with the process and asked that we all continue to work with the TTP team. He expressed his thanks to all involved with Track, Trace and Protect.

4. TO APPROVE AND SIGN AS A CORRECT RECORD THE MINUTES OF THE COUNCIL MEETING HELD ON THE 14TH JULY, 2021

RESOLVED that the minutes of the meeting of Council held on the 14th July, 2021 be signed as a correct record.

5. CWM ENVIRONMENTAL LTD - SHORT TERM FUNDING REQUIREMENT

[Note: During consideration of this item R. Mullen declared an interest but stayed in the meeting.]

The Cabinet Member for Resources presented the report the purpose of which was to establish short term access to funding for CWM Environmental Ltd to meet additional running and one-off costs incurred following the fire at the Materials Recycling Facility on 24th April 2021 pending settlement of the relevant insurance claims.

There had been a major fire incident at CWM Environmental Ltd's Nantycaws site on 24th April 2021 which resulted in the total loss of the blue bag materials recycling building and its contents. The Company's fire and emergency plan had been enacted, with CWM personnel working with the Fire Service to bring the fire under control, whilst minimising the environmental impact of the fire.

CWM continue to work with its insurance company's loss adjusters and had been providing responses and supporting evidence to the questions raised to date. It was not unusual for formal acceptance of liability to take a number of weeks (pending various investigations) but once agreed that there were no obstacles to policy liability being accepted, they could then focus upon the actual claim.

It was advised that CWM was faced with meeting costs in advance of any insurance settlements such as:

- Cost of immediate response to the fire
- Cost of demolition
- Increased costs of operation

It was considered necessary therefore to facilitate a loan facility to CWM Environmental Ltd.

UNANIMOUSLY RESOLVED to agree to a funding facility as follows:

- 5.1 Loan amount – up to £1,000,000 for a period of 12 months;**
- 5.2 Rate of interest to be charged : 2% above the rate set by the PWLB for 12 month loan;**
- 5.3 Release of funding be delegated to the Director of Corporate Services to be administered as follows:**
 - a) Release of funding only when additional fire related spend is evidenced.**
 - b)The conclusion of the detailed loan agreement to be delegated to the Director of Corporate Services.**

6. TO CONSIDER THE RECOMMENDATIONS OF THE CABINET IN RESPECT OF THE FOLLOWING ITEMS

6.1. ANNUAL REPORT OF THE STATUTORY DIRECTOR OF SOCIAL SERVICES

[Note: Councillor K. Madge had earlier declared an interest in this item but stayed in the meeting during its consideration.]

The Council was informed that the Executive Board at its meeting on the 26th July (minute 7 refers) had considered the Annual Report of the Statutory Director of Social Services.

UNANIMOUSLY RESOLVED that the Annual Report of the Statutory Director of Social Services on the Performance of Social Care Services in Carmarthenshire 2020/21 be approved.

7. TO RECEIVE THE REPORT OF THE MEETING OF THE EXECUTIVE BOARD HELD ON THE 26TH JULY, 2021

UNANIMOUSLY RESOLVED that the report of the meeting of the Executive Board held on the 26th July, 2021 be received.

8. TO CONSIDER THE FOLLOWING NOTICES OF MOTION:-

8.1. NOTICE OF MOTION SUBMITTED BY COUNCILLOR DERYK CUNDY

Council considered the following Notice of Motion submitted by Councillor Deryk Cundy:-

We propose that Carmarthenshire Council agrees:

In order to prevent the serious backlog of both planning applications and planning enforcements accruing in the future and to make the Planning Service fit for purpose and to prevent the acknowledged risk to our Regeneration plans that we:

1. Strengthen our Scrutiny and Risk Management Processes, Procedures and Reporting by fully implementing the recommendations from the reports from the Welsh Audit Office “Review of Risk Management Arrangements – Carmarthenshire County Council – July 2019” and “Review of Planning Services – Carmarthenshire County Council – July 2021”.
2. That the Internal report into the Planning Department, “Strategic Review of the Planning Service’ be made available for scrutiny by all Councillors and prior to the Audit Committee meeting of the 24th of September.
3. That a Plan to resolve the current backlog of the many hundreds of applications and even more hundreds of enforcements as well as making the Planning Department Service fit for purpose to allow us to meet our Regeneration targets in a timely manner, is presented to this Chamber at our next County Council meeting by the Interim Head of Planning.

4. That the practice of using private companies to clear the backlog of planning applications ceases and is brought in house.
5. That an adequate budget is set to provide for any change required to provide for an effective and sustainable service provision of the Planning Department.
6. Calls on the Chair of the Planning Committee to publish a monthly report indicating the current state of awaiting applications and enforcements.

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 both in support and against the Motion.

Council was advised that if the motion was supported it would be referred to the Cabinet.

RESOLVED that the Notice of Motion be not supported.

8.2. NOTICE OF MOTION SUBMITTED BY COUNCILLOR GLYNOG DAVIES

Council considered the following Notice of Motion submitted by Councillor Glynog Davies:-

“Council notes that the Delta variant of SARS-CoV-2 is infecting children and young people at an unprecedented rate, yet schools in Wales have reopened with no remedial mechanisms in place to protect pupils and staff.

As it’s an airborne virus, ventilation and clean air is key in the battle against SARS-CoV-2, as recognised by the *Joint Union Guide to Improving Ventilation in Schools and Colleges* (Sept 2021) and the Welsh Government strategy to provide CO2 monitoring equipment. However, monitors are not a solution to poor ventilation: they just indicate that there is a problem and remedial action should be taken.

This council notes that the ozone technology proposed by the Welsh Government, for which £3.3m funding was allocated, has been put on hold following safety concern by medical experts. We also note HSE advice that the most suitable equipment for use in rooms with poor ventilation are:

- High Efficiency Particulate Air (HEPA) filters which are no less than 99.97% efficient at capturing human-generated viral particles associated with SARS-CoV-2 (*Centres for Disease Control and Prevention; Ventilation in Buildings; update 2 June 2021.*) and:
- Ultraviolet-based devices

This council therefore calls on Welsh Government to urgently consider approving, tendering and funding UV-C and /or HEPA units, as recommended by the HSE and validated as being appropriate and safe for use by the WHO, The Lancet and other leading medical authorities and publications”

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.

The following amendment to the motion was proposed by Councillor R. James and was duly seconded:

“Council notes that the Delta variant of SARS-CoV-2 is infecting children and young people at an unprecedented rate.

As it’s an airborne virus, ventilation and clean air is key in the battle against SARS-CoV-2, as recognised by the *Joint Union Guide to Improving Ventilation in Schools and Colleges* (Sept 2021) and the Welsh Government strategy to provide CO2 monitoring equipment. However, monitors are not a solution to poor ventilation: they just indicate that there is a problem and remedial action should be taken.

This Council notes the Welsh Government's Technical Advisory Group will now consider the results from the early trials of these machines and provide further advice on their use within education settings before any procurement process begins. We also note HSE advice that the most suitable equipment for use in rooms with poor ventilation are:

- High Efficiency Particulate Air (HEPA) filters which are no less than 99.97% efficient at capturing human-generated viral particles associated with SARS-CoV-2 (*Centres for Disease Control and Prevention; Ventilation in Buildings; update 2 June 2021.*) and:
- Ultraviolet-based devices.

This council therefore calls on Welsh Government to urgently consider assessing the possibility of utilising UV-C and /or HEPA units, as recommended by the HSE and validated as being appropriate and safe for use by the WHO, The Lancet and other leading medical authorities and publications, whilst noting that work needs to be conducted to safeguard our large school stock and protect hard-pressed schools from unforeseen financial pressures.”

The Proposer and Secunder of the Amendment were afforded the opportunity of speaking in support thereof and outlined the reasons for its submission, as set out in the Amendment.

A number of statements were made in support of both the motion and the amendment.

Following a vote, it was

RESOLVED that the Amendment to the Motion be not supported.

Council thereupon proceeded to vote on the original Motion and it was

FURTHER RESOLVED that the Notice of Motion be adopted and referred to the Cabinet.

8.3. NOTICE OF MOTION SUBMITTED BY COUNCILLOR TINA HIGGINS

Council considered the following Notice of Motion submitted by Councillor Tina Higgins:-

“Many residents in the county have noticed the advent of the “boy racer” who not only tears along the streets of Carmarthenshire, but also have loud or popping exhausts. The problem is a multi-agency matter, not just a matter of the police holding the key to solve the problem.

Since 2019, the Department for Transport have been trialling cameras in various parts of the UK. The cameras work much like a normal speed camera but instead of calculating speed, they use a microphone to judge the amount of noise coming from a vehicle. Should a car be too loud, it will trigger the camera to take a photo and automated number plate recognition (ANPR) will clock the registration plate and ensure that a penalty is sent to the registered address of the offending owner.

We propose that Carmarthenshire County Council investigate the possibility of installing acoustic cameras in the problem areas of Carmarthenshire.”

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 the Motion.

Council was advised that if the motion was supported it would be referred to the Cabinet.

UNANAMOUSLY RESOLVED that the Notice of Motion be supported and referred to the Cabinet.

9. PUBLIC QUESTIONS (NONE RECEIVED).

The Chair advised that no public questions had been received.

10. QUESTIONS BY MEMBERS:-

10.1. QUESTION BY COUNCILLOR DAI THOMAS TO COUNCILLOR EMLYN DOLE, LEADER OF THE COUNCIL

“In August Wales Audit published a report on the County Council's Planning Department. Can the Leader outline the work of this administration in relation to the response to the contents of the report?”

Response by Councillor Emlyn Dole – Leader of the Council:-

Thank you for your question Councillor Thomas. I would like to take the opportunity of clarifying the situation and to clear up some of the misinformation

that was shared in the previous discussion around planning performance. The last one was the summing up that said we didn't have a plan in place up until now. To clarify I will give you a timeline of events. Informal feedback from Wales Audit came to the Chief Executive in late April and immediately the Chief Executive asked the Head of ICT and Corporate Policy to establish an intervention board. This intervention board was subsequently established on the 10th May and reports to the intervention assurance board which is Chaired by the Chief Executive.

Audit Wales then sent their draft report to the Chief Executive on the 14th June and the Planning Hub was established a week later on the 21st June to handle all calls to Development Managers initially but now takes calls for planning enforcement. Pre-liminary cabinet received a preliminary progress report on the 24th June. Audit Wales sent their final report to the Chief Executive on July 13th and all staff within the planning department service received a copy of the report on the 21st July. Cabinet received the second progress report on the 26th July and Audit Wales received our formal action plan response to the 17 recommendations on the 30th July. Planning Committee received a verbal update on progress on the 19th August and the next progress report is due to go to the Cabinet on 20th September. Hopefully the timeline provides some clarity over what we've already heard this morning.

Audit Wales summary of what they found says exactly this "significant and longstanding performance issues in the planning service need to be urgently addressed to help support the delivery of the council's ambition". They say they came to that conclusion because the current arrangements for determining major planning applications needed strengthening to help us to achieve our regeneration ambitions. The longstanding performance issues in development management and planning enforcement were undermining effective service delivery and we need to urgently review our planning performance and service improvement arrangements to the planning service to better serve our customers.

I'm very glad of the question Councillor Thomas and to be able to share that timeline to give clarity and provide reality on our response to the Audit Wales report.

Supplementary Question by Councillor Dai Thomas:

Could the Leader provide further detail on the recommendations and how the Council is continuing to improve.

Response by Councillor Emlyn Dole – Leader of the Council:-

We have actions in progress against all 17 recommendations made by Audit Wales. Detailed performance management dashboards have been created within Arcus Global which is the digital system that is used within the service. Performance of the service is now robustly monitored by the Interim Head of Planning and Senior Managers. That's currently reported to the intervention assurance board and that will form a key part of the future quarterly performance monitoring reports that Councillor Alun Lenny spoke of earlier to CMT, to Cabinet and to Scrutiny and the Planning Committee.

On major projects we set up a major projects team that is led by Stuart Walters, Economic Development Manager and that was set up on 1st July. This team has identified planning applications that were initially classed as major projects of which 48 applications have since been approved. Out of these, 33 stated job number of 212 new full time jobs and 65 new part-time jobs and in addition safeguarding 300 jobs which include 120 in Llanelli. A new major projects protocol has been drafted and that's going to be prepared for the regeneration delivery team on the 29th September before it comes to CMT in October after DMT.

On development management and planning applications, Audit Wales reported 847 undetermined planning applications as of 15th March. As of September 13th there are 607 undetermined applications of which 292 remain within the 8 week target for determining planning applications. The backlog of those outside the 8 weeks target window is now 384 so since March the 15th when it was set at 847 by Audit Wales it now stands at 384. That's the progress we've done in the 18 weeks since then. Planning applications dating back more than 5 years as of March 15th when figures were presented to Audit Wales, that was 118 and now stands at 24. The Welsh Government performance indicator is the main performance target for planning applications, that reports in all quarterly performance reports; since the intervention board we have seen a significant improvement in performance month on month in determining those planning applications. For instance, the quarter 4 results in 2021 was 47%, in the quarter 1 report 2021/22 was then at 72% so the improvement is clear to see over the 18 weeks and the current projection for quarter 2 stands at 82%.

On development management and planning enforcement, of the 761 planning enforcement cases that were noted as Councillor Philip Hughes has already mentioned, that work is coming to him as the Cabinet Member with the new case closure protocol. I'm not going to pre-empt it but that gets to grip with the analysis we've made as we respond to Audit. There were 139 anonymous cases, 126 that were lodged by council staff and 53 that were logged by elected members. The planning enforcement policy was never formally adopted or implemented and that's led to a lack of clarity on what constitutes a planning enforcement case. A revised planning enforcement policy has been drafted and that will be consulted with elected members and the members of planning service in a seminar on the 27th September and then with the public before it is finalised and taken through the political process for formal approval at Cabinet. That should provide the clarity that is required to manage the expectations of planning enforcement function.

The planning hub was established on June 21st as a response to staff saying that 50% of their time was taken up with handling enquiries via calls or emails. That has been without doubt the biggest intervention made and the performance reflects that impact. The feedback from staff was that enquiries could sometimes take hours to deal with and lead to significant increase in workload. The hub now allows us to capture those enquires and also ensure that members receive timely responses to their enquiries. Members will play a critical role in the coming months in transforming the planning service. Since 21st June, 2,311 enquiries have been logged by the hub of which 2,200 have been closed and dealt with and that includes almost 200 elected member enquiries.

I am more than happy to release the independent review that we commissioned, so members can see that should they wish. For information in closing, the

projected underspend as it stands today for the planning department is £102,000 for 2021/22.

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

11.1. THE INDEPENDENT GROUP HAS NOMINATED COUNCILLOR ARWEL DAVIES TO REPLACE COUNCILLOR ANTHONY DAVIES ON THE POLICY AND RESOURCE SCRUTINY COMMITTEE

In accordance with Corporate Procedure Rule CPR 2(2)(n) the following nomination had been received from the Independent Group and it was:

UNANIMOUSLY RESOLVED that the nomination of Councillor Arwel Davies to replace Councillor Anthony Davies as one of the Independent Group's representatives on the Policy and Resource Scrutiny Committee be approved.

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

The Chair stated that the minutes outlined on the agenda 12.1 – 12.13 were available for information on the Council website.

CHAIR

DATE

COUNTY COUNCIL 13th OCTOBER 2021

APPOINTMENT OF NEW CO-OPTED MEMBERS OF STANDARDS COMMITTEE

Recommendations / key decisions required:

To appoint Mrs Carys Davies and Mr Frank Phillips as co-opted members of the Standards Committee

Reasons:

The terms of office of 2 current co-opted members of the committee are due to expire in December 2021.

Scrutiny Committee recommendations / comments:

Not applicable

| | |
|---------------------------|-----|
| Cabinet Decision Required | NO |
| Council Decision Required | YES |

CABINET MEMBER PORTFOLIO HOLDER:- Cllr E Dole (Leader)

| | | |
|---|---|---|
| Directorate Chief Executives Name of Head of Service: Linda Rees-Jones Report Author: Robert Edgecombe | Designations: Head of Administration & Law Legal Services Manager | Tel Nos. 01267 224018 E Mail Addresses: RJEdgeco@carmarthenshire.gov.uk. |
|---|---|---|

**EXECUTIVE SUMMARY
COUNTY COUNCIL
13TH OCTOBER 2021**

**Appointment of new co-opted members of Standards
Committee**

The current terms of office of 2 co-opted members of the Standards Committee, Mr Andre Morgan (Chair) and Mr. Alun Williams are due to expire in December 2021. As both members are coming to the end of their second term of office they could not be re-appointed to the committee.

Accordingly a public recruitment exercise was held during the summer of 2021 under the direction of a recruitment panel established in accordance with regulations and consisting of

Councillor Rob James
Councillor Jeanette Gilasbey
Councillor Gareth Thomas
Community Councillor Philip Rogers (Community Council member)
Mr Andrew Edwards (Lay Member)

Following interviews held on the 11th August 2021 the recruitment panel recommends to Full Council that

Mrs Carys Davies and
Mr Frank Phillips

Be appointed to the Standards Committee as independent co-opted members.

Mrs Davies is a former university administrator and Mr Phillips a former barrister and the Panel considers that they both have the required skills, knowledge and experience to fulfil this role.

DETAILED REPORT ATTACHED?

NO

IMPLICATIONS

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

Signed: L. Rees Jones

Head of Administration and Law

| | | | | | | |
|--|----------------------|------------------------|--------------------|---------------------------------------|--------------------------------------|--------------------------------|
| Policy, Crime & Disorder and Equalities NONE | Legal NONE | Finance NONE | ICT NONE | Risk Management Issues NONE | Staffing Implications NONE | Physical Assets NONE |
|--|----------------------|------------------------|--------------------|---------------------------------------|--------------------------------------|--------------------------------|

CONSULTATIONS

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

Signed: L Rees-Jones

Head of Administration and Law

1. **Scrutiny Committee** Not applicable
2. **Local Member(s)** Not applicable
3. **Community / Town Council** Not applicable
4. **Relevant Partners** Not applicable
5. **Staff Side Representatives and other Organisations** *Not applicable*

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 |
|-------------------|--------------|---|
| Legal file | DPSC-186 | Legal Services, County Hall |

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County Council

13th October 2021

**RECRUITMENT TO THE POST OF DIRECTOR OF ENVIRONMENT
(INTERIM)**

Recommendations / Key decisions required:

That County Council endorse the enclosed job profile and Person Specification for the post of Director of Environment.

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.

Relevant scrutiny committee consulted: N/A

Cabinet Decision Required: No

Council Decision Required: YES

Cabinet Portfolio Holders:

Cllr. Mair Stephens

Cllr. Hazel Evans

Cllr Philip Hughes

Cllr. Ann Davies

Directorate:
Chief Executive's
Report Author:
Paul Thomas

Designation:

Assistant Chief Executive (People Management)

Tel Nos. / E-Mail Addresses:

01267 246123
PRThomas@Carmarthenshire.gov.uk

EXECUTIVE SUMMARY

County Council

Date: 13th October 2021

Recruitment to the post of Director of Environment (Interim Arrangement)

1. Background

With the impending departure of the current Director of Environment on the 31st December 2021, the Chief Executive in discussion with the Chair of the Appointments Panel 'A', has indicated her preference to recruit internally to the role of interim Director of Environment, to allow her sufficient time to review the wider portfolio responsibilities and structures.

The post of Director of Environment is a Chief Officer post and any appointment to such a 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 2021/2022. The Regulations require that a "relevant body" ie the County Council:

"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."

Although this post attracts a salary of £100,000 or more, there is no requirement for this post to be publicly advertised as this appointment will be on an interim basis for up to 12 months and will be ring-fenced, pending the review of senior structures, to current Heads of Services and Directors, should they so wish.

The revised Director of Environment Job Profile and person specification, incorporating the new post of Head of Place and Sustainability, is attached.

As this is an interim arrangement it is proposed that a truncated appointment process is followed which would include:

- Stakeholder Interview.
- Leadership on-line assessment.
- Members interview, presentation & Questions.

It is anticipated that the timescale will be:

Approval of Job profile by County Council: Wednesday, 13th October 2021

Internal expression of interest to be published: Thursday, 14th October 2021

Closing date for receipt of Expressions of Interest: Midnight, Sunday, 24th October 2021.

Shortlisting Panel: 28th or 29th October 2021

On-line assessment: from 28th/29th October

Appointments Panel "A": Thursday, 11th November 2021

2. Recommendations

In accordance with these Regulations, It is recommended that County Council approve:

- 2.1 the enclosed Job Profile and Person Specification

No, however the following documents are attached as appendices:

- Job Profile and Personal Specification for Director of Environment (Interim).
- Job Profile and Personal Specification for Head of Place and Sustainability.

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 |
|---|------------|------------|-------------|------------------------|-----------------------|-----------------|
| YES | YES | YES | NONE | YES | YES | NONE |

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

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

1. Finance.

The salary for the Director of Environment is in accordance with the County Council’s agreed 21/22 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.

5. Risk Management – Failure to make provision to discharge the functions contained within this departmental portfolio, 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 (People Management & Performance)

- 1.County Council
- 2..Corporate Management Team
- 3.Scrutiny Committee – N/A
- 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

Section 100D Local Government Act, 1972 – Access to Information

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

1. Local Authorities (Standing Orders)(Wales) (Amendment) Regulations 2014.
2. Pay Policy Statement 2021/22

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

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Proffil Swydd/Job Profile

Teitl y Swydd – Cyfarwyddwr yr Amgylchedd
Post Title – Director of Environment

| | |
|------------|-------------|
| Adran | Amgylchedd |
| Department | Environment |

| | |
|------------------|-------------|
| Is-Adran/Adain | Amgylchedd |
| Division/Section | Environment |

| | |
|-------------|------------------------------|
| Gradd/Grade | Prif Swyddog / Chief Officer |
|-------------|------------------------------|

| | |
|--------------------------|--------|
| Rhif y Swydd/Post Number | 002653 |
|--------------------------|--------|

| | |
|---------------------------|---------------|
| Paratowyd Gan/Prepared By | Paul R Thomas |
|---------------------------|---------------|

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|--------------|-----------------------|
| Dyddiad/Date | Medi / September 2021 |
|--------------|-----------------------|

Prif Ddiben y Swydd

- Cefnogi a chynghori'r Prif Weithredwr ac Aelodau Etholedig o ran y gwaith cyffredinol o reoli'r Cyngor yn strategol.
- Cyfrannu at reolaeth gorfforaethol y Cyngor, gan fod yn aelod o'r Tîm Rheoli Corfforaethol, drwy arwain ar y materion a glustnodwyd fel rhan o bortffolio corfforaethol y swydd.
- Arwain y gwaith o gyflawni blaenoriaethau Corfforaethol penodol a rhai Cyfarwyddiaeth yr Amgylchedd o fewn Strategaeth Gorfforaethol y Cyngor, gan gynnwys Amcanion Llesiant y Cyngor a sicrhau bod y camau a gymerir yn unol ag egwyddor datblygu cynaliadwy Deddf Llesiant Cenedlaethau'r Dyfodol – gwella llesiant economaidd, cymdeithasol, amgylcheddol a diwylliannol Sir Gaerfyrddin.
- Sicrhau diwylliant o reoli perfformiad, gwella gwasanaethau'n barhaus, gwerthuso ac adolygu perfformiad ledled Cyfarwyddiaeth yr Amgylchedd, a bod adnoddau'n cael eu defnyddio'n economaidd, yn effeithlon ac yn effeithiol.
- Arwain a rheoli portffolio'r Amgylchedd sy'n cynnwys Lle a Chynaliadwyedd, Gwasanaethau Amgylcheddol a Gwastraff, Trafnidiaeth, Priffyrdd ac Eiddo, gan sicrhau bod polisiau a gweithdrefnau'r Cyngor yn cael eu rhoi ar waith yn effeithiol ac yn gyson.
- Ysgwyddo'r cyfrifoldeb cyffredinol am arwain a phennu, monitro a rheoli cyllidebau ac adnoddau y gwahanol wasanaethau sy'n rhan o'r gyfarwyddiaeth.
- Arwain a rhoi cyfarwyddyd clir i holl staff y gyfarwyddiaeth.

Prif dasgau/cyfrifoldebau

- Darparu arweinyddiaeth glir a gweladwy a chyfeiriad strategol sy'n ysbrydoli gweithio mewn tîm ac yn sicrhau lefelau uchel o ymrwymiad ymhlith rheolwyr a gweithwyr i ddarparu gwasanaethau eithriadol, a ategir gan berthynas waith gadarnhaol gyda'r holl Undebau Llafur.
- Bod yn ben-ymgyngorydd i'r Prif Weithredwr ac i'r Bwrdd Gweithredol ynghylch y prif faterion a strategaethau sy'n berthnasol i amrywiol bortffolios gwasanaeth y gyfarwyddiaeth, gan sicrhau bod cefnogaeth gorfforaethol a gwleidyddol iddynt er mwyn gofalu y ceir y canlyniadau gorau posibl i ddefnyddwyr y gwasanaethau.
- Datblygu diwylliant sy'n annog gweithio mewn partneriaeth â chyrrff cyhoeddus eraill, yn ogystal â'r rheiny yn y sector preifat a'r sector gwirfoddol er mwyn sicrhau y gwneir y gorau o bob cyfle a hynny er mwyn sicrhau'r budd mwyaf i'r Cyngor ac i drigolion Sir Gaerfyrddin.
- Hybu a meithrin diwylliant trefniadaethol y mae heriau adeiladol, arloesi ac atebion creadigol yn rhan arferol ohono, gan gyfrannu'n gadarnhaol at enw da a delwedd y Cyngor o fod yn un o'r awdurdodau lleol sy'n cyrraedd y brig ac sy'n gyflogwr da, a hyrwyddo hynny'n flaenweithgar.

- Llwyr gefnogi'r agenda gydweithio a chwarae rhan allweddol yn rhanbarthol drwy weithio mewn partneriaeth i gyflawni gwelliannau gweddnewidiol.
- Sicrhau y darperir gwasanaethau o'r safon orau sy'n bosibl, ac yr ymgysylltir ac yr ymgynghorir yn llwyr â'n cwsmeriaid ynghylch darparu gwasanaethau.
- Bod yn gyfrifol am sicrhau bod craffu parhaus ar berfformiad a monitro parhaus ohono er mwyn darparu'r canlyniadau gorau sy'n bosibl i ddefnyddwyr gwasanaethau, o fewn yr adnoddau sydd ar gael.
- Dylanwadu a chyfrannu at ddatblygu a gweithredu'r agenda 'Trawsnewid i wneud cynnydd' (TIC) – sy'n berthnasol i'r Awdurdod cyfan, er mwyn i'r arloesi o ran datblygu a darparu gwasanaethau gynyddu bodlonrwydd y cwsmeriaid, a lleihau costau.
- Hybu cyfle cyfartal wrth ddarparu gwasanaethau ac o ran arferion cyflogaeth er mwyn i'r Cyngor gyflawni ei rwymedigaethau moesol a chyfreithiol, gan gynnwys ei rwymedigaethau lechyd a Diogelwch.
- Ysgwyddo'r cyfrifoldeb arweiniol dros brosiectau corfforaethol penodol neu unrhyw ddyletswyddau eraill a bennir gan y Prif Weithredwr neu sy'n gymesur â'r swydd.
- Sicrhau bod fframweithiau rheoli perfformiad effeithiol ar waith yn yr adran a bod y rhain yn hyrwyddo gwella gwasanaethau yn barhaus.
- Bod yn arweinydd amlwg gan hyrwyddo safonau uchel, heriau ac amgylchedd gwaith cadarnhaol ar gyfer y staff.
- Arwain datblygiad y gwasanaeth a chynllunio gweithlu'r adran.

Yn gyfrifol am staff/offer

Tua 1,257 o staff, mewn 181 o sefydliadau gan gynnwys ysgolion. Mae'r gyllideb refeniw flynyddol oddeutu £46.1 miliwn ac mae'r gyllideb gyfalaf oddeutu £11.5 miliwn.

Yn atebol i

Prif Weithredwr

| Meini Prawf | Hanfodol |
|--|--|
| <p>Cymwysterau /</p> <p>Hyfforddiant galwedigaethol /</p> <p>Aelodaeth Broffesiynol</p> | <p>Yn meddu ar radd neu gymhwyster cyfwerth mewn pwnc perthnasol neu brofiad cyfatebol.</p> <p>Cymhwyster rheoli perthnasol neu ddatblygiad proffesiynol parhaus pendant.</p> |
| <p>Y sgiliau sy'n ymwneud â'r swydd /</p> <p>Galluoedd</p> | <p>Penderfynu ynghylch Camau a'u Rhoi ar Waith</p> <p>Gwneud penderfyniadau cyflym a chlir a allai olygu gwneud dewisiadau anodd neu gymryd risgiau ystyriol; Cymryd cyfrifoldeb dros gamau gweithredu, prosiectau a phobl; Bod yn flaengar ac yn hyderus a gweithio heb gyfarwyddyd; Ysgogi a chreu gweithgaredd.</p> <p>Arwain a Goruchwyllo</p> <p>Rhoi arweiniad clir i eraill; Pennu safonau ymddygiad priodol; Dirprwyo gwaith yn briodol ac yn deg; Ysgogi a grymuso eraill; Rhoi cyfleoedd i staff ddatblygu a chael hyfforddiant personol; Recriwtio staff o'r radd flaenaf.</p> <p>Glynu wrth Egwyddorion a Gwerthoedd</p> <p>Cynnal safonau moesol a gwerthoedd; Arddangos gonestrwydd; Hyrwyddo ac amddiffyn cyfleoedd cyfartal, adeiladu timoedd amrywiol; Hybu cyfrifoldeb trefniadol ac unigol tuag at y gymuned a'r amgylchedd.</p> <p>Darbwylllo a Dylanwadu</p> <p>Gwneud argraff bersonol gref ar eraill; Ennill dealltwriaeth glir ac ymrwymiad gan eraill drwy ddarbwylllo, argyhoeddi a chyd-drafod; Hybu syniadau ar eich rhan eich hun neu ar ran eraill; Defnyddio prosesau gwleidyddol yn effeithiol i ddylanwadu ar eraill ac i'w darbwylllo</p> <p>Cyflwyno a Chyfathrebu</p> <p>Siarad yn glir ac yn rhugl; Mynegi barn, gwybodaeth a phwyntiau allweddol dadl yn glir; Gwneud cyflwyniadau a siarad yn gyhoeddus yn fedrus ac yn hyderus; Ymateb yn gyflym i anghenion cynulleidfya ac i'w hymatebion a'u hadborth; Cyfleu hygrededd</p> <p>Llunio Strategaethau a Chysyniadau</p> <p>Gweithio'n strategol i wireddu amcanion trefniadol; Pennu a datblygu strategaethau; Clustnodi a threfnu'r adnoddau sydd eu hangen i gyflawni tasgau; Monitro perfformiad yn unol â dyddiadau cau a cherrig milltir</p> <p>Addasu ac Ymateb i Newid</p> <p>Addasu i amgylchiadau newidiol; Derbyn syniadau newydd a mentrau ar gyfer newid; Addasu arddull ryngbersonol yn ôl yr hyn sy'n addas i wahanol bobl neu sefyllfaoedd; Dangos parch a sensitifrwydd tuag at wahaniaethau diwylliannol a chrefyddol; Ymdrin ag amwysedd gan wneud defnydd cadarnhaol o'r cyfleoedd y mae hynny'n ei gyflwyno.</p> |

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| | <p>Dadansoddi</p> <p>Dadansoddi data rhifyddol, data geiriol a phob ffynhonnell wybodaeth arall. Rhannu gwybodaeth yn gydrannau, patrymau a pherthnasoedd. Ymchwilio i gael rhagor o wybodaeth neu well dealltwriaeth o broblem, gwneud penderfyniadau rhesymol o'r wybodaeth a'r dadansoddi sydd ar gael. Cynnig atebion ymarferol i amrywiaeth o broblemau. Dangos dealltwriaeth fod un mater yn gallu bod yn rhan o system lawer mwy.</p> |
| <p>Gwybodaeth</p> | <p>Dangos gwybodaeth bendant am bolisi, strategaeth a darpariaeth sy'n ymwneud â phortffolio Cyfarwyddiaeth yr Amgylchedd ac arwain timau i gyflwyno rhaglenni a mentrau gyda dawn i weithio mewn partneriaeth.</p> <p>Llywr ddeall cyd-destun lleol, rhanbarthol a chenedlaethol y Cyngor er mwyn datblygu a gweithredu strategaethau, polisiau a safonau perthnasol.</p> <p>Dealltwriaeth glir o agenda'r Llywodraeth ar gyfer Llywodraeth Leol, ar lefel Gymreig a Phrydeinig.</p> |
| <p>Profiad</p> | <p>Profiad llwyddiannus o reolaeth strategol ar lefel uwch mewn sefydliad mawr.</p> <p>Profiad o ran datblygu a gweithredu strategaethau gwasanaeth a chorfforaethol sy'n darparu gwelliannau amlwg.</p> <p>Profiad o gyflawni arbedion effeithlonrwydd sylweddol drwy ddefnyddio a hyrwyddo TGCh.</p> <p>Tystiolaeth o arwain newid sylweddol mewn trefniadaeth a gwasanaethau a rheoli'n llwyddiannus y goblygiadau o ran rheoli pobl.</p> |
| <p>Rhinweddau personol</p> | <p>Meddu ar gymhelliant cryf a'r gallu i gymell eraill mewn amgylchedd tîm.</p> <p>Rheoli materion sensitif a gwleidyddol yn hyderus gan weithio'n ddiplomataidd i gyflawni canlyniadau positif ar gyfer defnyddwyr gwasanaeth.</p> <p>Y gallu i ennyn ymddiriedaeth, didwylledd, a chydaddoldeb drwy ryngweithio â phobl o amrywiol gefndiroedd cymdeithasol, diwylliannol, economaidd, ac addysgol.</p> <p>Arddangos sgiliau rhyngpersonol gwych sy'n eich galluogi i feithrin cysylltiadau cadarnhaol gyda rhanddeiliaid/partneriaid perthnasol, gan gynnwys Undebau Llafur.</p> <p>Meddu ar feddylfryd strategol tuag at lunio gwasanaethau sy'n rhoi sylw i flaenoriaethau corfforaethol ac sy'n integreiddio â gweithgareddau cyflenwol ar draws y Cyngor ac yn gweddu iddynt.</p> |

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| | <p>Y gallu i ddadansoddi gwybodaeth ariannol gan ddefnyddio'r wybodaeth yn effeithiol i sicrhau rheolaeth ac atebolrwydd effeithlon o ran y gyllideb.</p> <p>Meithrin a chynnal cysylltiadau gwaith cydweithredol fel aelod o'r Tîm Rheoli Corfforaethol gan gyfrannu at ddysgu ac at reoli newid meddylfryd ar lefel uwch a lefel strategol.</p> |
| | Dymunol |
| | Dim |

| Sgiliau Iaith / Cyfathrebu Pa lefel ydych chi? | Sgiliau Siarad | Sgiliau Ysgrifennu |
|--|-----------------------|---------------------------|
| Cymraeg | 2 | 2 |
| Saesneg | 5 | 5 |
| Arall (nodwch) | | |

GWIRIADAU'R GWASANAETH DATGELU A GWAHARDD (DBS)

Gall fod gwiriadau DBS yn ofynnol ar gyfer rhai swyddi lle bydd angen gweithio gyda phlant ac oedolion agored i niwed. Mae'r canlynol yn ofynnol ar gyfer y swydd hon:

| | |
|---|-------------------------------------|
| DIM ANGEN GWIRIAD DBS | <input checked="" type="checkbox"/> |
| <u>Adran A – y math o ddatgeliad</u> | |
| DATGELIAD SAFONOL | <input type="checkbox"/> |
| DATGELIAD MANWL | <input type="checkbox"/> |
| DATGELIAD MANWL GAN WIRIO'R RHESTR WAHARDD | <input type="checkbox"/> |
| <u>Adran B – y math o weithlu</u> | |
| Y GWEITHLU PLANT | <input type="checkbox"/> |
| Y GWEITHLU OEDOLION | <input type="checkbox"/> |
| Y GWEITHLU PLANT AC OEDOLION | <input type="checkbox"/> |
| GWEITHLU ARALL | <input type="checkbox"/> |

Y RHESWM

UNRHYW WYBODAETH ARALL

Mae'r swydd hon dan Gyfyngiadau Gwleidyddol, sy'n ei gwneud yn ofynnol i ddeiliad y swydd fod yn wleidyddol ddiduedd.

Disgwylir i'r holl weithwyr gynnal gwerthoedd craidd yr Awdurdod a glynu wrth egwyddorion Polisi Cydraddoldeb ac Amrywiaeth yr Awdurdod neu, os cânt eu cyflogi mewn ysgol, Bolisi Cydraddoldeb ac Amrywiaeth yr ysgol, fel sy'n briodol i lefel atebolrwydd a chyfrifoldeb y swydd yn y sefydliad.

Main Purpose of Job

- To support and advise the Chief Executive and Elected Members in the overall strategic management of the Council.
- To contribute to the corporate management of the Council as a member of the Corporate Management Team by taking the lead on issues allocated as part of the post's corporate portfolio.
- To lead the delivery of specific corporate and Environment directorate priorities within the Council's Corporate Strategy, including the Council's Well-being Objectives and ensuring the steps taken are in accordance with the sustainable development principle of the Well-being of Future Generations Act – improving the economic, social, environmental and cultural well-being of Carmarthenshire.
- To ensure a culture of performance management, continuous service improvement, evaluation and performance review across the Environment directorate, and that resources are used economically, efficiently and effectively.
- To lead and manage the Environment portfolio which includes Place and Sustainability, Waste and Environmental Services, Transportation, Highways and Property, whilst ensuring that Council policies and procedures are implemented effectively and consistently.
- To have overall responsibility for leading, setting, monitoring and controlling the budgets and resources for the component service elements of the directorate.
- To provide leadership and clear direction to all staff within the directorate.

Key tasks/responsibilities

PRINCIPAL ACCOUNTABILITIES:

- Provide clear and visible leadership and strategic direction that inspires team working and secures high levels of commitment amongst managers and employees to deliver exceptional services underpinned by a positive working relationship with all Trade Unions.
- To be the principal advisor to the Chief Executive and Executive Board on the key issues and strategies relevant to the various service portfolios of the directorate, securing both corporate and political support that will ensure the best possible outcomes for service users.
- Develop a culture of partnership working with other public bodies as well as those in the private and voluntary sectors to ensure that all opportunities are maximised to the best advantage of the Council and the residents of Carmarthenshire.
- To promote and foster an organisational culture in which constructive challenge, innovation and creative solutions are the norm, whilst positively contributing, and actively promoting the Council's reputation and image as a top performing local authority and good employer.

- To fully support the collaboration agenda and to play a key role regionally through working in partnership to deliver transformational improvements.
- To ensure that services are provided to the highest possible standard, and that our customers are fully engaged and consulted in service provision.
- To be responsible for ensuring that performance is constantly scrutinised and monitored so to provide the best possible outcomes for service users, within the resources available.
- To influence and contribute to the development and implementation of the Authority wide 'Transform, Innovate and Change' (TIC) agenda, so that the development and service delivery innovations improve customer satisfaction, and reduce costs.
- To promote equality of opportunity in the delivery of services and employment practices so that the Council meets its moral and legal obligations including Health & Safety.
- To take lead responsibility for specific corporate projects or any other duties determined by the Chief Executive or commensurate with the post.
- To ensure effective performance management frameworks are in place for the department that drive continuous service improvement.
- Provide high visibility leadership which promotes high standards, challenge and a positive working environment for staff.
- Lead the development of service and workforce planning for the department.

Responsible for staff/equipment

Approximately 1,257 members of staff, operating from 181 establishments including schools. Annual revenue budget of approximately £46.1 million and a capital budget in the region of £11.5 million.

Reporting to

Chief Executive

| Criteria | Essential |
|---|---|
| <p>Qualifications/</p> <p>Vocational training/</p> <p>Professional Memberships</p> | <p>Educated to degree level or equivalent in relevant subject or equivalent experience.</p> <p>A relevant management qualification or demonstrable continuing professional development.</p> |
| <p>Job Related Skills/</p> <p>Competencies</p> | <p>Deciding & Initiating Action</p> <p>Makes prompt, clear decisions which may involve tough choices or considered risks; Takes responsibility for action, projects and people; Takes initiative, acts with confidence and works under own direction; Initiates and generates activity.</p> <p>Leading & Supervising</p> <p>Provides others with a clear direction; Sets appropriate standards of behaviour; Delegates work appropriately and fairly; Motivates and empowers others; Provides staff with development opportunities and coaching; Recruits staff of a high calibre.</p> <p>Adhering to Principles & Values</p> <p>Upholds ethics and values; Demonstrates integrity; Promotes and defends equal opportunities, builds diverse teams; Encourages organisational and individual responsibility towards the community and the environment.</p> <p>Persuading & Influencing</p> <p>Makes a strong personal impression on others; Gains clear agreement and commitment from others by persuading, convincing and negotiating; Promotes ideas on behalf of self or others; Makes effective use of political processes to influence and persuade others</p> <p>Presenting & Communicating</p> <p>Speaks clearly and fluently; Expresses opinions, information and key points of an argument clearly; makes presentations and undertakes public speaking with skill and confidence; Responds quickly to the needs of an audience and to their reactions and feedback; Projects creditability</p> <p>Formulating Strategies & Concepts</p> <p>Works strategically to realise organisational goals; Sets and develops strategies; Identifies and organises resources needed to accomplish tasks: Monitors performance against deadlines and milestones</p> <p>Adapting & Responding to Change</p> <p>Adapts to changing circumstances; Accepts new ideas and change initiatives; Adapts interpersonal style to suit different people or situations; Shows respect and sensitivity towards cultural and religious differences; Deals with ambiguity, making positive use of the opportunities it presents.</p> <p>Analysing</p> |

| | |
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| | <p>Analyses numerical data, verbal data and all other sources of information. Breaks information into component parts, patterns and relationships. Probes for further information or greater understanding of a problem, makes rational judgements from the available information and analysis. Produces workable solutions to a range of problems. Demonstrates an understanding of how one issue may be part of a much larger system.</p> |
| Knowledge | <p>Demonstrate a proven knowledge of policy, strategy and delivery relating to the Environment Directorate portfolio and leading teams to deliver programmes and initiatives with a flair for partnership working.</p> <p>Thorough understanding of the Council's local, Regional and National context to develop and implement relevant strategies, policies and standards</p> <p>A clear understanding of the Government's agenda for Local Government at both UK and Wales level.</p> |
| Experience | <p>A proven track record of successful strategic management at a senior level within a large organisation.</p> <p>Experience in developing and implementing service and corporate strategies that deliver demonstrable improvements.</p> <p>Experience of delivering significant efficiencies through the use and promotion of ICT.</p> <p>Evidence of leading significant organisational and service change together with successfully managing the People Management implications.</p> |
| Personal qualities | <p>Highly motivated and able to motivate others in a team orientated environment.</p> <p>To confidently manage sensitive and political issues with effective use of diplomacy to achieve positive outcomes for service users.</p> <p>Able to create an environment of trust, openness and equality by interacting with people of various social, cultural, economic and educational backgrounds.</p> <p>Demonstrate excellent interpersonal skills that enable positive relationships with relevant stakeholders/partners, including Trade Unions.</p> <p>Have a strategic mindset towards shaping services that address corporate priorities, integrate and align with complementary activities across the Council.</p> <p>Ability to analyse financial information and effectively use the information to ensure efficient budget management and accountability.</p> <p>Establish and maintain cooperative working relationships as a member of the Corporate Management Team contributing to the learning and management of cultural change at a senior and strategic level.</p> |

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| | |
| | Desirable |
| | None |

| Language/ Communication Skills What level are you? | Spoken Level | Written level |
|--|--------------|---------------|
| Welsh | 2 | 2 |
| English | 5 | 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:

| | |
|--|-------------------------------------|
| NO DBS CHECK REQUIRED | <input checked="" type="checkbox"/> |
| Section A – type of disclosure | |
| STANDARD DISCLOSURE | <input type="checkbox"/> |
| ENHANCED DISCLOSURE | <input type="checkbox"/> |
| ENHANCED DISCLOSURE WITH BARRED LIST CHECK | <input type="checkbox"/> |
| Section B – workforce type | |
| CHILD WORKFORCE | <input type="checkbox"/> |
| ADULT WORKFORCE | <input type="checkbox"/> |
| CHILD AND ADULT WORKFORCE | <input type="checkbox"/> |
| OTHER WORKFORCE | <input type="checkbox"/> |

JUSTIFICATION

ANY OTHER INFORMATION

This is a Politically Restricted post, which requires the postholder to be politically neutral

Every employee is expected to uphold the authority's core values and maintain the principles of the authority's Equality and Diversity Policy or, if employed within a school, the school's Equality and Diversity Policy, as appropriate to the accountabilities and seniority of the post within the organisation.

Proffil Swydd / Job Profile

Teitl y Swydd – Pennaeth Lle a Chynaliadwyedd

Post Title – Head of Place & Sustainability

| | |
|-------------|-------------|
| Adran: | Amgylchedd |
| Department: | Environment |

| | |
|-------------------|--------------------------|
| Is-adran/Adain: | Lle a Chynaliadwyedd |
| Division/Section: | Place and Sustainability |

| Responsibilities | Cyfrifoldebau |
|---|--|
| <ul style="list-style-type: none">• Sustainable Development• Corporate Energy• Net Zero Carbon/Carbon Reduction• Public Health• Food Safety• Enforcement• Development Control• Building Control• Rural Conservation• Forward Planning• Regional Minerals & Waste Planning• Information Systems | <ul style="list-style-type: none">• Datblygu Cynaliadwy• Ynni Corfforaethol• Carbon Sero-net/Lleihau Carbon• Iechyd y Cyhoedd• Diogelwch Bwyd• Gorfodaeth• Rheoli Datblygu• Rheoli Adeiladu• Cadwraeth Wledig• Blaen-gynllunio• Cynllunio Mwynau a Gwastraff Rhanbarthol• Systemau Gwybodaeth |
| Gradd/Grade: | Pennaeth y Gwasanaeth / Head of Service |

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| Rhif y Swydd/Post Number: | 030984 |
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| Paratowyd Gan/Prepared By: | Ruth Mullen |
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| Dyddiad Paratoi/Date Prepared: | Awst 2021 |
|--------------------------------|-----------|

Prif Ddiben y Swydd

- Cefnogi a chynghori'r Tîm Rheoli Corfforaethol ac Aelodau Etholedig o ran y gwaith cyffredinol o reoli'r Cyngor yn strategol.
- Cefnogi'r gwaith o gyflawni Datblygu Cynaliadwy yn Sir Gaerfyrddin, rhoi cyngor a chymorth i Aelodau Etholedig a gweithio'n gorfforaethol gyda chydweithwyr i gyflawni blaenoriaethau adfywio'r Cyngor.
- Cefnogi'r gwaith o gyflawni Cynllun Adfer a Chyflawni Economaidd Sir Gaerfyrddin (Ebrill 2021), gan sicrhau bod ceisiadau cynllunio sy'n cefnogi swyddi a datblygu economaidd yn cael eu prosesu'n effeithlon, cynnydd yn y cyflenwad tai ac adferiad canol trefi.
- Arwain ar ddull y Cyngor o hyrwyddo cynaliadwyedd amgylcheddol yn unol â chyfrifoldebau ehangach y Cyngor ar Lesiant Cenedlaethau'r Dyfodol,
- Cefnogi'r gwaith o gyflawni Strategaeth Gorfforaethol y Cyngor, gan gynnwys Amcanion Llesiant y Cyngor a sicrhau bod y camau a gymerir yn unol ag egwyddor datblygu cynaliadwy Deddf Llesiant Cenedlaethau'r Dyfodol – gwella llesiant economaidd, cymdeithasol, amgylcheddol a diwylliannol Sir Gaerfyrddin.
- Sicrhau diwylliant o reoli perfformiad, gwella gwasanaethau'n barhaus, gwerthuso ac adolygu perfformiad, a bod adnoddau'n cael eu defnyddio'n economaidd, yn effeithlon ac yn effeithiol.
- Cyfrannu at Dîm Rheoli Adrannol yn yr Adran Amgylchedd drwy gymryd yr awenau ar faterion sydd wedi'u dyrannu fel rhan o bortffolio corfforaethol y swydd.
- Arwain, rheoli, datblygu a gweithredu strategaethau perthnasol a fydd yn darparu Gwasanaeth Cymunedau Cynaliadwy cynhwysfawr ac effeithiol yn unol â nodau ac amcanion y Cyngor.

Prif dasgau/cyfrifoldebau

- Darparu arweinyddiaeth glir a gweladwy a chyfeiriad strategol sy'n ysbrydoli gweithio mewn tîm ac yn sicrhau lefelau uchel o ymrwymiad ymhlith rheolwyr a gweithwyr i ddarparu gwasanaethau eithriadol.
- Bod yn ben-ymgyngorydd i'r Prif Weithredwr ac i'r Bwrdd Gweithredol ynghylch y prif faterion a strategaethau sy'n berthnasol i amrywiol bortffolios gwasanaeth y gyfarwyddiaeth, gan sicrhau bod cefnogaeth gorfforaethol a gwleidyddol iddynt er mwyn gofalu y ceir y canlyniadau gorau posibl i ddefnyddwyr y gwasanaethau.
- Cefnogi'r Pennaeth Adfywio i ymgysylltu â darpar ddatblygwyr a buddsoddwyr mewn modd rhagweithiol - hyrwyddo, annog a hwyluso cyfleoedd datblygu ledled y Sir.

- Gweithio gyda chydweithwyr a rhanddeiliaid allanol i sicrhau bod lleihau carbon ac amcanion cynaliadwyedd pellach yn rhan annatod o'n gwasanaethau ac yn cefnogi amcan Carbon Seronet y Cyngor a chynigion adfer economaidd.
- Bod yn gyfrifol am ddatblygu, gweithredu ac adolygu polisiau a fframweithiau cyflawni/cynlluniau gweithredu ar reoli ynni, ansawdd aer a thir halogedig i fodloni dyheadau carbon niwtral y Cyngor a datblygu cynaliadwy.
- Datblygu diwylliant sy'n annog gweithio mewn partneriaeth â chyrrff cyhoeddus eraill, yn ogystal â'r rheiny yn y sector preifat a'r sector gwirfoddol er mwyn sicrhau y gwneir y gorau o bob cyfle a hynny er mwyn sicrhau'r budd mwyaf i'r Cyngor ac i drigolion Sir Gaerfyrddin.
- Hybu a meithrin diwylliant trefniadaethol y mae heriau, arloesi ac atebion creadigol yn rhan arferol ohono, gan hyrwyddo enw da y Cyngor o fod yn un o'r awdurdodau lleol sy'n cyrraedd y brig ac sy'n gyflogwr da, a hyrwyddo hynny'n flaenweithgar.
- Arwain ar arfarniadau o'r opsiynau, datblygu dichonoldeb a gweithredu prosiectau gan gynnwys caffael contractwyr ac ymgynghorwyr, rheoli timau prosiect, cyflawni'r holl gymeradwyaethau angenrheidiol, rheoli risg, cynllunio busnes ariannol, cyfathrebu ac ymgysylltu.
- Ysgwyddo'r cyfrifoldeb cyffredinol am arwain a phennu, monitro a rheoli cyllidebau ac adnoddau y gwasanaethau perthnasol sy'n rhan o'r Gyfarwyddiaeth.
- Sicrhau bod gan swyddogion gymwysterau addas a chymwys mewn meysydd perthnasol a chefnogi datblygiad parhaus i weithio tuag at wasanaeth gwydn a chynaliadwy.
- Sicrhau bod gwaith yr is-adran yn cydymffurfio â'r holl ddyletswyddau statudol sy'n benodol i'r gwasanaeth a dyletswyddau corfforaethol ehangach eraill ar y Cyngor.
- Bod yn gyfrifol am reolaeth strategol a gweithredol swyddogaethau cynllunio'r Cyngor gan gynnwys y Cynllun Datblygu, mwynau, rheoli datblygu, cadwraeth a rheoli adeiladu.
- Bod yn gyfrifol am ddatblygu a chynnal Cynllun Datblygu Lleol y Cyngor a fydd yn sicrhau bod holl bolisiau'r Cyngor o ran cynllunio defnydd tir, cynllunio trafndiaeth, datblygu economaidd, gwella iechyd a'i bolisiau cymdeithasol a chymunedol yn cael eu hintegreiddio o fewn fframwaith datblygu cynaliadwy.
- Cefnogi'r gwaith o lunio polisiau'r Cyngor ynghylch yr holl faterion cynllunio, trwyddedu a gorfodi a sicrhau bod y rhain yn cael eu trosi'n gynlluniau, rhaglenni a gwasanaethau sy'n cyd-fynd ag egwyddorion datblygu cynaliadwy, cenedlaethau'r dyfodol a llesiant.
- Bod yn gyfrifol am amddiffyn unigolion rhag niwed a hyrwyddo gwell iechyd.
- Hyrwyddo amgylchedd masnachu teg a chyfiawn ar gyfer busnesau a dinasyddion yn Sir Gaerfyrddin.

Yn gyfrifol am staff/offer

Bydd yr is-adran yn cyflogi tua 130 o aelodau staff gyda chyllideb net o fwy na £8.21m

Yn atebol i

Cyfarwyddwr yr Amgylchedd

| Meini Prawf | Hanfodol |
|--|--|
| <p>Cymwysterau/</p> <p>Hyfforddiant Galwedigaethol/</p> <p>Aelodaeth Broffesiynol</p> | <p>Yn meddu ar radd neu gymhwyster cyfwerth mewn pwnc perthnasol proffesiynol.</p> <p>Cymhwyster rheoli perthnasol neu dystiolaeth bendant o ddatblygiad proffesiynol parhaus a/neu brofiad o fod yn uwch-reolwr.</p> |
| <p>Y Sgiliau sy'n Ymwneud â'r Swydd/</p> <p>Galluoedd</p> | <p><u>GALLUOEDD</u></p> <p>Penderfynu ynghylch Camau a'u Rhoi ar Waith</p> <p>Gwneud penderfyniadau cyflym a chlir a allai olygu gwneud dewisiadau anodd neu gymryd risgiau ystyriol; Cymryd cyfrifoldeb dros gamau gweithredu, prosiectau a phobl; Bod yn flaengar ac yn hyderus a gweithio heb gyfarwyddyd; Ysgogi a chreu gweithgaredd.</p> <p>Arwain a Goruchwylio.</p> <p>Rhoi arweiniad clir i eraill; Pennu safonau ymddygiad priodol; Dirprwyo gwaith yn briodol ac yn deg; Ysgogi a grymuso eraill; Rhoi cyfleoedd i staff ddatblygu a chael hyfforddiant personol; Recriwtio staff o'r radd flaenaf.</p> <p>Glynu wrth Egwyddorion a Gwerthoedd</p> <p>Cynnal safonau moesol a gwerthoedd; Arddangos gonestrwydd; Hyrwyddo ac amddiffyn cyfleoedd cyfartal, adeiladu timoedd amrywiol; Hybu cyfrifoldeb trefniadol ac unigol tuag at y gymuned a'r amgylchedd.</p> <p>Darbwylio a Dylanwadu</p> <p>Gwneud argraff bersonol gref ar eraill; Ennill dealltwriaeth glir ac ymrwymiad gan eraill drwy ddarbwylio, argyhoeddi a chyd-drafod; Hybu syniadau ar eich rhan eich hun neu ar ran eraill; Defnyddio prosesau gwleidyddol yn effeithiol i ddylanwadu ar eraill ac i'w darbwylio.</p> <p>Cyflwyno a Chyfathrebu</p> <p>Siarad yn glir ac yn rhugl; Mynegi barn, gwybodaeth a phwyntiau allweddol dadl yn glir; Gwneud cyflwyniadau a siarad yn gyhoeddus yn fedrus ac yn hyderus; Ymateb yn gyflym i anghenion cynulleidfa ac i'w hymatebion a'u hadborth; Sicrhau hygrededd.</p> <p>Llunio Strategaethau a Chysyniadau</p> <p>Gweithio'n strategol i wireddu amcanion trefniadol; Pennu a datblygu strategaethau; Clustnodi a threfnu'r adnoddau sydd eu hangen i gyflawni tasgau; Monitro perfformiad yn unol â dyddiadau cau a cherrig milltir.</p> |

| | |
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| | <p>Addasu ac Ymateb i Newid</p> <p>Addasu i amgylchiadau newidiol; Derbyn syniadau newydd a mentrau ar gyfer newid; Addasu arddull ryngpersonol yn ôl yr hyn sy'n addas i wahanol bobl neu sefyllfaoedd; Dangos parch a sensitifrwydd tuag at wahaniaethau diwylliannol a chrefyddol; Ymdrin ag amwysedd gan wneud defnydd cadarnhaol o'r cyfleoedd y mae hynny'n ei gyflwyno.</p> <p>Dadansoddi</p> <p>Dadansoddi data rhifyddol, data geiriol a phob ffynhonnell wybodaeth arall. Rhannu gwybodaeth yn gydrannau, patrymau a pherthnasoedd. Ymchwilio i gael rhagor o wybodaeth neu well dealltwriaeth o broblem, gwneud dyfarniadau rhesymegol o'r wybodaeth a'r dadansoddiad sydd ar gael. Cynnig atebion ymarferol i amrywiaeth o broblemau. Dangos dealltwriaeth fod un mater yn gallu bod yn rhan o system lawer mwy.</p> |
| <p>Gwybodaeth</p> | <p>Dealltwriaeth glir o agenda'r Llywodraeth ar gyfer Llywodraeth Leol, yng Nghymru ac yn y Deyrnas Unedig.</p> <p>Dangos gwybodaeth bendant am bolisi, strategaeth a darpariaeth sy'n ymwneud â datblygu cynaliadwy, cynllunio, gorfodi a newid yn yr hinsawdd ac arwain timau i gyflwyno rhaglenni a mentrau gyda dawn i weithio mewn partneriaeth.</p> |
| <p>Profiad</p> | <p>Profiad llwyddiannus o reoli strategol mewn sefydliad mawr.</p> <p>Profiad o ran datblygu a gweithredu strategaethau gwasanaeth sy'n darparu gwelliannau amlwg.</p> <p>Profiad o gyflawni arbedion effeithlonrwydd sylweddol drwy ddefnyddio a hyrwyddo TGCh.</p> <p>Tystiolaeth o arwain newid sylweddol mewn trefniadaeth a gwasanaethau a rheoli'n llwyddiannus y goblygiadau o ran rheoli pobl.</p> |
| <p>Rhinweddau Personol</p> | <p>Meddu ar gymhelliant cryf a'r gallu i gymell eraill mewn amgylchedd tîm.</p> <p>Rheoli materion sensitif a gwleidyddol yn hyderus gan weithio'n ddiplomataidd i gyflawni canlyniadau positif ar gyfer defnyddwyr gwasanaeth.</p> <p>Y gallu i ennyn ymddiriedaeth, didwylledd, a chydraddoldeb drwy ryngweithio â phobl o amrywiol gefndiroedd cymdeithasol, diwylliannol, economaidd, ac addysgol.</p> <p>Arddangos sgiliau rhyngpersonol gwych sy'n eich galluogi i feithrin cysylltiadau cadarnhaol gyda rhanddeiliaid/partneriaid perthnasol, gan gynnwys Undebau Llafur.</p> |

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| | <p>Meddu ar feddylfryd strategol tuag at lunio gwasanaethau sy'n rhoi sylw i flaenoriaethau corfforaethol ac sy'n integreiddio â gweithgareddau cyflenwol ar draws y Cyngor ac yn gweddu iddynt.</p> <p>Y gallu i ddadansoddi gwybodaeth ariannol gan ddefnyddio'r wybodaeth yn effeithiol i sicrhau rheolaeth ac atebolrwydd effeithlon o ran y gyllideb.</p> |
| | Dymunol |
| | |

| Sgiliau Iaith/Cyfathrebu | Sgiliau Siarad | Sgiliau Ysgrifennu |
|--------------------------|---|--------------------|
| Cymraeg | 3 language-skills-assessment-and-guidance.docx | 3 |
| Saesneg | 5 | 5 |
| Arall (nodwch) | Nodwch Lefel | Nodwch Lefel |

| GWIRIADAU'R GWASANAETH DATGELU A GWAHARDD | |
|--|--------------------------------|
| Gall gwiriadau DBS fod yn ofynnol ar gyfer rhai swyddi sy'n gweithio gyda phlant ac oedolion agored i niwed. Mae'r canlynol yn ofynnol ar gyfer y swydd hon: | Nodwch y gofynion yn y blychau |

| | |
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| NID OES ANGEN GWIRIAD DBS | <input checked="" type="checkbox"/> |
| Adran A – y math o ddatgeliad | |
| DATGELIAD SAFONOL | <input type="checkbox"/> |
| DATGELIAD MANWL | <input type="checkbox"/> |
| DATGELIAD MANWL GAN WIRIO'R RHESTR WAHARDD | <input type="checkbox"/> |
| Adran B – math o weithlu | |
| Y GWEITHLU PLANT | <input type="checkbox"/> |
| Y GWEITHLU OEDOLION | <input type="checkbox"/> |
| Y GWEITHLU PLANT AC OEDOLION | <input type="checkbox"/> |
| GWEITHLU ARALL | <input type="checkbox"/> |

| Y RHESWM |
|--|
| Cysylltwch â'ch Ymgynghorydd Adnoddau Dynol cyn penderfynu a yw Gwiriad DBS yn ofynnol ar gyfer y swydd hon. Cofnodwch eich rhesymau yma |

UNRHYW WYBODAETH ARALL

Swydd Gyfyngedig:

(Sy'n ei gwneud yn ofynnol i ddeiliad y swydd fod yn wleidyddol ddiiduedd)

Main Purpose of Job

- To support and advise the Corporate Management Team and Elected Members in the overall strategic management of the Council.
- To support the delivery of Sustainable Development in Carmarthenshire, providing advice and assistance to Elected Members and working corporately with colleagues to deliver the Council's regeneration priorities.
- To support the delivery of the Carmarthenshire Economic Recovery & Delivery Plan (April 2021), ensuring efficient processing of planning applications that support jobs and economic development, increased housing supply and town centre recovery.
- To lead on the Council's approach to promoting environmental sustainability in line with the wider Council's Well Being of Future Generation responsibilities,
- To support the delivery of the Council's Corporate Strategy, including the Council's Well-being Objectives and ensuring the steps taken are in accordance with the sustainable development principle of the Well-being of Future Generations Act – improving the economic, social, environmental and cultural well-being of Carmarthenshire.
- To ensure a culture of performance management, continuous service improvement, evaluation and performance review, and that resources are used economically, efficiently and effectively.
- To contribute to the Environment Departmental Management Team (DMT) by taking the lead on issues allocated as part of the post's corporate portfolio.
- To lead, manage, develop and implement relevant strategies that will deliver a comprehensive, effective and focused Sustainable Communities Service in accordance with the Council's aims and objectives.

Key tasks/responsibilities

- Provide clear and visible leadership and strategic direction that inspires team working and secures high levels of commitment amongst managers and employees to deliver exceptional services.
- Be the principal advisor to the Chief Executive and Executive Board on the key issues and strategies relevant to the various service portfolios of the directorate, securing both corporate and political support that will ensure the best possible outcomes for service users.
- To support the Head of Regeneration in engaging with prospective developers and investors in a proactive manner - promoting, encouraging and facilitating development opportunities throughout the County.
- Work with colleagues and external stakeholders to ensure that carbon reduction and further sustainability objectives are embedded within our services and support the Council's Net Zero Carbon objective and economic recovery proposals.

- To be responsible for the development, implementation and review of policies and delivery frameworks/action plans on energy management, air quality and contaminated land to meet the carbon neutral aspirations of the Council and sustainable development.
- Develop a culture of partnership working with other public bodies as well as those in the private and voluntary sectors to ensure that all opportunities are maximised to the best advantage of the Council and the residents of Carmarthenshire.
- Promote and foster an organisational culture in which CONSTRUCTIVE challenge, innovation and creative solutions are the norm, promoting the Council's reputation as a top performing local authority and good employer.
- Lead on options appraisals, feasibility development and project implementation including procuring contractors and consultants, managing project teams, achieving all necessary approvals, risk management, financial business planning, communication, and engagement.
- To have overall responsibility for leading, setting, monitoring, and controlling the budgets and resources for the relevant service elements of the Directorate.
- To ensure that officers are suitably qualified and competent in relevant areas and support continuous development to work towards a resilient and sustainable service.
- To ensure the work of the division complies with all statutory duties specific to the service and other wider corporate duties on the Council.
- To be responsible for the strategic and operational management of the Council's planning functions including the local development plan, minerals, development control, conservation and building control.
- To be responsible for the development and maintenance of the Council's Local Development Plan (LDP) which will ensure the integration of all the Council's land using planning, transport planning, economic development, health improvement and social and community policies within a sustainable development framework.
- To support the Council's policy making on all planning, licensing and enforcement matters and to ensure that these are translated, where applicable, into plans, programmes and services which accord with the principles of sustainable development, future generations and well-being.
- To be responsible for the protection of individuals from harm and promote health improvement.
- To promote a fair and just trading environment for businesses and citizens in Carmarthenshire.

Responsible for staff/equipment

The division will employ approximately 130 members of staff with a net budget exceeding £8.21m

Reporting to

| Criteria | Essential |
|--|---|
| Qualifications/ Vocational training/ Professional Memberships | <p>Educated to Degree level or equivalent in a relevant professional subject.</p> <p>A relevant management qualification or demonstrable evidence of continuing professional development and or experience of senior management</p> |
| Job Related Skills/ Competencies | <p><u>COMPETENCIES</u></p> <p>Deciding & Initiating Action</p> <p>Makes prompt, clear decisions which may involve tough choices or considered risks; Takes responsibility for action, projects and people; Takes initiative, acts with confidence and works under own direction; Initiates and generates activity.</p> <p>Leading & Supervising.</p> <p>Provides others with a clear direction; Sets appropriate standards of behaviour; Delegates work appropriately and fairly; Motivates and empowers others; Provides staff with development opportunities and coaching; Recruits staff of a high calibre.</p> <p>Adhering to Principles & Values</p> <p>Upholds ethics and values; Demonstrates integrity; Promotes and defends equal opportunities, builds diverse teams; Encourages organisational and individual responsibility towards the community and the environment.</p> <p>Persuading & influencing</p> <p>Makes a strong personal impression on others; Gains clear agreement and commitment from others by persuading, convincing and negotiating; Promotes ideas on behalf of self or others; Makes effective use of political processes to influence and persuade others.</p> <p>Presenting & Communicating</p> <p>Speaks clearly and fluently; Expresses opinions, information and key points of an argument clearly; makes presentations and undertakes public speaking with skill and confidence; Responds quickly to the needs of an audience and to their reactions and feedback; Projects CREDIBILITY.</p> <p>Formulating Strategies & Concepts</p> <p>Works strategically to realise organisational goals; Sets and develops strategies; Identifies and organises resources needed to accomplish tasks; Monitors performance against deadlines and milestones.</p> |

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| | <p>Adapting & Responding to Change</p> <p>Adapts to changing circumstances; Accepts new ideas and change initiatives; Adapts interpersonal style to suit different people or situations; Shows respect and sensitivity towards cultural and religious differences; Deals with ambiguity, making positive use of the opportunities it presents.</p> <p>Analysing</p> <p>Analyses numerical data, verbal data and all other sources of information. Breaks information into component parts, patterns and relationships. Probes for further information or greater understanding of a problem, makes rational judgements from the available information and analysis. Produces workable solutions to a range of problems. Demonstrates an understanding of how one issue may be part of a much larger system.</p> |
| <p>Knowledge</p> | <p>A clear understanding of the Government’s agenda for Local Government at both UK and Wales levels.</p> <p>Demonstrate a proven knowledge of policy, strategy and delivery relating to sustainable development, planning, enforcement and climate change and leading teams to deliver programmes and initiatives with a flair for partnership working.</p> |
| <p>Experience</p> | <p>A proven track record of successful strategic management within a large organisation.</p> <p>Experience in developing and implementing service strategies that deliver demonstrable improvements.</p> <p>Experience of delivering significant efficiencies through the use and promotion of ICT.</p> <p>Evidence of leading significant organisational and service change together with successfully managing the People Management implications.</p> |
| <p>Personal qualities</p> | <p>Highly motivated and able to motivate others in a team orientated environment.</p> <p>To confidently manage sensitive and political issues with effective use of diplomacy to achieve positive outcomes for service users.</p> <p>Able to create an environment of trust, openness and equality by interacting with people of various social, cultural, economic and educational backgrounds.</p> <p>Demonstrate excellent interpersonal skills that enable positive relationships with relevant stakeholders/partners, including Trade Unions.</p> <p>Have a strategic mindset towards shaping services that address corporate priorities, integrate and align with complementary activities across the Council.</p> |

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| | Ability to analyse financial information and effectively use the information to ensure efficient budget management and accountability. |
| | Desirable |
| | |

| Language/ Communication Skills | Spoken Level | Written level |
|-----------------------------------|---|----------------|
| Welsh | 3 language-skills-assessment-and-guidance.docx | 3 |
| English | 5 | 5 |
| Other (please State) | Indicate Level | Indicate Level |

| |
|---|
| DISCLOSURE AND BARRING SERVICES (DBS) CHECKS |
| DBS Checks may be required for certain posts which work with children and vulnerable adults. This post requires: Indicate requirement in boxes |

| | |
|--|-------------------------------------|
| NO DBS CHECK REQUIRED | <input checked="" type="checkbox"/> |
| Section A – type of disclosure | |
| STANDARD DISCLOSURE | <input type="checkbox"/> |
| ENHANCED DISCLOSURE | <input type="checkbox"/> |
| ENHANCED DISCLOSURE WITH BARRED LIST CHECK | <input type="checkbox"/> |
| Section B – workforce type | |
| CHILD WORKFORCE | <input type="checkbox"/> |
| ADULT WORKFORCE | <input type="checkbox"/> |
| CHILD AND ADULT WORKFORCE | <input type="checkbox"/> |
| OTHER WORKFORCE | <input type="checkbox"/> |

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| JUSTIFICATION |
| Please refer to your HR Advisor before deciding whether this post requires a DBS Check. Record your reasons here |

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|--|
| ANY OTHER INFORMATION |
| Restricted Post: (Which requires the post holder to be politically neutral) |

COUNCIL

13TH OCTOBER 2021

| ANNUAL TREASURY MANAGEMENT AND PRUDENTIAL INDICATOR REPORT 2020-2021 | | |
|--|--|---|
| Purpose: To comply with the CIPFA Code of Practice on Treasury Management in the Public Sector. | | |
| Cabinet Recommendations: That the Annual Treasury Management and Prudential Indicator Report for 2020-21 be adopted. | | |
| Reasons: To comply with the CIPFA Code of Practice on Treasury Management in the Public Sector. | | |
| Relevant scrutiny committee to be consulted:- YES Policy & Resources Scrutiny Committee 20/10/2021 | | |
| Cabinet Decision Required | YES | |
| Council Decision Required | YES | |
| CABINET MEMBER PORTFOLIO HOLDER: Cllr. D.M. Jenkins | | |
| Directorate: Corporate Services Chris Moore Report Author: Chris Moore | Designation: Director of Corporate Services, Carmarthenshire County Council | Tel Nos. 01267 224120 E Mail Addresses: CMoore@carmarthenshire.gov.uk |

EXECUTIVE SUMMARY

**COUNCIL
13TH OCTOBER 2021**

ANNUAL TREASURY MANAGEMENT AND PRUDENTIAL INDICATOR REPORT 2020-2021

1. BRIEF SUMMARY OF PURPOSE OF REPORT.

The Council adopted the Treasury Management Policy and Strategy and the five year capital programme for 2020-2021 on the 3rd March 2020. This Annual Report lists the activities that took place in 2020-2021 under the headings of:

Investments

Borrowing

Update on KSF

Security, Liquidity and Yield

Treasury Management Prudential Indicators

Prudential Indicators

Leasing

Rescheduling

DETAILED REPORT ATTACHED ?

YES

IMPLICATIONS

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

Signed: **C Moore**

Director

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

Finance

The authority's investments during the year returned an average rate of 0.18%, exceeding the 7 day LIBID rate.

No new PWLB borrowing took place during the year. Long term debt outstanding at the year end amounted to £414m.

The Authority did not breach any of its Prudential Indicators during the year.

86.80% of the submitted claim has been received from the administrators of KSF to 31st March 2021.

Risk Management Issues

The nature of investment returns can fluctuate from time to time due to market conditions. Investment rates have been particularly volatile recently due to the consequences of Covid-19.

CONSULTATIONS

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

Signed: C Moore

Director

1. Scrutiny Committee

For information to Policy and Resources Scrutiny Committee on the 20/10/2021.

2. Local Member(s)

NA

3. Community / Town Council

NA

4. Relevant Partners

NA

5. Staff Side Representatives and other Organisations

NA

**CABINET PORTFOLIO HOLDER
AWARE/CONSULTED**

YES

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 |
|---|--------------|---|
| CIPFA Treasury Management in the Public Services - Code of Practice Revised 2017 | | County Hall, Carmarthen |

COUNCIL

13TH OCTOBER 2021

ANNUAL TREASURY MANAGEMENT AND PRUDENTIAL INDICATOR REPORT 2020-21

1. Introduction

The Treasury Management Policy and Strategy for 2020-21 was approved by Council on 3rd March 2020. Section B 1.1(2) stated that a year end annual report would be produced.

This report meets the requirements of both the CIPFA Code of Practice on Treasury Management, (the Code), and the CIPFA Prudential Code for Capital Finance in Local Authorities, (the Prudential Code) and outlines the Treasury Management activities in 2020-21 financial year.

2. Investments

One of the primary activities of the Treasury Management operation is the investment of surplus cash for which the Authority is responsible. As well as the Authority's own cash the County Council invests School Funds, Trust Funds and other Funds, with any interest derived from these investments being passed over to the relevant Fund.

All surplus money is invested daily with the approved counterparties either via brokers on the Money Markets or direct. The security of the investments is the main priority, appropriate liquidity should be maintained and returns on the investments a final consideration. It continues to be difficult to invest these funds as the market continues to be insecure and as a consequence appropriate counterparties are limited.

For 2020-21 investments to individual counterparties were limited to:

| | Maximum to Lend £m |
|---|-------------------------------|
| Upper Limit Any one British Bank and Building Society with a credit rating of at least F1, P-1 or A-1 short term or AA-, Aa3 or AA- long term | 10 |
| Middle Limit Any one British Bank and Building Society with a credit rating of at least F1, P-1 or A-1 short term | 7 |
| UK Banks Part Nationalised Included as investment counterparties, as long as they continue to have appropriate UK Government support | 7 |
| Any one Local Authority | 5 |
| Any one AAA Rated Money Market Fund | 5 |
| Debt Management Office | 70 |

The DMADF (DMO) limit was increased in April 2020 to £70m from £40m by the Director of Corporate Services (under Emergency powers) following approval by the Executive Board Member for Resources and Chief Executive.

The total investments at 1st April 2020 and 31st March 2021 are shown in the following table:

| Investments | 01.04.20 | | | | 31.03.21 | | | |
|--|-----------------|--------------|--------------|------------|-----------------|--------------|---------------|------------|
| | Call and notice | Fixed Term | Total | | Call and notice | Fixed Term | Total | |
| | £m | £m | £m | % | £m | £m | £m | % |
| Banks and 100% Wholly Owned Subsidiaries | 19.0 | 0.53 | 19.53 | 27 | 34.50 | 7.53 | 42.03 | 36 |
| Building Societies | 0.00 | 3.00 | 3.00 | 4 | 0.00 | 0.00 | 0.00 | 0 |
| Money Market Funds | 12.00 | 0.00 | 12.00 | 16 | 25.00 | 0.00 | 25.00 | 22 |
| DMADF (DMO) | 0.00 | 18.00 | 18.00 | 24 | 0.00 | 36.50 | 36.50 | 31 |
| Local Authorities | 0.00 | 21.00 | 21.00 | 29 | 0.00 | 13.00 | 13.00 | 11 |
| TOTAL | 31.00 | 42.53 | 73.53 | 100 | 59.50 | 57.03 | 116.53 | 100 |

The total investment figure of £116.53m at 31st March 2021 includes £42.80m Swansea Bay City Deal money.

An analysis of the daily cash schedules indicates that the minimum balance lent over the twelve month period was £99.53m and the maximum balance lent was £165.53m. The average balance for the year was £136.50m.

The total investments made by the Council and repaid to the Council (the turnover) amounted to £2,440.00m. This averaged approximately £46.79m per week or £6.68m per day. A summary of the turnover is shown below:

| | £m |
|--|---------------|
| Total Investments 1st April 2020 | 73.53 |
| Investments made during the year | 1,241.50 |
| Sub Total | 1,315.03 |
| Investments Repaid during the year | (1,198.50) |
| Total Investments 31st March 2021 | 116.53 |

The main aim of the Treasury Management Strategy is to manage the cash flows of the Council and the risks associated with this activity. Lending on the money market secures an optimum rate of return, allows for diversification of investments and consequently reduction of risk, which is of paramount importance in today's financial markets.

The benchmark return for the money market is the "7 day LIBID rate". For 2020-21 the Council has compared its performance against this "7 day LIBID rate". The average "7 day LIBID rate" was -0.07% whereas the actual rate the Council earned was 0.18%, an out performance of 0.25%.

This outperformance can be quantified as £351k additional interest earned compared to the "7 day LIBID rate".

The gross interest earned on investments for 2020-21 amounted to £0.258m, which was more than the estimated figure of £0.200m. There were no changes to the Bank of England Official rate during the year.

The income from investments is used by the Authority to reduce the net overall costs to the Council taxpayer.

3. Update on the investments with Kaupthing Singer & Friedlander (KSF)

The latest position with the Council's investments with KSF was reported in the Treasury Management and Prudential Indicator Reports to Executive Board during the year.

One dividend of £5.2k was received in 2020-21, equating to 0.13p in the £.

As at 31st March 2021 the sum of £3.47m principal and £213k interest had been received from the Administrators, which equates to 86.80% of the claim submitted. Further dividends are expected to be paid in 2021-22. The Administrators estimate total dividends payable to non-preferential creditors at 86.90%.

4. Security, Liquidity and Yield (SLY)

Within the Treasury Management Strategy Statement for 2020-21, the Council's investment priorities are:

- Security of Capital
- Liquidity and
- Yield

The Council aims to achieve the optimum return (yield) on investments commensurate with proper levels of security and liquidity. In the current economic climate it is still considered appropriate to keep investments short term to cover cash flow requirements.

Attached at Appendix 1 is a list of the individual investments (excluding the £0.53m in KSF) held as at the 31st March 2021 together with their credit ratings, historic risk of default and the risk weighting attached to each investment.

5. Borrowing

As Members are aware the Authority has a capital investment programme. For 2020-21 actual capital expenditure was £84.82m. This was financed from:

| | £m |
|---------------------------------|--------------|
| Borrowing | 17.95 |
| Grants and Contributions | 51.02 |
| Usable Capital Receipts Applied | 0.51 |
| Revenue and Reserves | 15.34 |
| Total | 84.82 |

Under the Treasury Management Strategy it was resolved:

- To borrow to meet the funding requirements of the Authority, after allowing for capital grants, capital receipts and capital contributions, and to stay within the Prudential Indicators to ensure affordability, prudence and sustainability.
- To borrow when interest rates are at their most advantageous, after considering cash flow requirements.

No new loans were borrowed during 2020-21.

The total loans outstanding at 1st April 2020 and 31st March 2021 were:

| Loans | Balance at 01.04.20 £m | Balance at 31.03.21 £m | Net Increase/ (Net Decrease) £m |
|-----------------------------------|---------------------------------------|---------------------------------------|--|
| Public Works Loan Board (PWLB) | 425.42 | 403.38 | (22.04) |
| Market Loan | 3.00 | 3.00 | 0.00 |
| Salix, Invest-to-Save, HILS & TCL | 4.11 | 7.46 | 3.35 |
| Total | 432.53 | 413.84 | (18.69) |

The total external interest paid in 2020-21 amounted to £17.33m, which compares favourably with the budget of £20.27m. The savings have arisen due to under borrowing on the capital programme and borrowing at lower than anticipated interest rates.

6. Treasury Management Prudential Indicators

Under the requirements of the Prudential Code of Practice for Capital Finance in Local Authorities, the Council are required to set a number of treasury management prudential indicators for the year 2020-21. The indicators set and the performance against those indicators is shown below:

6.1 The estimated and actual interest exposure limits as at 31st March 2021 were:

| | Estimate 31.03.21 £m | | | Actual 31.03.21 £m | | |
|-----------------------------------|-------------------------|------------------------|---------------|-----------------------|------------------------|---------------|
| | Fixed Interest Rate | Variable Interest Rate | Total | Fixed Interest Rate | Variable Interest Rate | Total |
| Borrowed | 445.00 | 3.00 | 448.00 | 410.84 | 3.00 | 413.84 |
| Invested | (20.00) | (30.00) | (50.00) | (57.03) | (59.50) | (116.53) |
| Net | 425.00 | (27.00) | 398.00 | 353.81 | (56.50) | 297.31 |
| Proportion of Total Net Borrowing | 107% | (7%) | 100% | 119% | (19%) | 100% |
| Limit | 125% | 5% | | | | |

6.2 Maximum principal sums invested > 365 days

| | 2020-2021 Limit £m | 2020-2021 Actual £m |
|--|--------------------------|---------------------------|
| Maximum principal sums invested > 365 days | 10 | NIL |

6.3 Interest rate exposure limits

| | 2020-21 Limit £m | 2020-21 Actual £m |
|---|------------------------|-------------------------|
| Limits on fixed interest rates based on net debt | 510.00 | 353.81 |
| Limits on variable interest rates based on net debt | 51.00 | (56.50) |

6.4 The upper and lower limits set for the maturity structure of borrowing along with the actual maturity structure as at 31st March 2021.

| | Estimated Upper Limit 2020-2021 % | Estimated Lower Limit 2020-2021 % | Actual 31.03.21 % |
|----------------------|---|---|-------------------------|
| Under 12 months | 15 | 0 | 3.84 |
| 12 months to 2 years | 15 | 0 | 2.71 |
| 2 years to 5 years | 50 | 0 | 6.57 |
| 5 years to 10 years | 50 | 0 | 9.36 |
| 10 years to 20 years | 50 | 0 | 19.60 |
| 20 years to 30 years | 50 | 0 | 20.15 |
| 30 years to 40 years | 50 | 0 | 23.03 |
| 40 years and above | 50 | 0 | 14.74 |
| Total | | | 100.00 |

Details of the above maturity structure are shown below:

| Loan Maturities | PWLB Debt £m | Average Interest Rate % | Market Loans/ Invest to Save/Salix/ HILS/TCL £m | Average Interest Rate % | Total Debt Outstanding £m |
|--------------------------------------|--------------------|----------------------------------|--|----------------------------------|---------------------------------|
| Before 1st April 2022 | 15.77 | 4.70 | 0.13 | 0 | 15.90 |
| 1st April 2022 to 31st March 2023 | 11.00 | 4.83 | 0.21 | 0 | 11.21 |
| 1st April 2023 to 31st March 2026 | 26.58 | 4.86 | 0.62 | 0 | 27.20 |
| 1st April 2026 to 31st March 2031 | 35.22 | 4.21 | 3.50 | 0 | 38.72 |
| 1st April 2031 to 31st March 2041 | 78.11 | 4.30 | 3.00 | 0 | 81.11 |
| 1st April 2041 to 31st March 2051 | 83.40 | 4.06 | 0 | 0 | 83.40 |
| 1st April 2051 to 31st March 2061 | 92.30 | 5.09 | 3.00 | 4.72 | 95.30 |
| After March 2061 | 61.00 | 2.41 | 0 | 0 | 61.00 |
| Total as at 31.03.21 | 403.38 | | 10.46 | | 463.84 |

7. Prudential Indicators

7.1 Affordability

7.1.1 Actual and estimated ratio of financing costs to net revenue stream.

| Ratio of Financing Costs to Net Revenue Stream | | |
|--|----------------------------|--------------------------|
| | 2020-2021 Estimate % | 2020-2021 Actual % |
| Non-HRA | 4.74 | 4.69 |
| HRA | 33.93 | 32.73 |

The indicator shows the proportion of income taken up by capital financing costs.

7.2 Prudence

7.2.1 The Capital Financing Requirement (CFR).

| | 31.03.19 Estimate £m | 31.03.19 Actual £m |
|--------------|----------------------------|-----------------------|
| Non-HRA | 271 | 266 |
| HRA | 142 | 144 |
| HRAS | 74 | 74 |
| Total | 487 | 484 |

The Capital Financing Requirement reflects the underlying need to borrow for capital purposes.

7.2.2 Gross Borrowing against the Capital Finance Requirement indicator.

To ensure that borrowing levels are prudent over the medium term the Council's external borrowing must only be for a capital purpose. Gross borrowing must not exceed the CFR for 2020-21 plus the expected changes to the CFR over 2021-22 and 2022-23 but can in the short term due to cash flows. The table below highlights the Council's gross borrowing position against the CFR. The Council has complied with this prudential indicator.

| £m | 2020-2021 Estimate | 2020-2021 Actual |
|---|-----------------------|---------------------|
| Debt at 1 st April 2020 | 433 | 433 |
| Expected Change in Debt | 37 | (19) |
| Gross debt at 31st March 2021 | 470 | 414 |
| CFR | 529 | 504 |
| Under / (Over) borrowing | 59 | 90 |

The Section 151 Officer reports that the authority had no difficulty meeting this requirement in 2020-21.

7.2.3 The Authorised Limit and Operational Boundary.

The Authorised Limit is the “Affordable Borrowing Limit” required by Section 3 of the Local Government Act 2003. The Council does not have the power to borrow above this level. The table below demonstrates that during 2020-21 the Council has maintained gross borrowing within its Authorised Limit.

The Operational Boundary is the expected borrowing position of the Council during the year. Periods where the actual position is either below or over the Boundary is acceptable subject to the Authorised Limit not being breached.

The actual financing costs as a proportion of net revenue stream identifies the trend in the cost of capital (borrowing and other long term obligation costs net of investment income) against the net revenue stream.

| | 2020-2021 £m |
|---|-----------------|
| Authorised Limit | 569.00 |
| Gross borrowing | 413.84 |
| Operational Boundary | 517.00 |
| Average gross borrowing position | 423.89 |
| Financing costs as a proportion of net revenue stream | 7.63% |

8. Leasing

No finance leases were negotiated during the year.

9. Rescheduling

No rescheduling was undertaken during the year.

10. Conclusion

This report demonstrates compliance with the reporting requirements of the CIPFA Treasury Management Code of Practice.

11. Recommendations

It is recommended that this report be received by the Cabinet.

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| Totals | | |
|-------------------------|---------------------|------|
| Total | £116,000,000 | |
| Calls & MMFs | £59,500,000 | 51% |
| Fixed Deposits | £56,500,000 | 49% |
| Specified | £116,000,000 | 100% |

| Weighted Average | | |
|------------------------|-----------------|-------|
| Yield | | 0.06% |
| Maturity (Days) | | |
| Total Portfolio | Total Portfolio | 23.21 |
| Long Term | | |
| AAA | - | 1.00 |
| AA | F1 | 27.31 |
| A | F1 | 37.93 |
| BBB | F2 | 0.00 |
| CCC | C | 0.00 |

| Risk Factors | | |
|------------------------|--------|--------|
| < 1 year | £3,987 | 0.003% |
| 1 - 2 years | £0 | 0.000% |
| 2 - 3 years | £0 | 0.000% |
| 3 - 4 years | £0 | 0.000% |
| 4 - 5 years | £0 | 0.000% |
| Total Portfolio | £3,987 | 0.003% |

| Maturity Structure | | |
|----------------------|---------------------|-------------|
| < 1 Week | £59,500,000 | 51% |
| < 1 Month | £44,500,000 | 38% |
| 2 - 3 Months | £5,000,000 | 4% |
| 3 - 6 Months | £0 | 0% |
| 6 - 9 Months | £7,000,000 | 6% |
| 9 - 12 Months | £0 | 0% |
| 12 Months+ | £0 | 0% |
| Total | £116,000,000 | 100% |

SLY Model

Carmarthenshire County Council

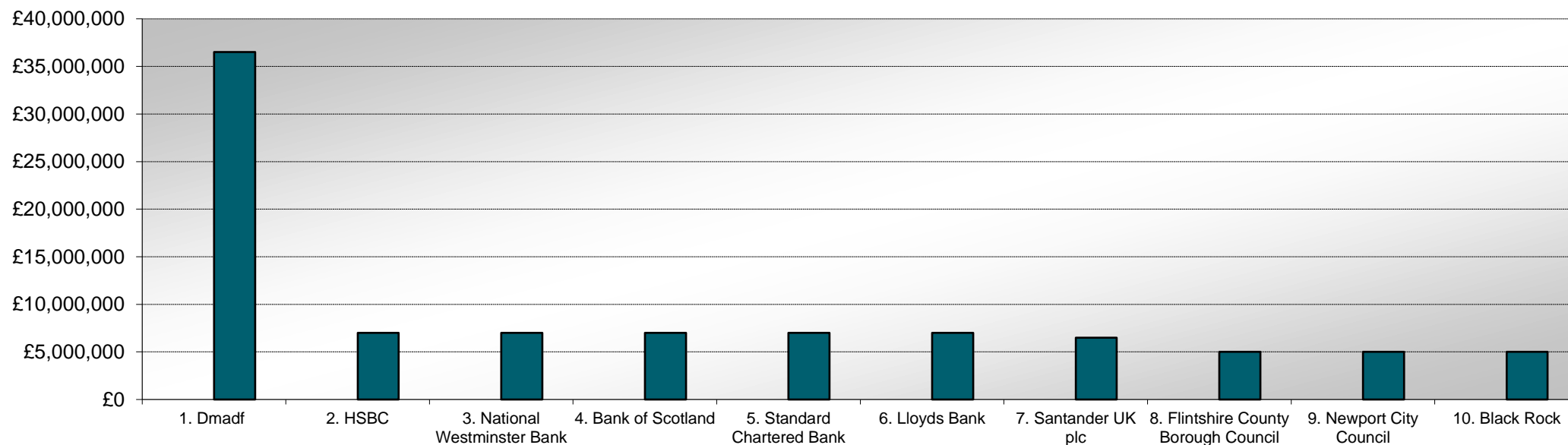
31/03/2021

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Top 10 Counterparty Holdings

Carmarthenshire County Council

| Counterparty | Principal | % of Total Holding | WAM (Days) | WAYield | WADefault |
|--------------------------------------|-------------|--------------------|------------|---------|-----------|
| 1. Dmadf | £36,500,000 | 32.30% | 25 | 0.00% | 0.001% |
| 2. HSBC | £7,000,000 | 6.19% | 1 | 0.03% | 0.000% |
| 3. National Westminster Bank | £7,000,000 | 6.19% | 183 | 0.11% | 0.047% |
| 4. Bank of Scotland | £7,000,000 | 6.19% | 1 | 0.01% | 0.000% |
| 5. Standard Chartered Bank | £7,000,000 | 6.19% | 1 | 0.10% | 0.000% |
| 6. Lloyds Bank | £7,000,000 | 6.19% | 1 | 0.10% | 0.000% |
| 7. Santander UK plc | £6,500,000 | 5.75% | 1 | 0.58% | 0.000% |
| 8. Flintshire County Borough Council | £5,000,000 | 4.42% | 54 | 0.03% | 0.002% |
| 9. Newport City Council | £5,000,000 | 4.42% | 19 | 0.05% | 0.001% |
| 10. Black Rock | £5,000,000 | 4.42% | 1 | 0.01% | 0.000% |



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COUNTY COUNCIL

13/10/21

**CARMARTHENSHIRE COUNTY COUNCIL'S
ANNUAL REPORT FOR 2020/21**

Cabinet Recommendations:

That the Council's Annual Report for 2020/21 be approved.

Reasons:

- Under the Local Government (Wales) Measure 2009 we must publish an Annual Report on past performance by the end of October each year.
- Under the Well-being of Future Generations (Wales) Act 2015 we are required to publish an Annual Report on our Well-being Objectives.
- This report meets both these requirements in one document.

Relevant scrutiny committee consulted:

| | |
|--|-----------------------|
| Community and Regeneration Scrutiny | 1 st July |
| Environment and Public Protection Scrutiny | 2 nd July |
| Social Care and Health Scrutiny | 7 th July |
| Education and Children's Services Scrutiny | 8 th July |
| Policy and Resources Scrutiny | 21 st July |

Cabinet Decision Required: Yes (27th September 2021)

Council Decision Required: Yes (13th October 2021)

CABINET MEMBER PORTFOLIO HOLDER:-

Cllr. Mair Stephens (Deputy Leader) and Cllr Ann Davies (Communities and Rural Affairs)

| | | |
|--|---|--|
| Directorate Chief Executive's Noelwyn Daniel | Designations: Head of ICT & Corporate Policy | Tel Nos./ E Mail Addresses: 01267 246270 NDaniel@carmarthenshire.gov.uk |
| Report Author Robert James | Performance Management Officer | 01267 224486 RNJames@carmarthenshire.gov.uk |

**EXECUTIVE SUMMARY
COUNTY COUNCIL
13/10/21**

**CARMARTHENSHIRE COUNTY COUNCIL'S
ANNUAL REPORT FOR 2020/21**

BRIEF SUMMARY OF PURPOSE OF REPORT

2020/21 was a year like no other due to the impact of the COVID-19 Pandemic. The vast majority of the Council's services had to adapt and change, with many being shut down completely for long periods of the year. For this reason, it is not possible for the 2020-21 Annual Report to act as a progress report on previous performance or as a comparator with other local authorities. This year was like no other and much of the report reflects the actions the Council had to take to support its residents, communities and businesses through the pandemic. With many staff being redeployed to assist in the pandemic response and many set to work to aid recovery the Council's priorities had to shift significantly to face the challenges presented by the pandemic. For these reasons, the Annual Report for 2020-21 has a different focus and approach to previous reports.

- Many of the actions and targets we set for 2020/21 were blindsided by the Coronavirus COVID-19 pandemic and we had to deal with the emergency in hand. An initial COVID-19 Community Impact Assessment was published in September 2020 and individual services reported their responses to Scrutiny Committees in the November / December 2020 cycle of meetings. We will when appropriate update the Community Impact Assessment on COVID-19 within Carmarthenshire.
- The Annual Report starts with an overview of our COVID-19 Year and outlines some key responses and impacts.
- The Annual Report then looks in turn at each of our 15 Well-being Objectives and assesses the progress and adaptations that have been made during this difficult year.

COVID-19

We have a statutory duty to publish an Annual Report for 2020-21 by the 31st October 2021. There has been no relaxation on this statutory duty despite the pandemic. It is not possible to provide as much in-depth analysis and evaluation as we have done in previous years due to the gathering some performance information not being gathered nationally as services focused on pandemic response. There are also some gaps in information that we would usually provide. For instance, Welsh Government has confirmed that comparative out-turn data will not be published for the 2019-20 and 2020-21 period.

DETAILED REPORT ATTACHED?

Yes

IMPLICATIONS

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

Signed: Noelwyn Daniel - Head of ICT and Corporate Policy

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

1. Policy, Crime & Disorder and Equalities

To comply with the Well-being of Future Generations (WbFG) Act 2015, we must (in carrying out sustainable development):

| | |
|--|---|
| <ul style="list-style-type: none"> • Set and publish well-being objectives • Take all reasonable steps to meet those objectives • Publish a statement about well-being objectives • Publish an annual report of progress | <p>Corporate Strategy update published – June 2019, and further updated in May 2021.</p> <p>This will be accomplished by the enclosed Annual Report</p> |
|--|---|

Only when a public body can demonstrate it has taken into account the sustainable development principle in the setting, taking steps and meeting of its well-being objectives will it be compliant with the Act. Public bodies may take other matters into account when making their decisions, but in order to comply with the Act they must take into account the 5 ways of working.

1. Long term
2. Integrated
3. Involving
4. Collaborative
5. Preventative

2. Legal

We have to publish our Annual Report by the 31st October to comply with the Local Government Measure 2009.

This is the last year that we will be reporting under the requirements of the Local Government (Wales) Measure 2009 as this is being replaced by the duties of Local Government and Elections (Wales) Act 2021 in future years.

3. Finance

Well-being Objective 15 - Building a Better Council and Making Better use of Resources covers financial matters.

CONSULTATIONS

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

Signed: **Noelwyn Daniel** - Head of ICT and Corporate Policy

1. Local Member(s)- N/A
2. Community / Town Council – N/A
3. Relevant Partners – N/A
4. Staff Side Representatives and other Organisations

All Departments have been consulted and have had the opportunity to provide comments on their performance and progress.

Public Consultation

- As in previous years we consulted with the public on the set of Well-being Objectives as part of budget consultation.
- Analysis of the results showed agreement for the objectives.

Section 100D Local Government Act, 1972 – Access to Information

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

| Title of Document | Locations that the papers are available for public inspection |
|---|---|
| The Local Government Measure (Wales) 2009 | https://gov.wales/local-government-measure-2011-guidance |
| Statutory guidance on the Well-being of Future Generations (Wales) Act 2015. SPSF2: Individual Public Body Role | SPSF2:Individual Public Body Role |
| June 2019 - Corporate Strategy | https://www.carmarthenshire.gov.wales/media/1219049/corporate-strategy-revised-2019-20.pdf |

Moving Forward in Carmarthenshire

ANNUAL REPORT for 2020/2021

on the Council's Corporate Strategy 2018-2023



October 2021

Cyngor **Sir Gâr**
Carmarthenshire
County Council



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Welcome from the Leader of the Council

This time last year I wrote here about the stark contrast between where we started the year and how it ended, and we find ourselves in the same position this year. At the start of this year, we were in the middle of a lockdown, and almost at the first peak of cases. Headlines were filled with mortality figures, the creation of emergency Field Hospitals and communities across the county had already pulled together to start supporting each other in ways we could not previously have imagined. I think we can agree that over the last year, we have witnessed some heroic efforts, sometimes overwhelming challenges, and some of our darkest times.



Writing this introduction has given me an opportunity to reflect on the last year, to view the year from start to finish. The report serves as a reminder of all we achieved. In a matter of weeks schools closed and childcare hubs were set up to support key workers. Leisure Centres and sporting venues were converted into Field Hospitals with hundreds of hospital beds. Thousands of food parcels were delivered to those who were shielding, and help and advice given to over 4,000 small businesses. As you read this report you will see in numbers and statistics what we have achieved, and it is a testament to the hard work and commitment of officers, members, frontline workers, and communities across Carmarthenshire. What we achieved was done by your efforts, and I would like to thank each and every one of you for working hard to bring us through this year

The pandemic has brought localism to the front and centre of our focus on Economic Recovery. Our Economic Recovery Plan is in tune with the needs of businesses and communities across Carmarthenshire, taking advantage of opportunities to accelerate change to enable success in the economy of the future. The plan identifies actions to support the recovery of the Carmarthenshire economy from the social and economic impacts of the COVID-19 pandemic and Brexit. It sets out our priorities for supporting business, people, and place. With this support Carmarthenshire's economy can recover as quickly as possible to become one which is more productive than before, more equal, greener, healthier, and with more sustainable communities.

This report also highlights our vision to significantly increase local procurement spend. The COVID-19 pandemic has provided greater impetus and focus on this area of work, and our plans to review local food procurement have been extended from just food to cover all the Council's procured spend. This work is very closely aligned with the Council's economic recovery plan with progressive procurement being a key theme of that plan.

In 2019 we were one of the first local authorities in Wales to declare a climate emergency and early last year became the first to publish a climate change action plan detailing how we plan to become net zero carbon by 2030. There is a lot to be done, but already a lot underway with our initial focus on our measurable carbon footprint. We've reduced carbon emissions from our buildings and our fleet significantly already, and this work will continue; we are investing in electric car charging points to support sustainable travel and in cycle facilities to encourage active travel; we are looking at ways to develop renewable energy sources, enhancing our biodiversity and looking at nature-based solutions – and this is only a small part of what we are doing. We will continue to protect and enhance Carmarthenshire so that it continues to grow and flourish for the benefit of our communities and our future. And in preparing for our future generations there are other foundations that must be laid, and it is these foundations that may be the most important of all - ensuring that the people of Carmarthenshire can live well and thrive.

I hope as you read this report that it gives you a clear view of the last year, and as we have seen, we can be innovative and forward thinking even under the most difficult of circumstances. We know that we have a challenging time ahead, but we're ready to grasp each opportunity, we're prepared, and we are ambitious.

Thank you.

Councillor Emlyn Dole

Leader of Carmarthenshire County Council

We welcome constructive comments on our strategies and services. Feedback from customers and service users is essential in identifying opportunities for improvement and we hope that if you have any comments or suggestions that you believe would help that you will share them with us. Please contact us at **Corporate Performance Management**, Carmarthenshire County Council, County Hall, Carmarthen SA31 1JP or email at performance@carmarthenshire.gov.uk

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Carmarthenshire's Well-being Objectives

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| | 2. Help children live healthy lifestyles | 21 |
| | 3. Support and improve progress and achievement for all learners | 25 |
| | 4. Ensure all young people are in Education, Employment or Training (EET) and are following productive learning and career pathways | 28 |
| Live Well | 5. Tackle poverty by doing all we can to prevent it, help people into work and improve the lives of those living in poverty | 32 |
| | 6. Create more jobs and growth throughout the county | 36 |
| | 7. Increase the availability of rented and affordable homes | 39 |
| | 8. Help people live healthy lives (tackling risky behaviour and obesity) | 42 |
| Age Well | 9. Support good connections with friends, family and safer communities | 46 |
| | 10. Support the growing numbers of older people to maintain dignity and independence in their later years | 50 |
| | 11. A Council wide approach to support Ageing Well in Carmarthenshire | 52 |
| In A Healthy, Safe & Prosperous Environment | 12. Look after the environment now and for the future | 56 |
| | 13. Improve the highway and transport infrastructure and connectivity | 61 |
| | 14. Promote Welsh Language and Culture | 65 |
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OUR COVID- YEAR



Childcare Hubs were set up to support key workers and vulnerable children



Help and advice given to over **4,000** small businesses



100's of businesses helped to ensure robust processes in place to protect customers

Providing up to date information, with a **45% increase** in user sessions on the Council website



Supported over **2,000** staff working from home



...rising to support for over **3,000** remote connections on our network

TTP - Test, Trace, Protect



A dedicated team was set up to support the National TTP Programme

Assisted NHS with the setup of **4 field hospitals** with hundreds of temporary hospital beds



Over 8,000 Food Parcels distributed to help support those Shielding

HOW COVID-19 HAS CHANGED CARMARTHENSHIRE

Many of the actions and targets we set for 2020/21 were blindsided by the Coronavirus COVID-19 pandemic and we had to deal with the emergency in hand. We accounted for this period in a [COVID-19 Community Impact Assessment](#). Furthermore, Services reported their responses to Scrutiny Committees in the November / December 2020 meetings. We will when appropriate update the Community Impact Assessment on COVID-19 within Carmarthenshire.

Below are some key impacts during 2020 and our thanks must go to the Council staff from across a range of services, in many cases working with other partners, for their significant efforts and commitment in responding to previously unknown situations.

Life is for living, let's start, live and age well
in a healthy, safe and prosperous environment

START WELL



CHILDREN AND SCHOOLS

Following the outbreak of the pandemic schools, nurseries and childcare provision all closed. As part of the response Carmarthenshire established 24 *childcare hubs* to provide much needed childcare for the children of key workers whilst 4 *specialist settings* remained open. Flying Start re-purposed childcare hubs to provide care for vulnerable and pre-school critical worker children and supported private settings to re-open. Summer holiday clubs remained open to fee paying parents throughout the summer.

In order to minimise the impact on pupils learning, a *Continuation of Learning Plan* was rapidly put in place. In support of this plan, devices including laptops, Chromebooks and 4G MiFi dongles were supplied to support families with remote learning across Carmarthenshire.

For schools to re-open the Department for Education and Children's Services coordinated a significant corporate response to make arrangements for schools to be COVID safe environments. This included producing Risk Assessments, checked and signed off, for every school site, signage, handwash basins and additional cleaning. This was to ensure that all staff and pupils felt safe in returning to school.

Children's Services continued throughout the pandemic by adapting working practices, using PPE, social distancing, etc. to maintain a full provision. The Inclusion team (Additional Learning Needs) and Behaviour teams also provided a full service throughout the pandemic with some Specialist settings remaining open while all offered remote support. Specialist staff from across the Department also worked in the Hubs with identified vulnerable learners. Support both academically and for emotional wellbeing was provided where necessary. Home Tutored pupils were offered remote support and wellbeing calls throughout the pandemic.

Free School Meals (FSM) – pupils entitled to FSM were supported promptly from the start of the pandemic. They were initially provided with food packs collected from schools before BACS payments were implemented, with some families continuing to receive food packs delivered throughout the county. The number of applications for FSM (and payments) has increased over the past 15 months due to families facing financial challenges and hardship.

The *Pupil Development Grant (PDG – Access)* offers financial assistance to families eligible for FSM to purchase school uniform and other resources. Take up of this funding has also increased as a result of the pandemic.

LIVE WELL



ECONOMY

At the start of the pandemic, the scale of the outbreak had already led businesses to change their working practice, such as sending staff to work from home. With the imposed lockdown, and banning all 'non-essential' travel, the resulting impact on businesses, jobs and the economy was severe. Businesses in Carmarthenshire are typically smaller (up to 9 employees) than businesses throughout Wales and the UK, and the sad reality of the pandemic is that many businesses will fail, and others will take a significant length of time to get back to where they were.

We helped over 4,000 businesses to receive Welsh Government's business rates grant payments of between £10,000 and £25,000 with a total amount of over £46 million.

There have been economic challenges for Carmarthenshire, the effects of which will be evident long after the pandemic ends. It may take many months for household income to recover to pre-pandemic levels resulting in lower levels of disposable income which feeds the local economy. So, we promoted a 'buy local' message, helping to stimulate growth at a local level, resulting in a steadier economic future for local businesses and their staff. Through acting together with our partners, we can take action to restore consumer and business confidence to stimulate investment in our economies, which will create employment and help the unemployed find new jobs. Planning for economic recovery started early on in the pandemic and will be a priority for the Council going forward.

There are currently 16 Food Banks in the County and we have been directly providing funding in supporting many of these during COVID-19.

HOMELESS

The COVID-19 crisis has had a significant impact on homelessness provision. In order to safeguard homeless people Welsh Government changed the law around priority need. This meant Local Authorities were required to prioritise all homeless people (previously local authorities prioritised families and vulnerable single people). This has increased demand significantly resulting in large numbers (up to 150) of homeless households being temporarily accommodated. Our priorities have been to tackle this new demand over the last 12 months.

AGE WELL



SOCIAL CARE

We tried as far as possible during the pandemic to maintain business as usual. This included continued support to people who need our help in the community and need support to be discharged from hospital. We have continued to offer Information Advice and Assistance (IAA) and carried out social care assessments where required.

The most significant area of risk and greatest impact of COVID-19 has been in relation to the Care Home Sector and Carmarthenshire has experienced a number of outbreaks and the sector, which includes our in-house and commissioned provision, has faced huge challenges to care for those who were very frail, and for some, sadly at the end of their life. Staff went above and beyond to protect residents following stringent infection control procedures using PPE in line with national guidance. They demonstrated remarkable resilience and commitment and continued to deliver care to our most vulnerable residents throughout the pandemic.

HEALTHY, SAFE AND PROSPEROUS ENVIRONMENT



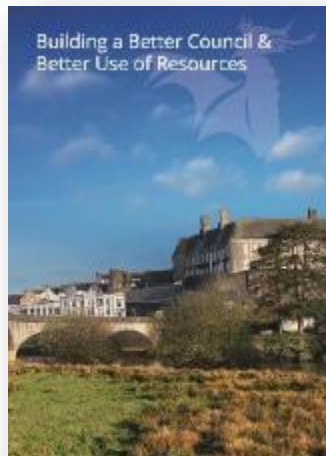
During lockdown people rediscovered the *environment*. More than ever before we have realised that our natural environment is vital for our well-being. More people used *footpaths and cycleways*.

Cleaners were retrained, and additional cleaners employed to develop an enhanced standard of cleaning across all settings. This helped to keep our school hubs, schools, food distribution centres, depots, critical offices and sheltered housing open. These enhanced cleaning standards were essential to reduce transmission of the virus and to build confidence and reassurance that the work environment is as safe as we can make it.

As a consequence of lockdown there was an improvement in *Air Quality* during the year because of reduction of road vehicle movements. The main pollutant of concern for Carmarthenshire is Nitrogen Dioxide (NO₂).

Waste and recycling collections were crucial to public and environmental health during the COVID-19 crisis, and waste workers were deemed 'key workers' by the Government and continued to carry out essential services during the epidemic. The full range of waste collection services at the kerbside continued throughout the pandemic, despite some of the logistical and resource challenges brought about by COVID-19 at times; this was testimony to the commitment and determination of all the teams involved in ensuring these important services continued. This was clearly appreciated by our residents.

GOVERNANCE



After a brief pause, democratic government and scrutiny were sustained by the introduction of virtual democratic meetings. Scrutiny was a possibility via Executive Board Meetings and group leader meetings. We were the first Council in Wales to hold a virtual Annual General Meeting. This required securing an on-line meetings software system and a method of providing Welsh translation facilities both for members and for the public.

Information Technology

The Authority's decision, before the pandemic, to spend £1.9m of investment in agile working initiatives, including providing staff with the right equipment to allow them to work in a more agile and flexible way, together with improvements to the resilience of the IT network, has helped support an almost seamless move to homeworking. Having the right equipment in place meant that staff could be operational from home

immediately with no disruption to customers.

The use of technology, and especially the use of Microsoft Teams, has been a vital component of the Council's response to the pandemic, and is helping to support the adoption of a far more dynamic and productive way of working. It has facilitated improved communication and team working at a local, regional, and national level.

We currently have over 40 transactional council services available to the public online, many of these have been developed extremely quickly.

Workforce

Staff stepped up and showed caring, conscientious commitment in *'doing their bit'* and showed bravery when called for. Many went the extra mile and kept going.

We diverted resources from the outset to ensure UK and Welsh Government legislation and guidance was quickly interpreted and disseminated to managers and head teachers. We quickly adapted our existing policies and developed new guidance such as Temporary Homeworking, Annual Leave and Furloughing of Staff. We also undertook a range of risk assessments and put in place safe systems of work to make sure critical services continued to be delivered, which, for example, allowed critical workers to access the Learning Hubs in our schools so that they could go to work.

The health and wellbeing of all our people has been a key priority for us and in response, we have dedicated significant resources to supporting the mental health and wellbeing of all our employees. We have been keen to normalise discussions about mental health and as part of Mental Health Awareness Week we launched the Time to Talk initiative, which we will continue to build on as we move forward.

We will not be going back and doing everything the same as before the pandemic – some new ways of working, developed due the pandemic, proved so successful that we will continue with them.

Some of the alternative ways of working that were rolled out during the pandemic has seen service areas have their *"light bulb"* moment and realise that it is a better way of delivering the service to the customer and will be adopted as the *"new norm"*.

Partnership

During the pandemic working in partnership with other Public Service Board partners and wider community has been essential. Trust and relationships developed through partnership working over a number of years came to the fore as partners supported each other at our time of greatest need. From establishing field hospitals in a matter of weeks to ensuring food parcels were delivered to those shielding and vulnerable, the collaboration and co-operation between partners and stakeholders has been immense and will be something to build on for future developments.

We quickly developed a *Test, Trace and Protect (TTP)* service working collaboratively with Public Health Wales, Hywel Dda University Health Board and the Police to advise contact cases, identify hotspots, enforce if needed to prevent the further spread of COVID-19.

Incident Management Teams (IMTs) across services were set up and they have strategically driven the COVID response in the County. This work is certainly something we will look as a blueprint in the future as really good examples of partnership working.

Police and Public Protection services have also worked in collaboration undertaking site visits at licensed premises ensuring that COVID rules were being followed. This close working has resulted in only a limited number of enforcement notices being needed to be issued to date.

Lyndsay McNicholl, a Carmarthenshire County Council residential care manger, was awarded the British Empire Medal for her services to care during the COVID-19 pandemic.



Major Challenges

CLIMATE CHANGE

- We have the first **Net Zero Carbon Action Plan** in Wales (See Well-being Objective 12)

RECOVERY

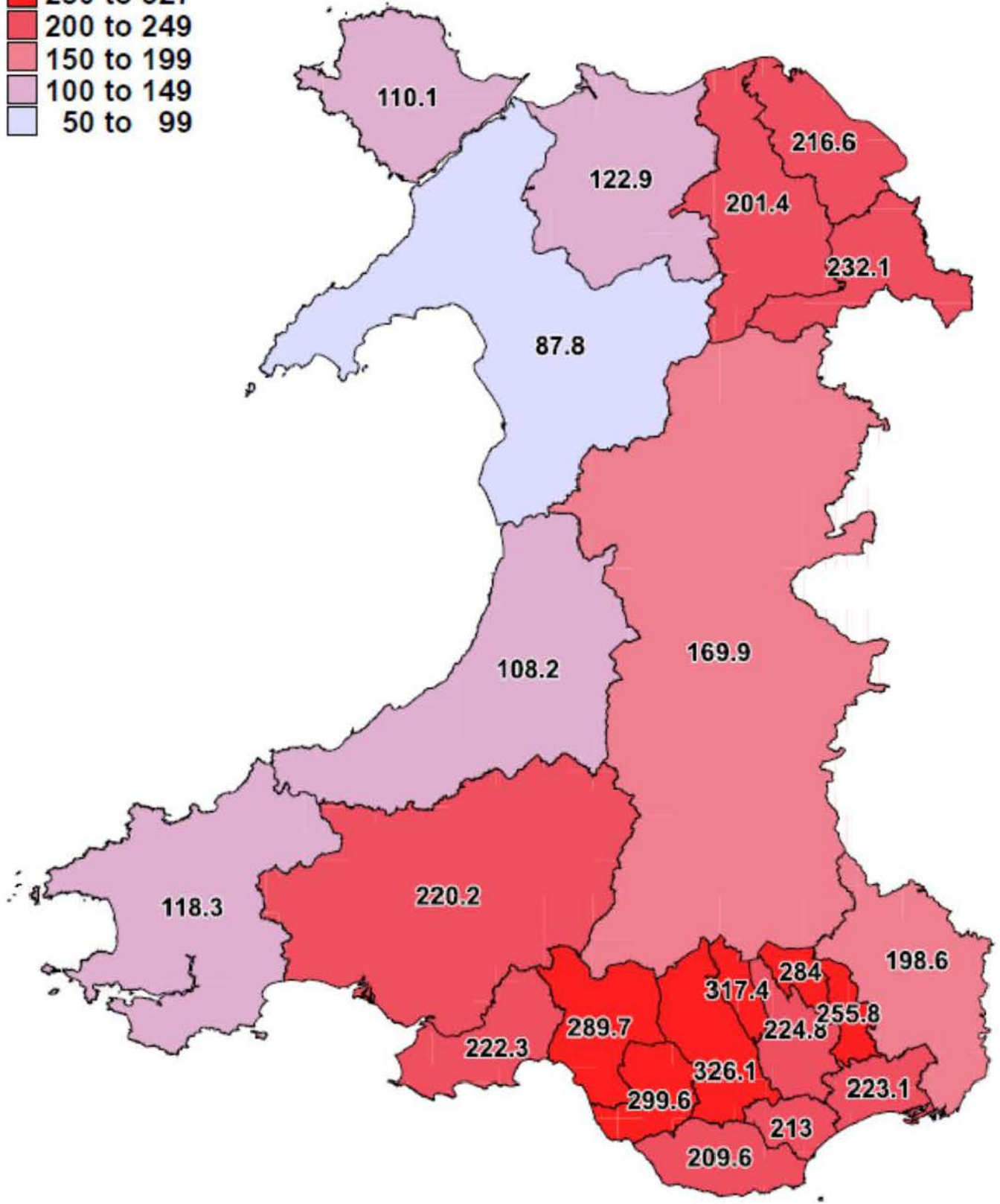
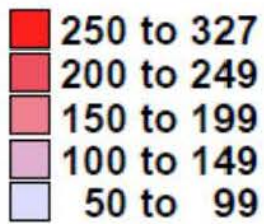
- We are one of the first in Wales to prepare an **Economic Recovery Plan** (See Well-being Objective 6)

COVID-19

- **Community Impact Assessment of COVID-19**
To learn from how we responded to the pandemic we are identifying transformational new ways of working (See Well-being Objective 15)

Wales COVID-19 death rates

Deaths per 100,000 people - occurring up to end March 2021



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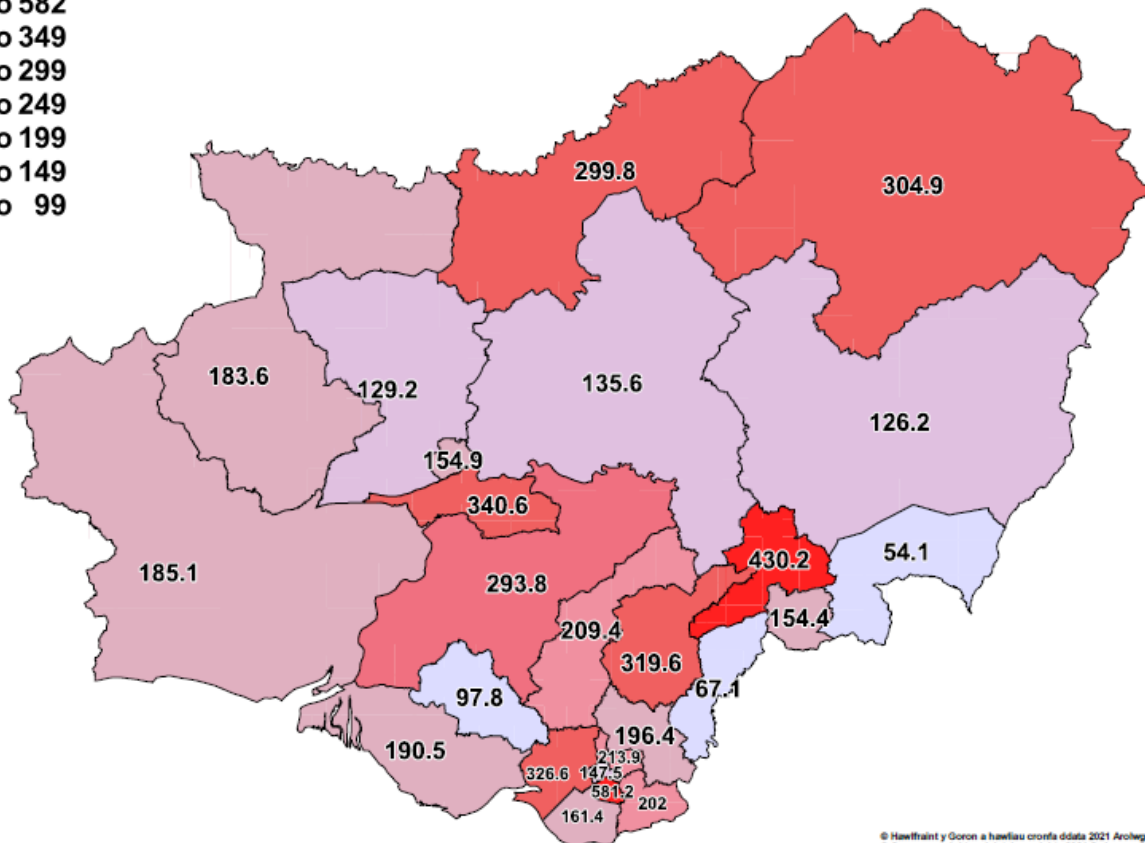
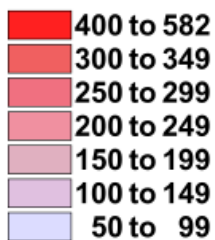
COVID-19 Deaths in Carmarthenshire to end of March 2021

| Carmarthenshire Middle Layer Super Output Areas | Deaths per 100,000 people | Carmarthenshire Middle Layer Super Output Areas | Deaths per 100,000 people |
|---|---------------------------|---|---------------------------|
| Brynaman, Y Garnant & Glanaman | 54.1 | Swiss Valley & Llangennech | 196.4 |
| Yr Hendy & Tŷ-croes | 67.1 | Bynea & Llwynhendy | 202.0 |
| Cydweli & Trimsaran | 97.8 | Glyn & Pontyberem | 209.4 |
| Llandeilo, Llangadog & Maenordeilo | 126.2 | Dafen & Felin-foel | 213.9 |
| Carmarthen West & Cynwyl Elfed | 129.2 | Llanddarog, Llangyndeyrn & Ferryside | 293.8 |
| Abergwili, Llanegwad & Carmel | 135.6 | Llandovery, Cil-y-cwm & Cynwyl Gaeo | 304.9 |
| Llanelli North | 147.5 | Llanfihangel-ar-arth & Llanybydder | 317.5 |
| Ammanford & Betws | 154.4 | Llan-non, Cross Hands & Pen-y-groes | 319.6 |
| Carmarthen North | 154.9 | Llanelli West | 326.6 |
| Llanelli South | 161.4 | Carmarthen South & Llangynnwr | 340.6 |
| Tre-lech, Cenarth & Llangelor | 183.6 | Llandybie & Saron | 430.2 |
| Whitland, Laugharne & Llansteffan | 185.1 | Llanelli Bigyn | 581.2 |
| Pembrey & Burry Port | 190.5 | | |

Source: Office for National Statistics - ONS

The area with the lowest number of deaths per 100,000 population in Carmarthenshire is *Brynaman, Y Garnant & Glanaman* and the highest was *Llanelli Bigyn*.

Carmarthenshire COVID-19 death rates per Middle Layer Super Output Areas Deaths per 100,000 people - occurring up to end March 2021



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INTRODUCTION TO OUR ANNUAL REPORT

At the time of preparing this report, Council resources remain committed to dealing with the crisis/recovery. There are some gaps in the information available, for instance, due to the pressures of dealing with the crisis Welsh Government has agreed that comparative *Out turn data* will not be published for 2020-21. We would usually compare our results to other Councils results. In past years we have also reported the results of the National Survey for Wales but much of this is unavailable.

This Annual Report is produced by the Council because we believe we should provide comprehensive and balanced information to the public about our services, so that they can see how we are performing and the challenges we are facing. It is also a statutory duty under the Local Government Measure (Wales) 2009 and the Well-being of Future Generations Act 2015 (*See Appendix 1*). In addition, establishing the baselines will be useful to assess recovery.

Working with Partners

As a Council we are not alone in working to improve the lives of Carmarthenshire's citizens. We are collaborating with other public bodies. We have set up a *Public Services Board (PSB)* and this partnership has published a [Carmarthenshire Well-being Plan](#). All the separate public bodies in the partnership publish their own Well-being Objectives and we will be working to meet many common objectives. The PSB has also published an [Annual Report 2020/21](#).

Consultation undertaken by the Council

- ⦿ During the pandemic we undertook a *Parental Survey* conducted with parents, carers and guardians of pupils, with 4,433 responses and asked what they think is having the biggest impact on their child(ren)'s well-being and mental health. An overwhelming majority of respondents noted that the issue which is causing the biggest impact on their child(ren)'s well-being is that they are unable to be with their friends and peers
- ⦿ In response to the COVID-19 pandemic, we consulted with *Carmarthenshire businesses* to gather their views on the impact of the pandemic on their business. In total, 574 businesses responded to the online survey in May. The responses to this engagement have helped shape our support toward these businesses.
- ⦿ In May, 2,543 (32%) of our *staff* across all departments took part in a survey on the new way of working following the COVID-19 outbreak, the results will help shape the future way of working.
- ⦿ Due to the restrictions of the pandemic, we undertook a *digital and virtual budget consultation* for the 2021/22. In response to the public feedback, the council reduced the increase of Council Tax based on the consultation results.
- ⦿ We have consulted on a number of *school projects* throughout the year. These included: consulting on the changing provision in primary schools, changing entry ages at schools, increasing capacity in schools and improving school buildings.
- ⦿ We have also assisted with a number of services on numerous consultations. These included but are not limited to: Proposals to change The Miners' theatre name, Public Services Protection orders, the use of historical monuments within the County, Active travel and Public realm safety improvements in response to the pandemic.

Equality and Diversity

Strategic Equality Plans (SEPs) are important documents that set out how public bodies will consider the needs of groups with protected characteristics, as outlined in the Equality Act 2010. This is intended to ensure that all individuals receive just and equitable treatment in respect of service delivery and strategy/policy formulation.

During the year, we have continued to develop our Integrated Impact Assessment process, which ensures due regard and diligence when the Authority makes key decisions. This process includes our responsibilities in terms of the **Equality Act 2010** and the **Socio-economic Duty**, which came into force on 31 March 2021. The key aim of the Socio-Economic Duty is to encourage better decision making and ultimately deliver better outcomes for those who are socio-economically disadvantaged.

The duty should be used to ensure that reducing inequalities of outcome now and for future generations is a central factor in decision-making. Organisations should consider current inequalities and future trends when deciding how they can have the most impact. And organisations must be guided by the voices of socio-economically disadvantaged people in doing this.

A cross-party **Equality and Diversity (Black, Asian, and Minority Ethnic) Task and Finish Group** was set up in response to two detailed debates in the Council chamber, with the purpose of engaging residents and gathering feedback to help break down barriers and support Carmarthenshire's BAME communities.

As part of their work, the group launched a public survey in response to commentary about historic monuments across the county. The survey encouraged people to give their views on whether the council needed to take any steps in response to public discussion, and what these steps should be.

The Task and Finish Group recommended erecting prominently placed information boards near the Picton Monument and within its grounds with reference to Sir Thomas Picton encompassing his military career as well as his known links with slavery, as well as reference to the local history of the area. The group also recommended a further information board placed in the vicinity of the Court Room at the Guildhall, where a portrait of Sir Thomas Picton is displayed.

As part of our duty to foster good relations between persons who share a relevant protected characteristic and persons who do not, we have developed a **Diversity Calendar**, which aims to establish a consistent and fair timetable across all characteristics. We will review and progress our calendar and ensure that it links in with the work promoted by Welsh Government through the Community Cohesion

Welsh Language (also, please see *Well-being Objective 14*)

We are continuing to implement the **Welsh Language Standards** across the Council with significant internal communication work undertaken during 2020-21. Messages about the Standards were conveyed to staff through presentations by the Policy Team, through the communication streams maintained by Marketing and Media and through the Departmental Language Leaders.

The **Welsh Language County Strategic Forum**, which continues to be led by the Council and includes representation from the county's language promotion organisations, as well as public bodies with language officers, has also continued with its role of developing a programme of promoting the Welsh language in the county and instigated much joint planning for the implementation of the Carmarthenshire Promotion Action Plan, which is in line with the Promotion standards. The forum met four times and specific attention was given to apprenticeships and post-16 education, the Language in our communities, priority areas and the Local Development Plan.

How we measure the success of our Well-being Objectives

Success Measures

The Well-being Future Generations Act promotes a shift in focus from service productivity, to all public bodies working together to progress outcomes that improves the quality of life of citizens and communities, both now and in the future. We have a suite of indicators we use to measure the success of our Well-being Objectives; a list of these measures can be seen in *Appendix 2*.

Public Accountability Measures

There is also a National suite of measures that all Councils in Wales normally have to collect, a list of these measures can be seen in *Appendix 3*. Due to COVID-19, Welsh Government decided not to collect and publish results from authorities for 2019/20 or 2020/21.

This has been a year like no other, with our own results for some of these measures not available or not comparable to previous year due to the effects of COVID-19.

Other Assessment Information

Citizen Satisfaction



National Survey for Wales

We usually include National Survey for Wales data that's available at Local Authority level in our Annual Report. Due to the pandemic, much of the data is not available for 2020/21 as Welsh Government had to make changes to how they conduct the survey. Therefore, only a few of the 2020/21 survey results have been included in this report due to lower participation as well as lack of continuity of the questions to previous years surveys.



[Link to 2020 National Survey for Wales - quarterly and monthly results](#)

Regulatory Verdict

During the year our Regulators issued a number of reports and these are listed in **Appendix 4**.



<https://www.audit.wales/>



<https://www.estyn.gov.wales>



<https://careinspectorate.wales/>

Life is for living, let's start, live and age well in a healthy, safe and prosperous environment



Well-being Objectives

1. Help to give every child the best start in life and improve their early life experiences.

2. Help children live healthy lifestyles.

3. Support and improve progress and achievement for all learners.

4. Ensure all young people are in Education, Employment or Training (ETT) and are following productive learning and career pathways.

5. Tackle poverty by doing all we can to prevent it, helping people into work & improving the lives of those living in poverty.

6. Creating more jobs and growth throughout the county.

7. Increase the availability of rented and affordable homes.

8. Help people live healthy lives (tackling risky behaviour & obesity).

9. Supporting good connections with friends, family and safer communities.

10. Support the growing numbers of older people to maintain dignity & independence in their later years.

11. A Council wide approach to supporting Ageing Well in Carmarthenshire.

12. Looking after the environment now and for the future.

13. Improving the highway and transport infrastructure and connectivity.

14. Promoting Welsh language and culture.

15. Building a Better Council and Making Better Use of Resources

Executive Board Members and the Well-being Objectives



Cllr. Emlyn Dole
Leader

WBO6 - Creating more jobs and growth throughout the county



Cllr. Mair Stephens
Deputy Leader

WBO12 – Environment

WBO15 - Building a Better Council and Making Better Use of Resources



Cllr. Cefin Campbell

WBO5 - Tackling poverty

WBO9 - Good connections and safer communities

WBO12 - Environment



Cllr. Jane Tremlett

WBO9 - Good connections and safer communities

WBO10 - Older people

WBO11 – Ageing Well



Cllr. David Jenkins

WBO15 - Building a Better Council and Making Better Use of Resources



Cllr. Linda Evans

WBO7 - Affordable Homes

WBO9 - Good connections and safer communities

WBO11 - Ageing Well



Cllr. Glynog Davies

WBO1 - Child best start

WBO2 - Healthy Children

WBO3 - Education

WBO4 - Young people



Cllr. Peter Hughes-Griffiths

WBO2 - Healthy Children

WBO8- Healthy lives Adults

WBO14 – Welsh Language & Culture



Cllr. Hazel Evans

WBO12 - Environment

WBO13 - Transport and Highways



Cllr. Phillip Hughes

WBO12 - Environment

WBO8- Healthy lives Adults

Start Well





Well-being Objective 1

Start Well - Help to give every child the best start in life and improve their early life experiences

The number of Children Looked After has significantly reduced

A systemic approach to delivering social work practice alongside our continued focus on preventative work, has seen the number of looked after children continuing to reduce year on year with more and more families being supported to stay together. This has been despite the increased challenges faced due to the COVID-19 pandemic.

Why it is important

- Because giving every child the best start in life is crucial to reducing inequalities across the life course
- Early intervention is key to long term health and well-being. What happens during these early years has lifelong effects on many aspects of health and well-being – from obesity, heart disease and mental health, to educational achievement and economic status
- Because Looked After Children (LAC) are more likely to have been exposed to multiple risks associated with poor long-term outcomes before entering care.

Success Measure

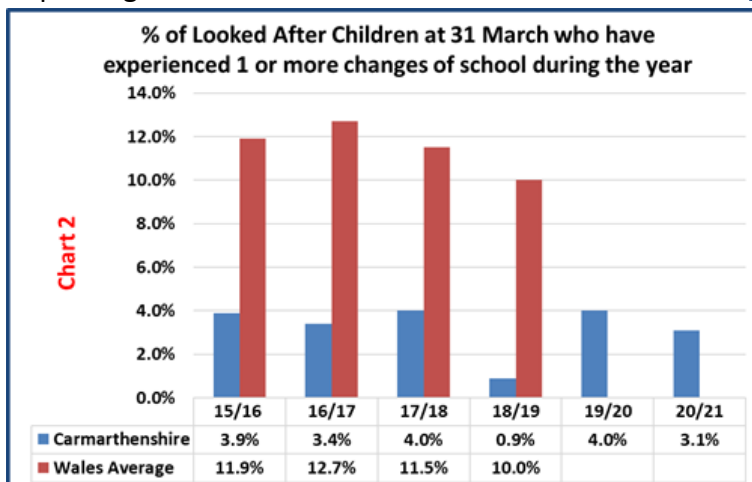
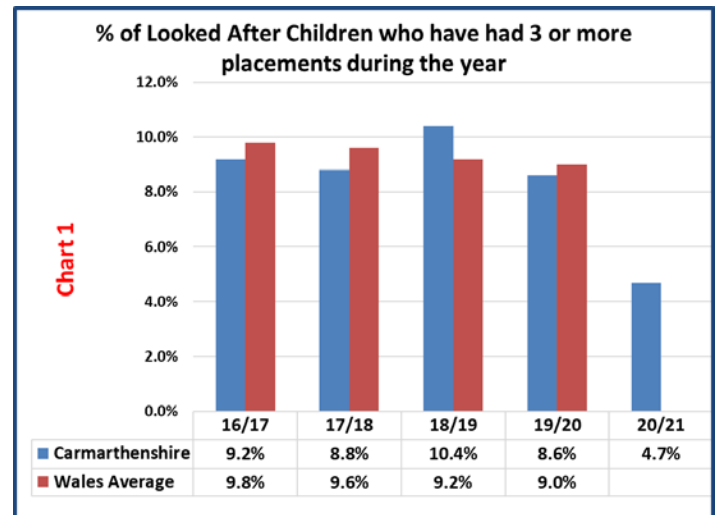
The % of children in care who had to move 3 or more times has reduced to **4.7%**



Explaining the Results

We are pleased to have seen an *improvement* in placement stability with a *reduction* in the number of children having moved 3 or more times during 2020/21, with 4.7% (7 out of 148) compared to 8.6% (14 out of 163) in 2019/20 and better than the Welsh Average of 9%. (See Chart 1)

Stability of looked after children has been excellent despite COVID-19. COVID and strict WG guidelines impacted on the opening of schools. We consistently perform well in maintaining looked after children in the same school, which is also an important factor in improving outcomes.



During 2020/21, 3 out of 96 children changed schools (See Chart 2). A summer programme of support was also put in place which was well received. Our **long-term** primary focus is on **prevention** and maintaining children at home with their families and out of the care system wherever possible, as well as providing extra resources for foster carers to support the children in their care to maintain placement stability and avoid the need to move wherever possible.

Progress on this Well-being Objective taking account the effect of COVID-19

Supporting Families

- ⊙ Throughout the COVID-19 pandemic both registered childcare settings, play providers, families and communities have continued to receive advice, support and guidance in ensuring that children and young people have access to play opportunities during times of lockdown and restrictions.
- ⊙ The *Childcare Assistance Scheme* enabled providers of childcare to remain open to ensure critical services continued to run. Between April to August 2020, 732 children of critical workers were supported by the scheme.
- ⊙ The number of enquiries to the *Family Information Service* has seen a 62% increase this year with 30,197 users and 89,923 pageviews.
- ⊙ *Flying Start Carmarthenshire* became the **first Flying Start in Wales to use a mobile App** to help keep in touch with families. The team developed the App as a way to increase engagement, and to signpost families to important information and promote events in the local areas. The App continues to be pivotal in delivering services, key messages and providing information to all of our families.
- ⊙ *Team Around the Family* (TAF) are continuing to re-shape the service to meet future need and have begun to develop partnership work with the 3rd sector alongside co-production, community development and use of volunteers. TAF continue working alongside schools and the *Attendance and Safeguarding Team* and *Early Help* team to provide a seamless service to education.
- ⊙ Each of the childcare teams have continued to use a systemic approach to delivering social work services. 30 members of staff including managers are about to complete the qualification Foundation year of Systemic Social Work Practice and in addition social workers from across the service undertook a 3-day Introduction to Systemic Practice. The training has helped increase confidence as well as ensuring consistency of approach across the teams. A recent Assurance check by [Care Inspectorate Wales](#) (CIW) remarked on the benefits of 'pod' working which '*clearly promoted a holistic and strengths-based approach to working with families. Records that clearly articulated outcome focused planning. Plans outlined clear achievable goals to safeguarded children and improve their well-being through the provision of a range of services best suited to their needs*'.



Additional Learning Needs (ALN)

- ⊙ The *Inclusion* section has continued to deliver all service areas throughout the pandemic to ALN and all vulnerable pupils. Methods of delivery have been modified following consultation with stakeholders such as families, schools, ECPS and Health thus ensuring all best endeavours are undertaken to continue to deliver statutory processes and support services.
- ⊙ ALN Transformation is reaching a point of implementation and as such the primary focus for improvement is on transitioning into the new mechanism for upholding the statutory duties for children and young adults with ALN from 0-25 as set out by the new act and statutory code of practice.

Activity Packs gifted to Flying Start Families

Nearly 1,800 Flying Start families in Carmarthenshire have been gifted activity packs for their young children to use during lockdown. Each pack contains a range of age-appropriate resources and comes in a box which can be turned into a 'tap tap' box as used in the language and play sessions delivered by Flying Start. Other activity items include books, animal toys, bubbles, paints and art materials, a ball, song puppets, playdoh making kits, shaker bottle kits, lotto boards, crayons and chalk and various sensory materials which will help keep children motivated whilst staying at home.

A parent whose children have benefited from the packs said:

"The girls have had hours of fun doing activities, and they loved the sticking and gluing, painting and using the playdoh. These packs are a lovely idea and have come at just the right time."

Flying Start is a Welsh Government funded programme which supports families in disadvantaged areas of Wales to give children under the age of four a flying start in life. The Council's Executive Board Member for Children's Services, Cllr Glynog Davies said:

"These activity packs are fun, exciting and help to keep young minds active and inspired during lockdown. We're pleased to be working with the police who are helping deliver the packs across the county"

Dyfed Powys Police has also linked up with Carmarthenshire County Council to help with distribution by using their police vans and drivers. Dyfed Powys Police, Chief Inspector Thomas Sharville said:

"The Flying Start scheme offers much needed support to young families during this difficult time. Dyfed Powys Police is delighted to work with Carmarthenshire County Council by supplying drivers and vehicles to deliver Flying Start activity packs to our communities."



Going forward...

During our annual review of the Well-being Objectives, this Objective will remain a Well-being Objective within the updated Corporate Strategy for 2021/22



View our [detailed progress here](#) against this objective



Well-being Objective 2 Start Well - Help children live healthy lifestyles

Obesity in children increases in Carmarthenshire

The 2018/19 Child Measurement Programme data published in March 2021 shows that **over 30%** of children aged 4 to 5 in Carmarthenshire are overweight or obese, the **5th highest** figure in Wales.

Why it is important

- ⊙ The Play Sufficiency Assessment identified playing outside as the most popular setting for children but also found that 32% of parents worried about their child's safety.
- ⊙ Assessment engagement activity with primary school children showed being physically active as an important factor for the positive well-being of children.
- ⊙ Living healthy lives allows children to fulfil their potential and meet education aspirations.
- ⊙ Habits established early in life remain with people to allow them to play a full part in the economy and society of Carmarthenshire.

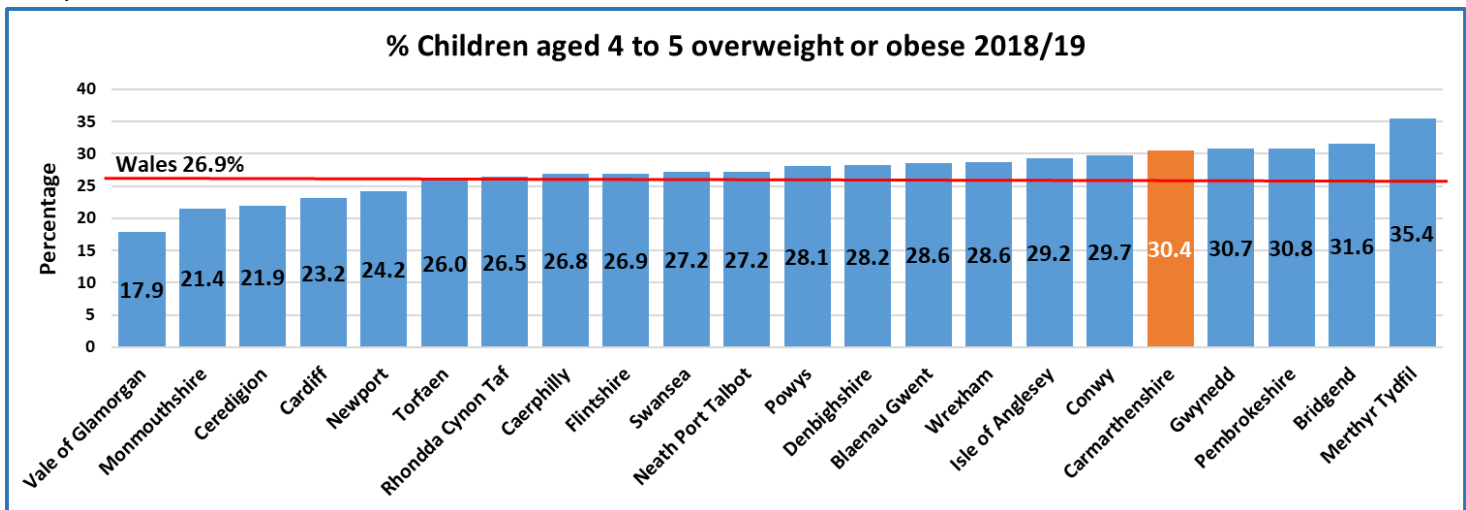
Success Measure

30.4% of children are overweight or obese (2018/19)

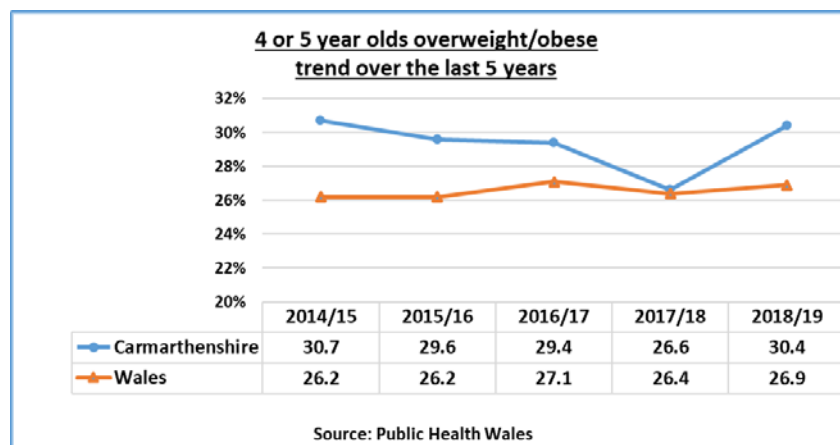
(This is an increase on the previous year of 26.6% 2017/18)



The programme of child measurements is carried out by [Public Health Wales](#) with children attending reception class in schools in Wales.



There had been a downward trend in recent years from having 3rd highest figures in Wales in 2014/15 to just above the Welsh average in 2017/18. Unfortunately, 2018/19 data (published March 2021) shows an increase in the **% overweight or obese to 30.2%**, this is the 5th highest in Wales and just below our 2014/15 result of 30.7%. Obesity in childhood often persists into adult life, leading to related health problems like type 2 diabetes, liver disease, higher rates of heart disease, and some cancers.



Progress on this Well-being Objective taking account the effect of COVID-19

Physical Activity

- ⊙ Leisure Services successfully secured an All Wales Play Opportunity Grant of £25K and matched funded £52k in order to completely re-develop Llansteffan Beach Playground.
- ⊙ Work related to utilising school grounds outside of teaching hours remains paused due to the COVID-19 pandemic and associated restrictions. Welsh Government allocated two funding streams during quarter three via the All Wales Play Opportunities Grant to be utilised by the 31st March 2021. Carmarthenshire have been allocated £31,000 in revenue funding to be allocated to providing staffed play provision for vulnerable children during school holidays up until and including the Easter Holidays 2021. A total of £184,092 has been allocated to Carmarthenshire in the form of a capital grant. Advice, guidance and support has been given to Whitland Town Council in relation to developing a playground for Whitland town in line with the Section 106 Contributions regulations. Advice, guidance and support has been given to the Playworker staff within the Integrated Children's Centres in delivering virtual Play Sessions to families as a result of COVID-19 restrictions.
- ⊙ The Healthy Schools Team worked in partnership with Active Carmarthenshire in promoting the 'Million Minutes' Campaign via our Network and Cluster Meetings and utilised our Termly Cluster meetings to inform schools of the latest guidance published by Public Health Wales regarding Physical Activity Promotion during COVID-19 times and also signposted them to PE Guidance published by the Youth Sport Trust in relation to the delivery of PE lessons and Physical Activity Promotion.



Healthy Eating

- ⊙ The Healthy Schools team produced a Healthy Packed Lunch Toolkit for Families.
- ⊙ The Local Authority committed to providing free school meals throughout the pandemic providing food bags, vouchers and direct payments as appropriate. Free School Meal food bags were always as nutritional as we could make them taking into account food safety (dependent how long they would be taking to transport). We also offered ideas of what to make with the items, e.g. tuna pasta salad.

Mental Health

- ⊙ The Healthy Schools Scheme has undertaken the following work to address Mental Health:
 - Organised and funded 6 x 'Strategies to Support an Anxious Young Person' Courses;
 - Organised and funded 2 x Youth Mental Health First Aid Training Courses;
 - Organised and Co-ordinated 2 x Secondary School Personal and Social Education (PSE) - Professional Learning Community (PLC) activities which had Mental & Emotional Health & Well-being as a focal area;
 - Contributed to the Consultation regarding the Whole School Approach to Mental Health by providing suggestions on how to improve the Whole School Approach to Mental Health Assessment Tool for schools;
 - Played an instrumental role in establishing a Task and Finish Group for the production and publication of a Transgender Toolkit for Schools.

Raise Awareness

- ⊙ The Healthy Schools Scheme has created and updated several Directories of resources which promote Physical Health, Mental and Emotional Health, Healthy Eating and an increased awareness of Healthy Lifestyles, uploaded onto the Healthy Schools Network on Hwb, Sharepoint and Council website. The resources were designed for use by pupils of all ages and their families, to be utilised by the School Hubs, families with pupils learning from home and for blended learning by schools during the second lockdown.

- ⦿ The Team also placed emphasis on the importance of Outdoor Learning / Provision and have informed schools of relevant training being delivered and excellent websites that can support them in increasing Outdoor Learning provision. As a result, a number of teachers attended training that was delivered by Natural Resources Wales and have signed up to the SOUL Website (Outdoor Learning Website) which provides free resources for schools.
- ⦿ The Health and Wellbeing area of learning is a key focus area as we prepare for the new Welsh curriculum. A cross-disciplinary strategic group is focussing on supporting schools to undertake purposeful activity within the area of learning, as exemplified by the health and happiness programme, which was developed to assist schools over the course of the pandemic. Physical literacy is an important consideration, with further opportunities to learn in the outdoors e.g. via our Learning through Landscapes project.

The way we work

Million Actif Minutes

With the news that schools across Wales would not be opening their doors for some time in the new year due to another lockdown, the Actif Communities team set a fun and engaging challenge for schools that would capture the attention of the County.

The Million Actif Minutes Challenge aimed to engage and motivate children and young people to get active through these difficult times. Schools promoted physical activity, PE, resources available from Actif Communities and activities from National Governing Bodies across Wales in a bid to get children moving more.

The aim of the challenge was for all schools to collectively achieve 1,000,000 active minutes across the County with each school receiving their own specific target which was based on the number of pupils in the school. The schools were challenged to reach their targets in order to be included in a live draw with a chance of winning £500 worth of sports equipment.

The challenge started on the 1st of February and a whopping 76 schools registered to be part of this countywide challenge. The challenge itself was initially aimed at school pupils but due to the influx of emails from staff who wanted to take part, it was decided that they the challenge would also include staff members too!

Within the first 2 weeks an amazing 580,000 active minutes were recorded, with 880,115 by the third week and then a final figure of **2,033,874**



Outdoor Learning in Carmarthenshire Schools

Schools across Carmarthenshire are embracing the great outdoors for learning.

With a strong focus on supporting the health and well-being of learners and staff, Local Authority teams have been highlighting the physical, emotional and educational benefits of outdoor learning. Schools have been supported through a range of training opportunities, resources and projects, resulting in some wonderful developments across the county.

Many schools have constructed outdoor classrooms, and most are keenly developing their garden areas and outdoor spaces. During *Outdoor Learning Week in April*, a fantastic range of cross-curricular learning was captured and shared on school websites.



Pupils have been seen out and about in the local area looking for signs of spring. This term they are planting fruit, vegetables and learning about healthy eating. Many are helping to improve biodiversity by creating 'wild' areas in the locality.

Several projects have been initiated to support the outdoor learning agenda, including: *Walk The Global Walk, The Lightbringers and Lost Words Projects*, which all promote connection to nature and awareness of sustainability issues. Supported by the Incredible Edibles team, pupils are creating 'peace gardens', which will provide places for children to relax, reflect and learn.

Two Erasmus projects, '*Utopia*' and '*Growing Together For Successful Futures*', are also underway to enable our teachers to learn from best practice in countries such as Sweden and Greece.

The *Carmarthenshire Outdoor Schools (CODS)* programme has been established to support and guide schools in their quest to be healthier, happier places for all.

Video: Outdoor learning at Johnstown Primary School

<https://www.j2e.com/johnstown-primary-school/Mr+C/Outdoor+Learning+Autumn+2020/>

Going forward...

During our annual review of the Well-being Objectives, this Objective will remain a Well-being Objective within the updated Corporate Strategy for 2021/22



View our [detailed progress here](#) against this objective



Well-being Objective 3

Start Well - Support and improve progress and achievement for all learners

Support for progress, achievement and well-being has continued in difficult circumstances

Unfortunately, due to COVID-19 and the situation at the moment, we do not have end of key stage data for the summer term 2020 for Foundation Phase, Key Stage (KS) 2 and KS3. Schools are currently re-assessing pupils and gaining a new baseline for individuals following the lockdown period. KS4 and KS5 pupils were awarded their predicted grades. *We do not have access to this data centrally as a county therefore comparison to previous years cannot be made.*

Why it is important

- ⊙ We all want all of our children and young people to have the best possible start in life by supporting them to gain the skills and knowledge they need to lead happy, healthy, fulfilling lives.
- ⊙ We want to improve outcomes for all ages through lifelong learning, to enable them to thrive in 21st Century living and the world of work.
- ⊙ Research by *The Institute of Education* suggests that attending a good pre-school and primary school can have more impact on children's academic progress than their gender or family background (Taggart, 2015)
- ⊙ Our service remains committed to both the principles and priorities as outlined in the Welsh Government's most recent strategic document [Education in Wales: Our National Mission](#).

Success Measures

Average score for Year 11 pupils - based on Teacher assessment rather than examinations due to COVID-19

- ⊙ The last published average score based on the **best 9 exam results** for Year 11 pupils during 2019/20 (2018/19 Academic Year) is 367.2 where girls had an average score of 378.5 and boys 356.4. This is an improvement on the previous year and well above the Welsh average of 354.4.

Attendance at Primary and Secondary Schools - updated data is unavailable due to COVID-19

- ⊙ Due to the pandemic, the disruption to Schools and the need for home learning for most of the year, **attendance data has not been recorded in the same way and therefore not reported.** The last published data was for 2019/20 (2018/19 Academic Year), this showed that Secondary schools had declined further to 93.5% with Primary school attendance staying the same at 93.9%.

Satisfaction with Child's Primary Schools - updated data is unavailable due to COVID-19

- ⊙ Due to COVID-19, there is **no updated data available for the National Survey for Wales measure of satisfaction with child's primary school.** The most recent data of 2019/20 showed that 95% of participants were satisfied with their child's primary school in Carmarthenshire, this had increased from the previous year of 84% and above the Welsh average. This can be volatile dependant on the households questioned during the year.

Progress on this Well-being Objective taking account the effect of COVID-19

- ⦿ Officers from the Education and Children's services department provided support in line with local and national priorities providing schools with a bespoke range of support in line with the priority areas for individual schools and the current COVID Pandemic context. Educational support advisers, Inclusion officers, Educational Psychologists Behavioural support officers and Social Services work closely alongside our schools and settings, supporting evaluative processes and ensuring that the support provided and facilitated by the local authority, partner schools and the region is impacting positively on the learning experiences of the pupils, their progress and their well-being.
- ⦿ Investment in Schools continues as part of the Modernising Education Programme:



New £4.3m school for children and staff at Ysgol Rhys Prichard



Children in Five Roads move into new £4.5m school



£4.5m investment transforms Ysgol Llangadog for staff and pupils

- ⦿ The current Welsh in Education Strategic Plan (WESP) document is now in its penultimate year. We will continue to ensure that the key messages are adhered to and that specific changes in school provision continue to progress. Due to COVID-19, interaction with school leaders regarding moving along the language continuum has been delayed. However, dialogue on the WESP continues with the focus on language progress.
- ⦿ The past twelve months has proved challenging for school governors. We have worked with them to develop their digital skills to facilitate on-line meetings. We continue to encourage and promote participation in the governorship of schools.
- ⦿ Following a review of our specialist behaviour support services, the new Four Phase Model has been implemented; in Phase 1 increasing the provision in schools; Phase 2 more robust packages of support from central team to be delivered on site; and improving provision in Phase 3 and 4 which are the off-site Pupil Referral Units (PRUs) and long term Emotional, Social and Behavioural Difficulties (ESBD) settings. The Behaviour Support Community Team is in development to increase capacity working directly with whole school processes for training and advice to support and upskill staff to work with individuals with the long-term aim of upskilling schools to work with complex pupils reducing the number of pupils requiring long term specialist provision and working more in line with a short-term intervention model.

The way we work

The Health and Happiness Programme

In the spirit of hopefulness, the school improvement team created an approach to classroom routines and activities that can be used to support staff and their pupils return to school in a safe and joyful way. All age groups and varied levels of need were considered. The psychological approaches and principles presented in the *Health and Happiness Programme* can be applied flexibly by schools and can be interpreted to suit the school's context. Research has identified five key principles that support recovery following a serious incident or event: *A sense of safety; a sense of calm; a sense of self and collective efficacy; social connectedness and the promoting of hope.*

For many pupils, returning to school is a welcome return. However, for others, it is a time of worry and anxiety. Some pupils may be carrying a large emotional burden and school might be their only place to talk about this. Adults in school who listen with empathy perform an important therapeutic function, without being therapists. Activities set out in the programme allow time and opportunities for pupils to talk about their experiences and emotions.

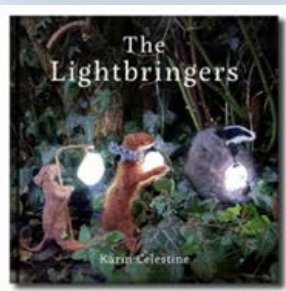
The Health and Happiness Programme is divided into 3 main areas:

- a sense of place, a sense of belonging
- looking after our bodies and minds
- our learning journey

An inclusive activity page is presented for each school phase for each of the 3 main areas. All activities are colour coded demonstrating their relevance to the 5 ways to good well-being. The programme also includes extended literacy and numeracy activities and a wealth of suggestions and activities promoting the Power of Story. The programme is interactive with hyperlinks to additional resources and materials. It also includes live links to supportive websites and apps.



The Lightbringers' Project



The Lightbringers' Project was inspired by the book *The Lightbringers/Y Lanternwyr*, created by Karin Celestine, 'a story of hope... that the light will always return, even in the darkest of days.'

The project was launched in January 2021 to offer support and educational inspiration to school communities during the darkest days of the pandemic building upon the principles of the *Health and Happiness Programme*. All Carmarthenshire schools received bilingual copies of the book, along with a bank of practical ideas and resources to support health, well-being and a collaborative approach to the Curriculum for Wales. Although much of the project has had to be delivered online, it supports a holistic approach to 'blended learning', providing a range of cross-curricular ideas for schools and families to connect with nature and be creative. As part of the project, pupils have enjoyed working with the author, Karin Celestine; Rufus Mufasa, Poet for Future Generations; art specialists and well-being experts.

The first unit, 'Shine A Light', culminated with the Lantern Challenge, when windows across Carmarthenshire were illuminated with beautiful lanterns, shining out positive messages of friendship and solidarity.

The Lightbringers' Project has provided opportunities for families to enjoy learning together, whilst promoting strategies to support positive mental health across the wider school community. The positive impact of this work has been recognised by headteachers and has recently received recognition in the Senedd: https://twitter.com/senedd_hmj/status/1359578890419789825?s=12.



Going forward...

During our annual review of the Well-being Objectives, the updated Corporate Strategy for 2021/22 will show this Well-being Objective 3 combined with Well-being Objective 4 to become -

Start Well - Support and improve progress, achievement, and outcomes for all learners



View our [detailed progress here](#) against this objective



Well-being Objective 4

Start Well - Ensure all young people are in Education, Employment or Training (EET) and are following productive learning and career pathways.

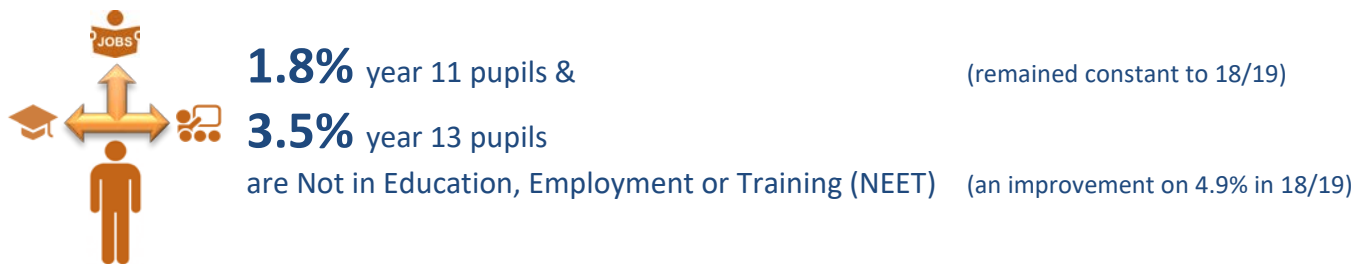
Work towards ensuring EET continues

The number of Year 11 NEET young people in Carmarthenshire, has remained constant compared to two years ago. However, we have seen a decrease in Year 13 NEET young people in 2021. The results are obtained from Careers Wales Destination Survey which was not concluded in March 2020 due to the COVID-19 outbreak, therefore we cannot compare to the previous year. Despite COVID-19 we have worked closely with schools to support pupils at risk of NEET, delivering qualifications, ensuring successful transition to college and improving engagement with additional activities and support.

Why it is important

- ⊙ Reducing the number of NEET young people reduces the effects of poverty and the wider cost to society of support services, reliance on benefits and offending.
- ⊙ It is essential to maximise the life opportunities of children, ensuring that as many young people as possible are able to progress to school 6th forms, Further Education Colleges, apprenticeships, training provision or work.
- ⊙ It enables young people to contribute positively to their local communities.

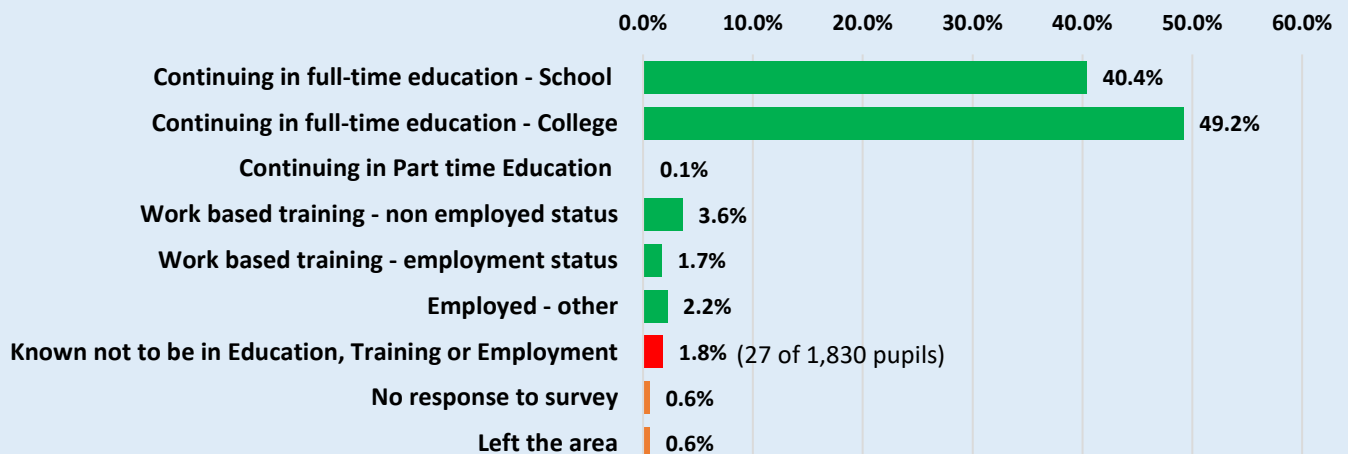
Success Measures



Explaining the Results

- ⊙ 1.8%, or 32 of **Year 11** pupils becoming NEET in 2020/21 (*2019/20 Academic Year*), this equates to 96.1%, or 1,765 pupils remaining in Education, Employment or Training. A small number of pupils (22), either did not respond to contact or were known to have left Carmarthenshire. The result ranked 15th in Wales and above the Welsh average of 1.7%.

Destination data for Carmarthenshire Y11 pupils (Academic Year 2019-20)



- 3.5%, or 23 out of 652, **Year 13** pupils were known to become NEET, with 15 pupils either not responding to contact or being known to have left the area. The result ranked 9th in Wales and was equal to the Welsh average. Factors previously affecting the result include the rising cost of higher education, young people's awareness of training and employment opportunities and limited identification of this group of young people by schools following the A Level results. We will seek qualitative data to improve on this situation.

Progress on this Well-being Objective taking account the effect of COVID-19

- Since the *Cynydd* project began four years ago 141 young people have been referred to the team, with only 15 (11%) of those young people not being in education or training. Although the pandemic saw a decline in referrals, there were 32 young people referred and 75% of them went on to further education, a traineeship or work.
- Post 16 staff have maintained contact with the children and young people they support. If any child/young person is deemed to be vulnerable/at risk, permission has been sought from the Head of Service as to being able to conduct face to face visits. When and where possible, detached youth work has taken the place of youth club delivery, and Streets and Bwlch Youth Centres have been permitted to re-open via Silver/Gold Command. The centres are being utilised for appointment only drop-ins for vulnerable children and young people. The same applies to Dr Mz Youth Centre under partnership arrangements.
- A post 16 learning review has been initiated, which will encompass the appropriateness of learning pathways at Key Stage 4 into post compulsory education, world of work and training. This will also involve liaising closely with our local Further Education provider.
- During the past year the Community Learning Service has developed new and innovative blended learning opportunities for Essential Skills and ESOL learners. Staff have undertaken training in Digital Pedagogy and supported learners in their digital learning as well as their literacy, numeracy and language learning. Learners have remained engaged and achieved outcomes where possible.
- The Youth Support Service has signed up to the Participation Charter in the final quarter of this year, following on from discussions with Children in Wales, and resulting from work linked to the last self-assessment that was completed by the service. This means that each team within the service will undertake a self-assessment against the National Participation Standards from March 2021 onwards in terms of more effectively engaging those children and young people that are NEET.
- YEPF delivery has continued throughout the year. Use has been made of MS Teams to hold Support into Employment, Education and Training Meetings, as well as Vulnerability Assessment Profile Meetings. Liaison has continued with Careers Wales. Youth Support Workers have provided one to one support to children and young people.
- The Local Authority and Regional Consortia are developing a Professional learning offer for Curriculum for Wales aligning with inclusion team. Ensuring good pedagogy meets individual pupil needs at all levels. All Carmarthenshire schools have started the Journey to curriculum for Wales planning. The engagement and progress to end goal varies due to different circumstances schools find themselves in. 88 schools have engaged with ERW's offer last year and 105 have now engaged with ERW's training opportunities this year. Science and Technology project supported by ERW saw 42 Schools engaged using the small and rural schools' grant. A Task and Finish group is being initiated to address key areas of need e.g. Assessment informing curriculum design (Cross departmental work).
- We have identified several areas for service development: Well-being and Music Therapy, Music for All Initiative (Music for Vulnerable and Disadvantaged Learners) and Year 6 Transition (Performing Arts). These have been identified through pilot initiatives and suggestions / proposals from Head Teachers.

- ⦿ We have extended and developed the Seren Programme for More Able and Talented (MAT) pupils to pre-16 learners. We have merged with Ceredigion to help provision for pre-16 learners in three counties (Carmarthenshire, Pembrokeshire and Ceredigion). We have provided Brilliant club, a non-profit organisation that aims to widen access to university for students from underrepresented groups, to all 30 schools in the 3 counties. We pioneered a partnership with Aberystwyth's new vet school with events for years 8 and 9 and 10-12 and piloted a humanities project around the theme of the holocaust with University of Wales Trinity St David's for students from all schools. We also ran masterclasses in specialist subjects; philosophy; physics; literature and writing; Humanities and Mandarin.

The way we work

Council offers a step on the career ladder with successful apprenticeship programme

Over 160 apprentices are working with Carmarthenshire County Council, supporting the authority in a variety of roles whilst progressing their career. The council runs a long and successful apprenticeship programme and is recognising the contribution apprentices make during National Apprenticeship Week (February 8-14). Apprenticeships are a great opportunity for people to develop practical skills and get ready for the world of work. The programmes provide a mix of workplace and academic modules leading to a nationally recognised qualification. Many apprentices go on to full-time employment with their apprenticeship employer or move on to the next stage of their career with another employer.

Over recent years Carmarthenshire County Council has worked with many apprentices to complete a wide range of qualifications. Currently, the authority has 166 apprentices undertaking many different roles, working towards several different qualifications. Over the last year, despite being in the midst of a pandemic, 10 new apprentices have joined the council's team.

They include Alaw Roberts and Eve Bryan who are *MakerSpace* apprentices based with Carmarthen and Ammanford libraries; Alex Caswell, Evan Davies and Ben Cooke who joined the council as *Next Steps* apprentices, working on property maintenance.

And Finn Quick, Elliot Lewis, Rhydian Jones, Tomos Williams and Elliot Brice who are undertaking Chartered Institute of Building higher apprenticeships in construction management.

Council apprenticeships are also flexible - Poppy Evans started her apprenticeship with the council as a business support assistant but has recently progressed into the Children and Family Services team helping to engage and recruit new foster parents.

Poppy, who is taking her apprenticeship through the medium of Welsh, is one of 10 apprenticeship ambassadors for Coleg Cymraeg Cenedlaethol's 2020/2021 academic year and runs a successful vlog about her apprenticeship experience.

Going forward...

During our annual review of the Well-being Objectives, the updated Corporate Strategy for 2021/22 will show this Well-being Objective 4 combined with Well-being Objective 3 and become-

Start Well - Support and improve progress, achievement, and outcomes for all learners



View our [detailed progress here](#) against this objective

Live Well



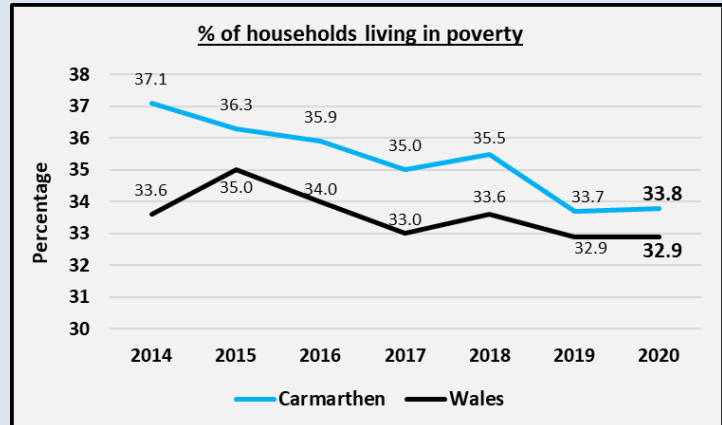


Well-being Objective 5

Start Well/Live Well - Tackle poverty by doing all we can to prevent it, help people into work & improve the lives of those living in poverty

Over a third of households in Carmarthenshire continue to live in poverty

During 2020, **27,691** households in Carmarthenshire were classed as living in poverty, this is a slight increase on the previous year of 27,576.



Poverty is defined as when a "household income is less than 60% of the GB median income" (in 2020 less than £19,967)

Why it is important

- ⊙ Poverty and deprivation have serious detrimental effects across all aspects of well-being. It limits the opportunities and prospects for children and young people, damages the quality of life for families and communities
- ⊙ Poverty can be a barrier to full participation in society and is too often an intergenerational experience which poses a significant threat to experiencing positive well-being both now and, in the future,
- ⊙ Two Carmarthenshire wards (Tyisha and Glanymor) were in the top 20 worst wards for childhood poverty in Wales (both at 41.3%) *Source: End Child Poverty, Loughborough University, 2019*

Success Measures / Explaining the Results

Households Living in Poverty - see comment and chart above.

Homelessness Prevention

46.4% of households threatened with homelessness were successfully prevented from becoming homeless

The same as the previous year (46.4% 193/416 x100)



- ⊙ Of the 377 households **threatened with homelessness** during 2020/21, **175 were successfully prevented from becoming homeless - 46.4%**, the same % result as 2019/20 but a reduced number of households threatened with homelessness. As a result of COVID-19, Welsh Government changed the law around homelessness in that all single homeless people regardless of their previous history were deemed a priority and local authorities were required to provide both temporary and permanent accommodation. This new demand resulted in a new cohort of people presenting themselves to us (rough sleeping and sofa surfers) Their circumstances made it difficult for us to undertake prevention work. Regardless of these increased new demands, overall, we were able to maintain our homeless prevention work compared to last year.

Gap in exam results for pupils receiving Free School Meals and those who do not - updated data is unavailable

- ⊙ The last published data on the **gap between exam results** for pupils receiving **Free School Meals (FSM)** and **those who do not (Non-FSM)** was for the period 2019/20 (2018/19 Academic Year) at **17.9%**, this had reduced by 1.8 percentage points from the previous year and continued to be the 7th smallest gap in Wales.

Living in material deprivation - updated data is unavailable due to COVID-19

- ⊙ The 2019/20 National Survey for Wales of showed that **11.3%** of participating households in Carmarthenshire were classed as **living in material deprivation**, this is below the Welsh average of 12.9% and a reduction on the previous year of 13.5%. Due to COVID-19, there is no updated data available for the measure.
- ⊙ According to the 2019 Welsh Index of Multiple Deprivation (WIMD) which is the official measure of relative deprivation for small areas in Wales, Carmarthenshire has 3 areas within the 100 most deprived areas in Wales. These are Tyisha^{area2} ranked as 17th most deprived area in Wales, followed by Glanymor^{area4} in 68th and Bigyn^{area4} in 84th position.

Progress on this Well-being Objective taking account the effect of COVID-19

Preventing poverty

- ⊙ Flying Start is the Welsh Government targeted Early Years programme for families with children under 4 years of age in some of the most disadvantaged areas of Wales. It aims to mitigate the impact of deprivation and poverty on families through the delivery of services in the first 1000 days of a child's life. During 2019. *Flying Start Carmarthenshire* became the **first Flying Start in Wales to use a mobile App** to help keep in touch with families. See Well-being Objective 2.
- ⊙ As an *employer*:
 - We are committed to guaranteeing the equivalent of the **"real living wage"** as set by the Living Wage Foundation by paying a supplement to those workers whose total hourly pay falls below the living wage. We are now paying the Living Wage supplement to only 115 employees therefore ensuring that our whole workforce is paid at least the real living wage.
 - Signposting information is available to financial advisory services for staff and our occupational health service will also provide support and signposting where necessary.
 - The Council has also adopted the **'ethical employment in supply chains'** code of practice which asks our suppliers to consider paying the Living Wage as a minimum. This is incorporated into our procurement and tendering processes.
- ⊙ In *Revenues and Benefits*:
 - We provide benefit maximisation advice, help to service users to identify how expenditure can be reduced, referral to specialist support, help to apply for grants and benefits and the issue of foodbank vouchers.
 - Whilst processing claims, Housing Benefit staff are often able to identify if people need to be referred for more detailed benefit maximisation advice, personal budgeting or debt advice. In addition, they provide support in completing applications for benefits.
 - Our Council Tax recovery team also identifies when individuals could be claiming Council Tax reduction or benefit from budgeting or debt advice.
 - We administer a number of benefits payment schemes accessed by our residents needing support to pay their rent or council tax bills:
 - Housing benefit helps people on low incomes to pay their rent. It can cover rent to a private landlord, to a Housing Association, or if you pay rent to Carmarthenshire County Council; 9600 claimants received Housing Benefit in 2020/21.
 - Discretionary Housing Payment (DHP) is a short-term payment which can be applied for by those claiming Housing Benefit or Universal Credit (with Housing costs) but are finding it difficult to pay their rent and 816 claimants received DHP in 2020/21.
 - The Council Tax Reduction scheme supported 16,541 households in Carmarthenshire in 2020/21 in paying council tax bills for people on a low income who claim benefits or Universal Credit.
 - Staff at the Council's Hwbs provide advice and assistance to residents on several Council services face to face, with customers able to return their benefit application forms to the Hwbs where staff check that all supporting evidence is included.

Helping people into work

| | 2019/20 | | | 2020/21 | | |
|-----------------------|--------------|----------------|-----------|--------------|----------------|-----------|
| | Participants | Qualifications | Got a job | Participants | Qualifications | Got a job |
| Workways+ | 184 | 155 | 70 | 111 | 30 | 55 |
| Volunteering | 84 | | | 29 | | |
| Communities for work | 53 | 33 | 28 | 111 | 16 | 7 |
| Communities for work+ | 101 | 180 | 45 | 154 | 79 | 58 |

The impact of the Pandemic had a significant impact on the above figures and some teams were redeployed.

Improving the lives of those living in poverty

- ⊙ In 2019/20, Carmarthenshire had 17.4% of children (4,771 pupils) who are eligible for free school meals in Wales (18%). However, as of 27th January 2021, there was a 16% increase with an additional 766 pupils eligible pupils in Carmarthenshire since January 2020.
- ⊙ **Free breakfast in primary schools** - This service, which is provided at 95 schools in the county (89 in the month of March with the others coming back slowly), was greatly disrupted during the last year by the pandemic. When schools first re-opened in some schools Breakfast 'bags' were served just before the start of the school day. Clubs are now offering limited numbers/spaces due to social distancing rules, with an average daily number of 1,898 children being fed between during March 2021.
- ⊙ **Pupil Development Grant** - This Welsh Government funded grant is available to families on low incomes for the purchase of school uniform, sports kit and equipment. Funding is available to pupils who are eligible for Free School Meals entering certain years in primary and secondary school and also to all looked after children. Funding of up to £125 is available to each eligible learner, with those in Year 7 being entitled to a maximum of £200. The grant is administered by the Council and the total allocation to Carmarthenshire for 2020/21 is £5,221,000.
- ⊙ Providing housing advice is one of the main functions of the **Advice and Tenancy Support team**. The team have a co-ordinating role in terms of ensuring clients in difficulties get welfare benefits advice and support. Staff also support council tenants to claim the correct benefits, including assistance with completion of forms, complete applications to reduce the cost of water rates, signpost to energy efficiency help and advise on eligibility for free school meals and uniform grants
- ⊙ During the pandemic we have prioritised all **homeless** people resulting in 193 households prevented from being homeless. Previously we prioritised families and vulnerable single people, but the pandemic resulted in a new cohort of people presenting themselves to us.
- ⊙ Since January 2019, eligible working parents of 3 and 4 year-olds in Carmarthenshire have been able to access 30 hours a week of Welsh Government funded early education and childcare. The childcare offer was suspended by Welsh Government in March due to COVID 19 but was reinstated in September 2020. The Childcare Offer fully resumed during the last quarter of the year with various promotional methods
- ⊙ There are currently **16 Food Banks** in the County and the Council has been directly providing funding in supporting many of these during COVID-19.
- ⊙ The Tyisha project is continuing to deliver a bold and transformational plan to create vibrancy, cohesion, and sustainability for the community. In turn this will provide the residents and future generations with ambition, aspirations and investment for their future.
 - We are working to deliver new homes, better green space, improve waste issues, tackle crime, reduce poverty and deprivation by working closely with partners.

- We are being proactive both, in developing a sense of place for the longer term but also on an operational daily basis. We now have a dedicated team of community wardens, development officers, housing officers to tackle the core issues at Tyisha which the residents are telling us.



We have committed to undertake a fundamental review of our approach to Tackling Poverty and prepare a cross-departmental Council action plan to respond to key issues relating to poverty, rural poverty and child poverty. We will discuss this further with relevant stakeholders and Carmarthenshire PSB members during 2021-22.

The way we work

Council recognised for help to food banks



We have been recognised nationally after gifting over £42,000 in food vouchers to foodbanks during the coronavirus pandemic.

Egni Sir Gâr Cyfyngedig won a community award in the British Renewable Energy (REA) Awards 2020 after distributing the vouchers to 14 food banks across the county out of income generated from rooftop solar panels.

The REA judging panel said: "They have responded very generously compared to their income stream. What a remarkable and impactful immediate response to a crisis. If only other organisations followed their lead."

The donation represents a value of approximately £70,000 for every mega-watt of solar installed, which is the highest single payment per megawatt of installed solar for any community benefit society, commercial solar farm or portfolio in the UK.

The Council's Executive Board Member for Resources and Director of Egni Sir Gâr, Cllr David Jenkins, said: *"The last year more than ever before people are having to use the foodbanks to put food on their table so we didn't hesitate to repurpose these funds when they became available to help more families that are struggling and cannot afford the essentials of life."*

Egni Sir Gâr Cyfyngedig is an energy community benefit society established by Carmarthenshire County Council in 2015. Since then, it has installed 16 rooftop solar on council owned buildings. With a total capacity installed of 636 kWp (kilowatt peak), the electricity generated by these sites over the last 12 months equates to the equivalent of over 290 tonnes of CO₂e offset which contributes towards the council's commitment to become a net zero carbon local authority by 2030.

If you are struggling and cannot afford food, then please contact your local food bank.

Going forward...

During our annual review of the Well-being Objectives, this Objective will remain a Well-being Objective within the updated Corporate Strategy for 2021/22



View our [detailed progress here](#) against this objective



Well-being Objective 6

Live Well - Create more jobs and growth throughout the county

Median Gross Weekly Pay has increased by 7% in Carmarthenshire (from £536.2 to £572.1)

Carmarthenshire has gone up from 8th in 2019 to 3rd highest wage in Wales for 2020.

This is now above the Welsh average of £541.7

Why it is important

- ⊙ Providing secure and well-paid jobs for local people is central to everything we are seeking to achieve.
- ⊙ Increasing employability is fundamental to tackling poverty, reducing inequalities and has a dramatic impact on our health and ability to function in everyday society.

Success Measures / Explaining the Results

Median Gross Weekly Pay - See updated data above

Employment

Employment figure is **68.6%**



(April 20 – March 21)
(Previously 71.7%)

Lowest but two in Wales

Source: ONS – Annual Population Survey

There has been a **reduction in employment figures** in Carmarthenshire from **71.7% to 68.6%** (Year ending March 2021). This is below both the Welsh (72.2%) and UK average (74.7%), both of which have also reduced in this unprecedented year.

Whilst disappointing, these figures are not unexpected and are representative of what has been a challenging year for the local and wider labour market. Employment rates are affected by a range of factors, some of which fall outside of the Council's remit; however, we recognise the important role that we play in promoting growth to develop a local economy which provides meaningful and sustainable employment opportunities. Our recently produced Economic Recovery and Delivery Plan details some of our commitments to address this issue. These include a range of Business Support and Recovery Funds, promoting upskilling and retraining to improve employment prospects and continuing to invest in the development of growth zones and strategic sites to stimulate job creation.

Qualified to NVQ Level 4 or above



40.7%

Qualified to NVQ Level 4 or above

@ December 2020

(previously 41.4% December 2019)

Source: ONS – Annual Population Survey

40.7% of working age adults living in Carmarthenshire are **qualified to NVQ Level 4 or above** @ December 2020, this is a slight decline on 41.4% the previous year and falls just below the Welsh average of 41.4%. This result moves us from 5th highest figure in Wales the previous year down to 10th.

Satisfied with jobs - updated data is unavailable due to COVID-19

- ⊙ The 2019/20 National Survey for Wales showed that **78.9%** of those participated were moderately or very **satisfied with their jobs**, this is below the previous result of 82.5% and we have moved down from 11th to 17th position in Wales. Due to COVID-19, there is no updated data available for the measure.

Progress on this Well-being Objective taking account the effect of COVID-19

Pentre Awel

- ⊙ Pentre Awel will deliver significant benefits in respect of employment, recruitment and training, supply chain and community engagement. A cross-departmental team has worked extensively to prepare the highest value tender to be placed by the Authority at circa £70m. The development of quality criteria, greater quality vs. price apportionment (a departure from the default position) and emphasis on community benefits aims to maximise local social and economic impact. Reflecting on the year, important milestones have been achieved which will set the project up well moving forward. These include:



- City Deal Business Case approval by UK and Welsh Governments on 17th March 2021;
 - Pre-Application Consultation undertaken for the Hotel site in January;
 - Completion of RIBA Stage 3 design;
 - COVID-19 service planning to ensure Pentre Awel is responsive to new ways of working;
 - Ecology work (protected species surveys, translocation) for planning conditions;
 - MoUs with education, health and research partners.
- ⊙ We provided additional support to help and advise Carmarthenshire businesses and residents when the pandemic struck. A dedicated help line was established and was available seven days a week initially. Council officers were on hand to provide guidance on financial support and other help for businesses tackling the effect of the pandemic. Plus, a *dedicated business team* was established to speak to businesses directly.
 - ⊙ **We helped over 4,000 businesses to receive Welsh Government’s business rates grant payments of between £10,000 and £25,000 with a total amount of over £46 million.**
 - ⊙ Lack of footfall in town centres had an impact on trade in our *market halls*, we offered our tenants free rent between April and June 2020 during the first national lockdown, and offered a 25 per cent concession on rent from July to September to traders who demonstrated that their turnover was affected. Traders were also supported by a range of Welsh Government grants
 - ⊙ 1,000 businesses responded to a *questionnaire/telephone survey* conducted in May 2020 to find out more about the impact that COVID-19 had, had on Carmarthenshire businesses - identifying what was important to them in the short, medium and long-term, so that going forward we can provide them with the assistance they most need. The findings of this engagement will provide the platform upon which we will develop our economic response and recovery proposals going forward
 - ⊙ A new online showcase was launched shining a spotlight on the best of Carmarthenshire’s local independent businesses. [100% Sir Gâr](#) has been developed by ourselves with support from town and community councils, business, and retail groups, to give local retailers and producers a platform to highlight their products. Any local independent business or producer can sign up to be included and take advantage of the free marketing opportunity. By signing up they are able to access support to grow and improve their business. 100% Sir Gâr is a virtual shop window, highlighting a wide range of wonderful home-grown and handmade products by talented local people to become a vital resource for people shopping, as well as supporting local traders when they need it the most.
- Shelley Williams-Davies, who runs *Attic Vintage Interiors*, in King Street, Carmarthen, said: “100% Sir Gâr will give us an opportunity to attract new customers and showcase what our shop has to offer. We hope it will encourage people to support small local independent businesses too.”
- ⊙ **97.3% of our invoices** were paid within 30 days – our best ever performance. Prompt payment is essential for businesses especially at a time on uncertainty due to the pandemic.



- The [Regional Learning and Skills Partnership \(RLSP\)](#) worked with employers and training providers to measure the economic and skills impact of the COVID-19 pandemic and produced reports on the impact across the region. The RLSP identified a number of key skills that have arisen as a result of the pandemic that links to the City Deal projects. Work continued with businesses to understand the economic impact of COVID-19 and the impact on skills and training. The Skills and Talent Business Plan is nearing completion, with presentations having been made to the City Deal Programme Board and the Employer Strategy Board with a review by Welsh Government in April 2021.

The Way We Work

How We Have Helped Our Businesses



Having been made redundant from his former employer, *Ryan Jones* set up his new business, *Pentre Plumbing & Heating*, in April 2019.

With the help of a grant of almost £3,000 from the *Carmarthenshire Business Start Up Fund* operating at that time, Ryan purchased all the tools and equipment necessary for delivering his services and very quickly won contracts with clients such as Leekes and Ammanford Town Council, as well as building a reputation as a domestic plumber and heating engineer. This venture has not only created and secured a full-time job for Ryan going forward but has also laid the foundation to possibly creating another job within the business in the near future.

Having become much in demand as a reputable plumber, the arrival of COVID-19 and the closure of Leekes, Ammanford Town Council's facilities and cancellations from domestic clients not wanting

any trades people in their homes, meant that unfortunately

Ryan's work all but stopped.

Ryan sought support through the Council's newly set up **COVID helpline** where he was referred to a business support officer for advice. Being a start-up business with no business rates liability meant that, unfortunately he fell through the net of many of the business support schemes which were being introduced at that time, but he was held on a reserve list and advised to apply for Universal Credit to help him through the lockdown period.

Upon the launch of the *COVID Start Up fund* introduced by Welsh Government in June and being delivered by Carmarthenshire County Council, Ryan was contacted and advised to apply as he met the criteria. Through this scheme, Ryan received £2,500 to help keep his business afloat until he can fully resume his services.

Ryan said *"I am grateful to Carmarthenshire County Council for the support they have given me in establishing Pentre Plumbing & Heating. From starting up last year to maintaining support when all went quiet during lockdown, their assistance has been invaluable to keeping the business going and sustaining my job"*.

Going forward...

During our annual review of the Well-being Objectives, this Objective will remain a Well-being Objective within the updated Corporate Strategy for 2021/22



View our [detailed progress here](#) against this objective



Well-being Objective 7

Live Well - Increase the availability of rented and affordable homes

We have delivered over 1,000 additional affordable homes

Good quality, affordable homes are the bed rock of healthy and sustainable communities. We have delivered **1,129** additional affordable homes since 2016 as part of the affordable homes plan

Why it is important

- Good quality affordable homes promote *health and well-being*, meeting the individual needs of the residents, building strong sustainable communities and places where people want to live.
- Good quality energy efficient affordable homes are good for the People and the Environment – our homes are well insulated and have the latest innovative technologies (solar panels and batteries to store energy) that do not only significantly reduce our carbon emissions, they promote affordable warmth for our tenants. The average savings to fuel bills can be as much as 60% per year.
- It's good for the *Social Structure* - well-placed affordable housing developments allow communities to welcome a wide range of families and to create a vibrant, diverse, group of residents.
- It's good for the Economy – Our plans to increase affordable housing will see the investment of over £150m over the next ten years in the county. This will help stimulate the local economy, grow the construction industry, the local supply chain and the green economy. This will also create jobs for local people as well as providing more homes to help local people remain in their communities.

Success Measure

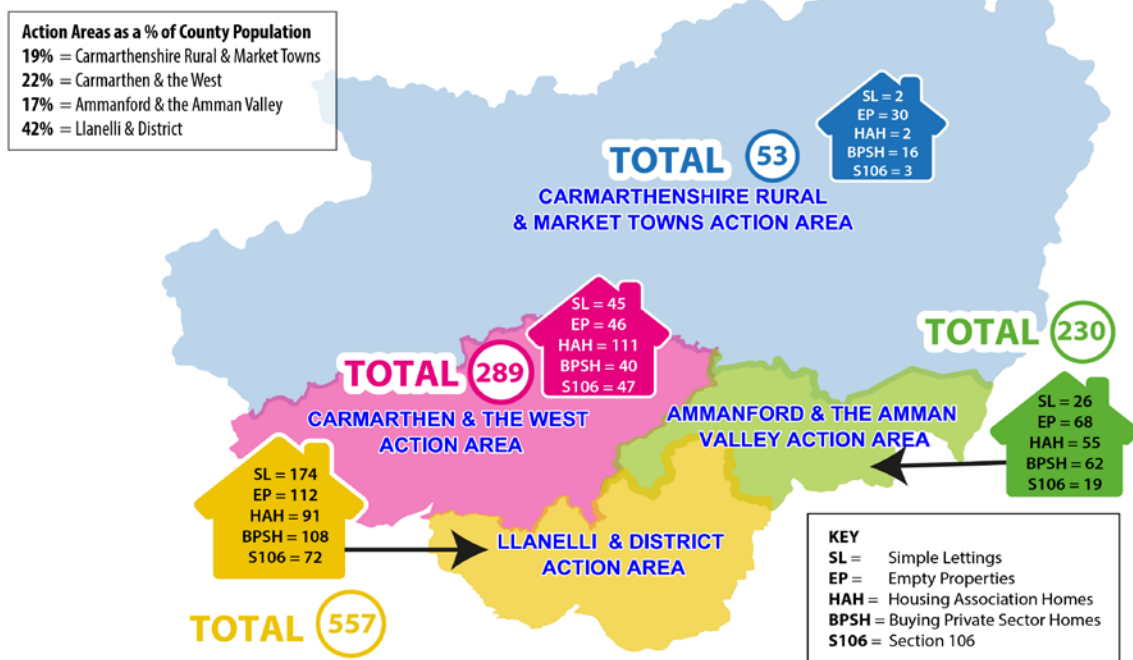
+ 158 Additional Affordable Homes during 2020/21



Explaining the Results

Affordable Homes Performance – Overall Performance from April 2016

1,129 Affordable Homes Delivered



Progress on this Well-being Objective taking account the effect of COVID-19

- Through our Affordable Homes Delivery Plan we aimed to deliver over 1,000 additional affordable homes between 2016 and 2021. We are pleased to report that we have exceeded this target and delivered **1,129** additional affordable homes. We have delivered the homes through the following solutions:

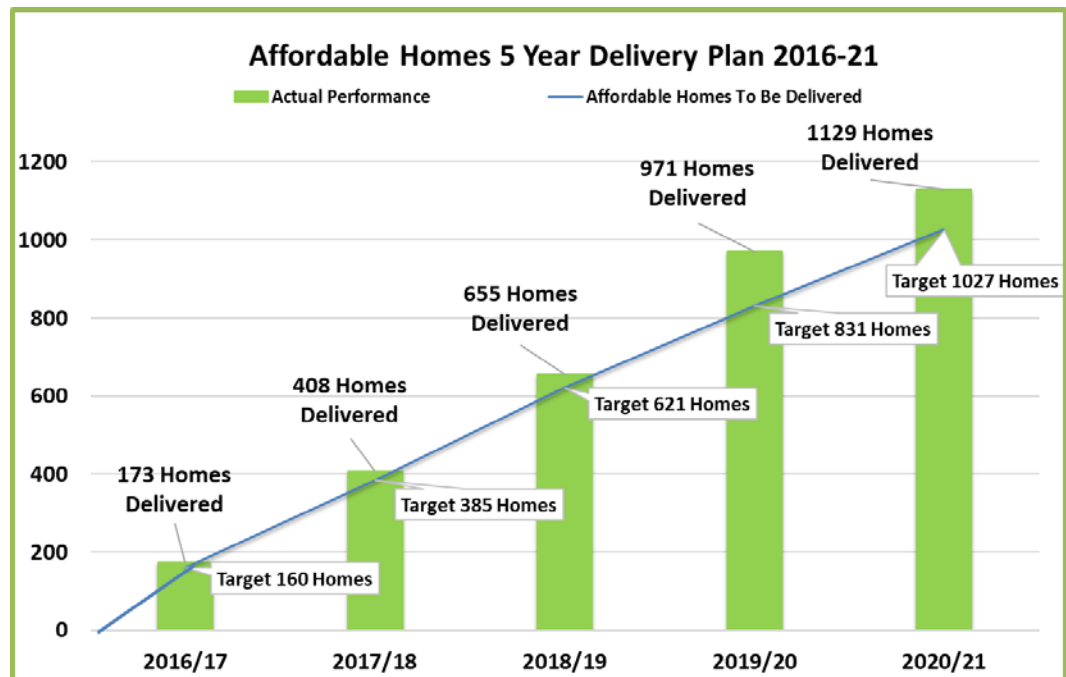
247: Simple lettings agency
(32: 16/17; 63: 17/18; 61: 18/19;
61:19/20; 30 20/21)

256: Empty homes brought back into use
(28: 16/17; 63: 17/18; 67: 18/19;
64:19/20; 34 20/21)

245: Buying private sector homes
(45: 16/17; 69: 17/18; 81: 18/19;
43:19/20; 7: 20/21)

240: Housing Association new build development
(45: 16/17; 20: 17/18; 17: 18/19;
107:19/20; 51: 20/21)

141: Section 106 Contribution by Developers
(23: 16/17; 20: 17/18; 21: 18/19;
41:19/20; 36 20/21)



Our new energy efficient affordable homes are well insulated and have the latest innovative technologies which will reduce our carbon emissions by on average 70% and reduce fuel bills for tenants by up to 60% promoting affordable warmth, growing the green economy and creating sustainable communities.

- In September 2019, we published our plans to build over 900 new council homes in our communities. Our plans will help stimulate the local economy and grow the green economy creating energy efficient homes and much needed local jobs. Our new build standards exceed the requirements of the Building Regulations and follow the principles of the Cardiff University's Welsh School of Architecture SOLCER house model for energy and include:

- o Highly insulated walls, roofs and floors
- o Triple glazed windows
- o Solar PV Panels
- o Battery Storage for any unused electricity produced by the solar panels
- o Electric car charging point
- o LED lighting
- o Achieve an average energy rating (SAP level) between 98 and 105

- ⦿ We currently have 8 council new build developments onsite including: Dylan, Garreglwyd, Glanmor Terrace, Gwynfryn, Maespiode, YMCA in Llanelli, Coleshill Terrace and Glanamman. These developments will create 145 new affordable homes. With a further 18 sites being prepared for either planning or tender. This includes 6 sites in rural areas that will be developed on a mix tenure basis and will provide homes for low-cost home ownership
- ⦿ In May 2020 the Future Generations Commissioner published a report on the progress of the Well-being of Future Generations Act the report states: *“Carmarthenshire’s new build programme is identified as an excellent example of what can be delivered in the social housing sector”*.



**Building over 30 new innovative council homes
in Glanmor Terrace, Burry Port**

Going forward...

During our annual review of the Well-being Objectives, this Objective will remain a Well-being Objective within the updated Corporate Strategy for 2021/22



View our [detailed progress here](#) against this objective



Well-being Objective 8

Live Well - Help people live healthy lives (tackling risky behaviour and obesity)

Excellent progress has been made in diversifying our health and well-being offer for the residents of Carmarthenshire by developing opportunities to engage online whilst supporting people to stay healthy locally during this challenging year

Why it is important

- Our way of life is changing, people are living longer with a higher quality of life.
- The challenge is to prevent ill health.
- Living healthy lives allows people to fulfil their potential, meet educational aspirations and play a full part in the economy and society of Carmarthenshire.
- Many of the preventive services and interventions required to maintain health, independence and well-being lie outside health and social care.
- Playing a part in providing accessible, inclusive, exciting, sustainable services, which promote and facilitate learning, culture, heritage, information, well-being and leisure.

Success Measures / Explaining the Results

The following two [National Survey for Wales](#) results are based on a lower response level compared to previous years due to restrictions and resources due to COVID-19:-

General Health Good or Very Good



70% of Adults who say their general health is Good or Very Good
Previously 70%

Source: National Survey for Wales

70% of Carmarthenshire participants said their **general health is Good or Very Good**, this is the same as the previous year, comparatively we have moved down from 15th to 18th position in Wales. We continue to work with partners such as Public Health via the

Public Services Board to promote a healthy environment for Carmarthenshire residents, including exercise, nutrition, and cleaner air.

Long-term Illness



51% of Adults who say they have a long-term illness
Previously 51%

Source: National Survey for Wales

51% of Carmarthenshire participants **said they had a longstanding illness, disability or infirmity**, this is the same as the previous survey result, we have moved up from 15th position in Wales to 6th. Whilst this measure has numerous influences we continue

to see increases in the number and impact of schemes such as National Exercise Referral scheme with almost 1,400 referrals in the past 12 months.

Due to COVID-19, there is no updated data available for the following two National Survey for Wales results:-

Adult Mental Health - updated data is unavailable due to COVID-19

- The 2018/19 **Mental well-being score** showed Carmarthenshire participants having a score of 51 out of a possible score of 70, same as the average score for Wales. This is based on 14 positively worded statements asked as part of the survey which represents positive attributes of well-being and covers both feeling and functioning as opposed to mental illness or disorder and is suitable for use in the general population.

Less than 2 Healthy lifestyle behaviours - updated data is unavailable due to COVID-19.

- The combined 2018/19 & 2019/20 result showed that **12.4%** of participants have **fewer than two healthy lifestyle behaviours** this had declined on the previous result of 8.8% and moved down from 5th best to 18th in Wales.

Progress on this Well-being Objective taking account the effect of COVID-19

- Our specialist social work team have assessed 138 adults with drug and alcohol problems in the past year.
- £130k from the Valleys Regional Park fund has been invested in Llyn Llech Owain which has included a new toddler play area, improvements to the entrance and walkways, improvements to the Boardwalk and Visitor Centre and an enhanced outdoor area for the café.
- Our Library services have provided online access to residents throughout the pandemic, with 226,543 visits being made to our Libraries Corporate website, and a new 'click 'n collect' service being established in the three regional libraries.
- Over £500k has been spent at Ammanford Leisure Centre to re-furbish the wet side changing rooms, with further plans to upgrade the all-weather pitch and improve car parking facilities on site.
- Carmarthen Leisure Centre's external upgrades are nearing completion, with a new 2G AstroTurf surface laid, the 4x external community Tennis Courts re-surfaced, the Athletics Track re-surfaced and widened, and additional parking and traffic calming measures in place. Works are also well underway in Llandovery, where there is a £350k investment into the school conversion to provide the town with health & fitness facilities adjacent to, and complimenting, the swimming pool.
- Plans for the new leisure facility in Llanelli are now moving forward with over £25 million earmarked for a new leisure centre on the Pentre Awel site.
- During COVID-19, we have supported Sport Wales with 66 Sports Club Applications for the Emergency Relief Fund, totalling over £40k of funding to protect clubs during lockdown. In recent months, our internal Actif community sports team have been critical in promoting and supporting the award of Emergency Relief Funding, where Sport Wales (funding body) relied on our guidance and advice in allocating a proportion of the £500k+ of national funding to clubs and organisations in Carmarthenshire. This will continue as Sport Wales switch to an £8m+ 'Sport Relief Funding' mechanism moving forward.
- Due to the pandemic the National Exercise Referral Scheme was suspended, despite this we have maintained contact with 583 of our National Exercise Referral clients, making 13,657 contacts taking nearly 6,820 hours, with 693 home programmes sent to vulnerable clients.
- We have created a number of online fitness classes for our Actif Leisure members to access free of charge, during the period that our leisure facilities have been closed, whilst developing a new Actif Anywhere offer to deliver online memberships and activities in future.



John is 72 years old and lives alone following the death of his wife. He lives in the South of Carmarthenshire but was not a member of Actif until he saw an advert for the new Actif Anywhere digital platform in September.



The platform has been a life saviour for John during the pandemic as he would have otherwise spent the vast majority of his time alone. John has a background in martial arts and now practices Thai Chi.

Since the launch of the platform, John has been identified as being one of the major attendees and one of our biggest advocates. He has attended over 170 sessions to date and is now sometimes joined by his daughter or grandchildren when they visit. Over months, John trialled all the classes that have been on the timetable and has since found his favourites in Yoga, Dance, HIIT, BoxFit, legs bums & tums and Walk your way to Fitness. John says:

"Good morning all, just finished HiiT with Cath. Woke me up from my slumber, warmed me up from a chilly morning and set me up for the rest of the day. Thank you all at Actif Anywhere."

Beach Wheelchairs

Hi..

Last year I emailed you, asking about the possibility of introducing beach wheelchairs to Pembrey. I just need a few minutes each week breathing in the sea air to get myself calm and happy, and I'm usually content to just sit in my chair or scooter at the top of the beach for 20 minutes while hubby plays with the dog.

This used to be a nightmare, as getting onto the beach was very difficult, usually involving my husband dragging the chair backwards across the sand with the help of anyone available... but your fabulous chairs will change all that.

The chair itself was amazing, very comfortable indeed, and it moved so smoothly across the sand, hubby was really impressed.

So, a huge thank you for all your team has done, it is really, much appreciated.

Sian

Mental Health

People Speak Up is a social, mental-health, arts, health and wellbeing enterprise with inclusion, individual empowerment, and community involvement at its heart. It works closely with the local Carmarthenshire community and arts/health networks.

Reaching 450 / overall attendance of 2,000 / 15 projects
from the start of the pandemic in April 2020 – March 2021

- **Stories By Phone** – Our professional applied storytellers and practitioners facilitated weekly calls to people living in isolation and living with dementia: <https://wahwn.cymru/knowledge-bank/stories-to-the-door-and-stories-by-phone>
- **Story care & Share** – weekly wellbeing and mental health creative story sessions for ages 18+, this was adapted during the pandemic to Zoom, currently we are running workshops online and face to face.
- **Care Home sessions** – Weekly storytelling sessions, pre-pandemic at our base and at care homes. Since the pandemic, we have worked over zoom.
- **Intergenerational** - Main aim is to bring older and younger people together to re-connect through sharing time by working with professional storytellers, Spoken Word Artists & Visual Artists: <https://youtu.be/rVnLSsh4Dco>
- **Creative companions** – Bringing young volunteers together to an older person living in isolation, to create resilience and cohesion.
- **Young people Speak up** – Well-being creative sessions for ages 11-24/ adapted on to various platforms and face to face. These young people are integrated into all our other projects with mental health, connectivity, training and volunteering being our main objectives.

Going forward...

During our annual review of the Well-being Objectives, this Objective will remain a Well-being Objective within the updated Corporate Strategy for 2021/22



View our [detailed progress here](#) against this objective

Age Well





Well-being Objective 9

Live Well/Age Well - Support good connections with friends, family and safer communities

We have seen remarkable spike in community spirit

Over the past year, in the face of the huge challenges of COVID-19 we have seen our communities supporting each other. Neighbours helping each other, colleagues supporting each other, and strangers working together for community good.

In a recent commissioned survey of Mid and South West Wales 77% of the interviewees referred to community cohesion as good, rising to 92% who said good but needing improvement. However, there is some concern that these gains may be short lived.

Why it is important

- ⊙ Safety and a feeling of belonging are important to personal well-being and more people appreciate the value of kindness and being part of a community.
- ⊙ Public bodies have clear obligations to create and support cohesive communities in Wales. Cohesive Communities is one of the National Goals set out in the Well-being of Future Generations (Wales) Act. A Cohesive Community is an area where those from different backgrounds share positive relationships, feel safe in their neighbourhood, and have a sense of mutual respect and shared values.
- ⊙ Community Resilience is also essential to enable communities to respond to, withstand, and recover from adverse situations. The COVID-19 crisis has shown what can be achieved when communities work together.

Success Measures

A sense of community - updated data is unavailable due to COVID-19

Feeling Safe - updated data is unavailable due to COVID-19

We normally measure the success of this Well-being Objective with the above National Survey for Wales results but unfortunately due to COVID-19 these questions were not asked during 2020/21. The most recent data published in June 2019 showed that **51.6%** of participants felt they had a '**Sense of Community**', 14th position in Wales. With the number **feeling safe** was **76.1%** and in 7th place.

Progress on this Well-being Objective taking account the effect of COVID-19

Community Cohesion

In order to ensure our communities are as cohesive as possible, we work with organisations at a grassroots level to develop initiatives that bring people and communities together and provide opportunities for people from different backgrounds to meet and get to know and understand one another.

- ⊙ During 2020, we ran two Community Cohesion Small Grants funds for projects across the region. We have funded 20 projects across the region, two examples are:
 - Story Connections – People Speak Up Llanelli. This project brought approximately 200 people from diverse communities together to share space and create stories and involved a wide range of partners including Syria Sir Gâr, Llanelli Pride, Ffwrnes Theatre and Youth service.
 - 'Faces & Places' project which is celebrating diversity across Mid & West Wales.

The Cohesion team have recently completed a research project, delivered by Premier Advisory Group to look at the impact that Brexit and COVID-19 had on communities. The purpose of this was to provide an evidence base, identifying potential community hotspots, tensions and issues and recommendations as to how we embed good practice into our work moving forward. We are now considering how to embed several recommendations into our policies and strategies.



- ⊙ One of the key areas of work that we are engaged with is to raise awareness of *Hate Crime* and how to report it. Ensuring people understand what constitutes a hate crime, what is and isn't acceptable behaviour is so important and we work closely with agencies like Victim Support to develop campaigns and projects which support this work.
- ⊙ Another key area of our work is to promote a *Cohesion calendar* of events and campaigns throughout the year, focusing on National campaigns and highlighting these with a regional or local perspective if possible.
- ⊙ We have developed a perpetrator intervention programme on a regional basis to combat *Violence Against Women and Domestic Abuse and Sexual Violence*
- ⊙ The pandemic has provided opportunities for criminals to exploit persons who may be more exposed to fraudulent approaches due to lockdown/shielding and isolation from support networks with 2020 seeing an overall rise in the numbers of frauds reported nationally. trueCall Nuisance Call Blocking Devices which have been installed in elderly and vulnerable residents' homes in the county have for the year 2020/21 blocked 16,277 nuisance calls – based on national intelligence 4,883 of those calls were identified as calling from numbers used by known criminals.
- ⊙ An *innovative alert system Seraphimbeta*® was developed in the wake of the pandemic to notify authority officers when a trueCall user was experiencing high volume of calls from suspected fraudsters. The system has generated 66 high level alerts leading to welfare calls and officer intervention to prevent vulnerable residents engaging in telephone fraud. Funding has been secured to develop the wider call blocking project further.

Sir Gâredig – Sharing Carmarthenshire's kindness

- ⊙ This year, the act of kindness to others has been more prevalent than ever due to COVID-19, therefore Sir Gâredig – Sharing Carmarthenshire's kindness was introduced with the aim to connect people in need with those that can help. It was an opportunity to provide a focal point for community activities and a friendly term that people could use to share positive stories, images, and video on social media. This campaign was also an opportunity for people to be inspired to sign up and volunteer within their communities. To help their neighbours and share the good work and kindness that is being shared across Carmarthenshire.



Community Safety in Tyisha

Partner organisations are working closely together to tackle the drug, alcohol and anti-social behaviour issues in Tyisha, aiming to make the area a safer place to live. A survey has been completed by 217 residents in Tyisha – 10% of households - to give information on how they feel about policing, reassurance and safety in their neighbourhood. The results are being analysed and an action plan will be developed to tackle local concerns.

Two community wardens, part funded through a partnership bid with Dyfed Powys Police to the Home Office 'Safer Streets' fund, have been recruited by the Council and are working in Tyisha and Glan-y-môr to provide reassurance and support to the local community and raise awareness of crime prevention measures. The community wardens are setting up Neighbourhood Watch schemes and are working with partners to reduce crime relating to drug and alcohol use and to tackle anti-social behaviour including the use of CCTV and video doorbells provided by the Safer Communities Partnership using Home Office 'Safer Streets' funding. The Council are also working in partnership with neighbourhood policing teams and local housing associations to tackle anti-social behaviour within tenancies and deliver robust action plans to prevent it from reoccurring.

The Council introduced a Public Spaces Protection Order (PSPO) into parts of Llanelli Town Centre in October 2020 to help combat alcohol related crime and anti-social behaviour in public places and improve the quality of life for the local community.

Tackling Serious Violence and Organised Crime

We have continued to work closely with police and other partners to *successfully tackle 'County Lines'*, including the sharing of information and participating in targeted weeks of action. County Lines is a term used for illegal drug-dealing networks, usually controlled by a person using a telephone number – the 'county line'. They distribute drugs via 'runners' who are vulnerable children and adults recruited to transport drugs and cash all over the UK. This crime is often associated with other serious crimes such as sexual exploitation, violence, money laundering and human trafficking.

A new '*INTACT*' Strategy for 2021-24 has been developed by partners to tackle Serious Violence and Organised Crime across Dyfed Powys. A work plan has been produced, information and awareness sessions arranged for staff of partner organisations and clear prevention messages are being promoted widely to the public, with a new theme per month. A new Early Intervention and Prevention Team is being introduced, consisting of 10 community support officers across the region and an analyst. This team will aim to prevent children, young people and vulnerable adults from engaging in, or becoming victims of Serious Violence and Organised Crime. This team will develop and deliver early intervention activities, identifying opportunities for diversion activities, undertake targeted vulnerability patrols and support partners when working with young people.

Zero-tolerance approach to racism pledge

We have pledged to take a zero-tolerance approach to racism within the authority.

We have joined other organisations and individuals who have signed the policy as part of the Zero Racism Wales campaign which has been launched by Race Council Cymru.

By signing the pledge, we have committed to promoting a zero tolerance to racism approach throughout the organisation, this means that:

- ⦿ We will take a stand against racism and promote a more inclusive and equal society for all.
- ⦿ We will not tolerate racial prejudice, discrimination, harassment, victimisation, abuse, or violence against any individual.
- ⦿ We will stand in solidarity, come together, and say no to racism, in all its forms.
- ⦿ We will promote good race relations between people from diverse ethnic backgrounds in organisation.
- ⦿ We will promote equal and fair opportunities for people from diverse ethnic backgrounds to attain promotion.
- ⦿ We will eliminate unlawful race discrimination, harassment, victimisation and abuse.

The way we work

Living in the community

We have redeveloped a property to provide accommodation for individuals stepping down from residential care.

The individuals have lived together for many years in a care home in Carmarthenshire which was scheduled for closure. Given their significant and complex needs, the likely outcome was that they would be placed in various other residential establishments. An Intermediate Care Fund grant was utilised in this project to find a suitable large residential property with outdoor space to meet their needs and maintain their longstanding relationships.



A property was purchased, and three individuals moved in in October 2020 with 24/7 support. They have been encouraged to be involved in the decoration and set up of their new home, particularly in the personalisation of living areas and their own rooms. They have also renamed the property.

The local community affords many opportunities for participation, as well as there being many leisure pursuits available within easy travelling distance. Family members have been consulted throughout and are now looking forward to visiting their relatives in their new home, maintaining these important links.

Going forward...

During our annual review of the Well-being Objectives, this Objective will have specific emphasis on *Community Cohesion* within the updated Corporate Strategy for 2021/22 and will be renamed:

Live Well - Support community cohesion, resilience, and safety



View our [detailed progress here](#) against this objective



Well-being Objective 10

Age Well - Support the growing numbers of older people to maintain dignity and independence in their later years

Support for older people has continued despite the pandemic:

We have continued to support older people and ensure that they can remain as independent as possible and maintain their dignity, despite the challenges that the pandemic has presented.

Why it is important

- ⦿ Consultations have demonstrated that ‘*what matters*’ to individuals is to be able to be as independent and well as possible for as long as possible.
- ⦿ Our frail population demographic is increasing and will require support to remain as independent as possible.
- ⦿ It is essential that we lay robust foundations to future proof the availability of services that promote and support ongoing well-being and independence for our frail older adult population.

Success Measures / Explaining the Results

Good Social Care Service available in the area



66%

Agree there's a good social care service available in their area
(Previously 47.5%)

Source: National Survey for Wales

According to the monthly [National Survey for Wales](#) questionnaires completed between May and September 2020, **66%** of participants believed that there is **good Social Care Service available in the area**. This result is based on a lower response level than previous years due to lower participation because of COVID-19.

This is a good improvement on the previous result of 47.5%, which maybe partly attributable to the pandemic which highlighted the excellent work and commitment shown by Social Care staff during this period.



99%

of people we surveyed during the pandemic within Adult Social Care said that we responded quickly to their needs

"Very, very fast response to my needs in a time of national lockdown"

Progress on this Well-being Objective taking account the effect of COVID-1

- ⦿ We implemented new processes and procedures to ensure effective and safe assessment and support of individuals during the COVID-19 pandemic.
- ⦿ We revised the approach to support discharges from hospital to ensure that risk of exposure to COVID-19 is minimised for all.
- ⦿ We provided alternative support instead of day services and respite which have not been possible during the pandemic; this has included increased support to individuals and their carers at home as well as an increase in uptake to the CONNECT project to ensure that people can have regular social contact. (see *Well-being Objective 11*)
- ⦿ Wide scale consultation with service users and their carers who attended day centres prior to closure due to COVID-19 restrictions has resulted in a revised model of support in partnership with the third sector. This is including a pilot of 1 to 1 support at home and the development a virtual offer which allows people to join activities that they are interested in.



- A Care Inspectorate Wales Quality Assurance Check 2021 found that the local authority ensures people’s voices are heard, their choices respected, and people routinely achieved self-identified outcomes and that the Delta/Connect project has been successful in promoting prevention and early intervention and reducing need for increased or formal support from statutory agencies.

Supporting Care Homes in the County During the Pandemic

Within weeks of the national lockdown, multiple care homes were being hit by COVID-19 outbreaks, with significant numbers of staff and residents contracting the virus. Carmarthenshire County Council was in the unprecedented position as a commissioner of care home placements, and the key agency to help, advise and support care homes to deal with the challenges they faced linked to COVID-19. Carmarthenshire has the highest number of care homes of any county in Wales with 91 care homes, despite only having the 4th largest population of 188,771.



Faced with this challenge a Daily Operational Command virtual meeting was set up with all aspects of the Health and Social Care integrated community services system represented.

The aim was to help prevent acute hospitals becoming overwhelmed by ensuring safe and timely discharge from hospital and preventing admissions to hospital where not necessary, as well as ensure that care providers were effectively supported. This enabled rapid identification of the parts of the system that were experiencing pressure, and a joint problem-solving approach to alleviate the pressure points and ensure availability of hospital beds for those that most needed them. This was the first time that a wide range of services had been brought together, which was a significant achievement.

The Daily Operational Command was overseeing the impact of the temporary closure of admissions to Care Homes on the whole Health and Social Care system - when the availability of Nursing beds became very limited, the issue was escalated, and it was decided to re-open the Field Hospital to prevent long delays in being able to discharge patients awaiting these placements.

A Care Home Escalation Procedure was developed. This set out a blueprint on how outbreaks should be managed, adopting a standard multi-agency approach to support care homes through outbreaks. The Council’s Commissioning Team took the lead on a multi-disciplinary team which included Commissioning, Care Management, Health Board Infection Prevention and Control, Environmental Health, Community Nursing and Primary Care to support the home with infection control reviews, help maintain acceptable staffing levels and nursing support and remained in place until the outbreak had ended. The processes which were put in place enabled a rapid response to an outbreak situation and the measures of success were that at no point was availability of acute hospital beds significantly compromised, and at no point was any care home unable to provide appropriate care for its residents.

Going forward...

During our annual review of the Well-being Objectives, the updated Corporate Strategy for 2021/22 will show this Well-being Objective 10 combined with Well-being Objective 11 to become - ***Age Well - Support older people to age well and maintain dignity and independence in their later years***



View our [detailed progress here](#) against this objective



Well-being Objective 11

Age Well - A Council-wide approach to support Ageing Well in Carmarthenshire

Over 10,000 pro-active well-being calls were made over the last year

Why it is important

- ⦿ Ageing well – ‘*adding life to years, not just years to life*’ – is important for each of us, and for our country as a whole. Older people should be seen as a vital part of society and should be able to have more opportunities to participate in and contribute to our economy and our communities. Older people are a significant asset to our community and economy.
- ⦿ Wider services can make an important contribution in supporting and sustaining the independence of older people and reducing the demand on Social Services and Health Care.
- ⦿ The *Older Peoples Commissioner, Heléna Herklots* sets the ambition of ‘Making Wales the best place in the world to grow older’.

Success Measure

Feeling Lonely - updated data is unavailable due to COVID-19

We normally measure the success of this Well-being Objective with the above National Survey for Wales result but unfortunately due to COVID-19 there is no updated data available for the measure. The most recent data published in June 2020 showed that **16.2%** of participating adults in Carmarthenshire **classed themselves as lonely**, this was above the Welsh average of 14.43% but had reduced from the previous result of 18.3%.

Progress on this Well-being Objective taking account the effect of COVID-19

- ⦿ We have rolled out of the CONNECT programme across Carmarthenshire that provides proactive well-being support, including proactive well-being calls and digital inclusion.
- ⦿ We have funded intergenerational projects where connection between children and older people were promoted, such as the school children ‘virtually’ attending care homes.
- ⦿ We have increased digital inclusion of older people in response to the COVID-19 pandemic.
- ⦿ We have launched *Connect to Carmarthenshire*, time-banking platform and active volunteering schemes in partnership with the third sector to promote social connectedness.



Carmarthenshire Project CONNECT finalists for an award

Carmarthenshire has designed and implemented an innovative and large-scale programme focused on supporting older people's independence and #wellbeing through a technological and digital approach that has been acknowledged as good practice not only across Wales but across the UK. This programme is called **CONNECT** and is delivered in partnership with Delta Well-being, health and social care and the third sector, funded by Welsh Government Transformation funds.



The project in Carmarthenshire is a finalist in the Public Sector Transformation Award for Excellence, as it exemplifies our ambition of working across sectoral boundaries to deliver a radical, person-centred approach to well-being, care and support. It involves implementing a new model of self-help and pro-active care, enabled by Technology Enabled Care (TEC), improving the well-being of individuals, which in-turn allows people to stay independent for longer, reducing demands on long term or acute care.

This programme is based on a model operating Spain which we adapted to fit in Carmarthenshire. This has not been done before in the UK and certainly not at the scale implemented in Carmarthenshire. Since February 2020 nearly 2,000 Carmarthenshire residents have been supported by the project and it has been instrumental in our response to the COVID pandemic. We do this is through:

- Well-being calls
- Digital support and TEC packages
- Help to re-engage with the local community (digitally currently, but physically longer term)
- Access to an appropriate Community Response Team 24/7, if in crisis



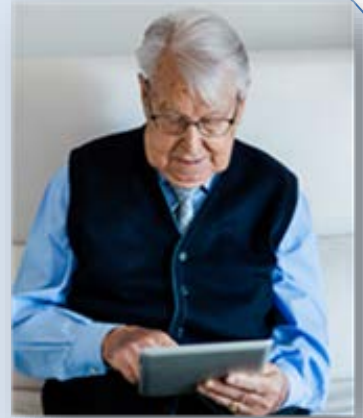
Over **10,000** pro-active well-being calls were completed between April 20 and January 21

An additional **9,000** well-being calls to provide COVID support



When surveyed **88%** of clients feel considerably safer with the service

Raymond's story...



Widower Raymond moved into sheltered accommodation after his beloved wife sadly lost her battle to cancer a few years ago. He was referred to CONNECT after being hospitalised for six weeks.

Paying tribute to his family, he said although he had always received great support from them due to COVID-19 he was unable to see them as he had received a shielding letter advising him to self-isolate.

Without being able to spend time with his loved ones and friends socially, and with no sporting activities taking place to go and watch, he began to feel "very depressed and lonely."

Through CONNECT, Raymond receives vital weekly well-being calls. This includes checking he has enough food at home and can access any prescriptions or medication.

Speaking about the benefits of the well-being calls he told us, "I really look forward to the calls. I appreciate them. It's nice to have a friend to talk to. I used to feel depressed in the week, but now I look forward to the calls every Monday morning. They have helped me regain my confidence, which is important. These calls help save lives as without them, I'd feel very down and would likely need more help from the NHS. I really feel like a different person after we've spoken."

Through the CONNECT service, Raymond also has a red button lifeline which he can press any time he needs help or support, and it goes directly through to the team's 24/7 Monitoring Centre. CONNECT also enables Raymond to have access to a 24/7 Community Response Service, if in crisis.

Going forward...

During our annual review of the Well-being Objectives, the updated Corporate Strategy for 2021/22 will show this Well-being Objective 11 combined with Well-being Objective 10 to become -

Age Well - Support older people to age well and maintain dignity and independence in their later years



View our [detailed progress here](#) against this objective

Healthy, Safe & Prosperous Environment

A large, diverse crowd of people is shown from a low angle, looking towards the camera. The people are mostly wearing light-colored clothing, and the scene is brightly lit, suggesting an outdoor event or festival. The background is filled with more people, creating a sense of a large gathering. The text 'Healthy, Safe & Prosperous Environment' is overlaid in the top left corner in a white, sans-serif font.



Well-being Objective 12 Healthy & Safe Environment - Look after the environment now and in the future

First local authority in Wales to publish a climate change action plan

In February 2020, we became [the first local authority in Wales to publish a climate change action plan](#) detailing how we work towards becoming net zero carbon in the next 10 years.

[We were one of the first councils in the UK to declare a climate emergency, pledging, the ambitious and challenging target of becoming net carbon zero by 2030 - 20 years ahead of Welsh and UK government targets.](#)

Actions include developing new carbon reductions from council's buildings, purchasing more energy efficient fleet, collaboration with other public bodies to deliver wider change, exploring opportunities for tree planting and renewable energy generation on council-owned land.

Why it is important

- ⊙ The Natural Environment is a core component of sustainable development. The Environment (Wales) Act 2016 expands the duty placed on public bodies, requiring them to maintain and enhance biodiversity and promote ecosystem resilience.
- ⊙ A biodiverse natural environment, with healthy functioning ecosystems, supports social, economic and ecological resilience. Carmarthenshire's natural environment is the natural resource on which much of our economy is based – tourism, farming, forestry, and renewable energy. It is a major factor that attracts people, both young and older to live, work and visit the county, bringing inward investment with them.
- ⊙ There is a strong relationship between residents' well-being and their surrounding environment from providing recreational opportunities, to psychological positivity, health benefits and a connection to heritage and culture.

Success Measures (Information unavailable at time of publication)



We generated
1,059,364
kWh of renewable
energy during 2020/21
(increased from 997,480 kWh in the
previous year)



The Council's Energy
Consumption
(kWh)

increased/decreased
by ???%

from 70,332,291 kWh in 2019/20
to ??? kWh in 2020/21



Our recycle rate is
66.08 %
(This is an increase on
the previous year's
figure of 64.66%.
(Fly-tipping has increased by 29% and
kerbside collection increased by 22%)

Explaining the Results

- ⊙ We generated over a million kWh of renewable energy during 2020/21, which increased by 61,884 kWh (6%) from 997,480 kWh in the previous year.
- ⊙ Energy Consumption by the Authority - we will be reporting our building-related energy data to Welsh Government (WG) by the end of October 2021, as required by the Welsh public sector reporting guide. The WG prescribed methodologies differ from our current methodologies. As part of this we will shortly be participating in a formal peer review with Pembrokeshire to make sure our (and their) data is 'correct'
- ⊙ **Recycling** increased in 2020/21 to 66.08% (51,494 Tonnes) from 64.66% (50,544 Tonnes) the previous year. We continue to exceed Welsh Government statutory targets (64% March 2020) avoiding any financial penalties.
 - Thanks to residents and the way in which they have used our recycling services, there has been a significant increase in recycling.

- Looking ahead, how we collect recyclable materials in future and the way our residents use our recycling services will become even more important so that we can meet even more stringent recycling targets and our carbon reduction ambitions.
- The recyclable material that we collect is used to make new products and can aid the circular economy, thereby minimising the need for raw materials and reducing our carbon footprint.
- In order to allow that waste material to be efficiently used to make new products, we have to ensure that the quality of the materials is the best it can be and that these materials are not contaminated, which could render them unusable for recycling.
- Consequently, looking ahead, we will need to review our kerbside waste collection strategy to address current problems, but this will mean that as residents of Carmarthenshire we all will need to have an open mindset towards new ways of collecting recyclable waste and to adopt the most effective way of recycling in the near future; ultimately, we are safeguarding our environment for future generations.

Progress on this Well-being Objective taking account the effect of COVID-19

Net Zero Carbon

- ⦿ Working towards Net Zero Carbon we are trying to reduce energy consumption and emissions and the table below shows that whilst consumption has increased emissions have reduced.

Updated table extracted from the [Net Zero Carbon Action Plan Report-February 2020](#):

| | 2017/18 | 2018/19 | 2019/20 | 2020/21 | 2019/20 vs 2020/21 | |
|---|------------|------------|------------|-----------|--------------------|----------|
| | Results | | | | Progress | % change |
| Non-Domestic Buildings Information unavailable at time of publication | | | | | | |
| Consumption (kWh) | 63,690,923 | 64,857,362 | 66,407,242 | TBC | | |
| Carbon Emissions (tCO2e) | 16,258 | 14,822 | 14,443 | TBC | | |
| Street Lighting | | | | | | |
| Consumption (kWh) | 4,873,979 | 4,202,381 | 3,925,149 | 3,875,843 | Improved | 1.3% |
| Carbon Emissions (tCO2e) | 1,874 | 1,291 | 1,088 | 981 | Improved | 9.8% |
| Fleet Mileage | | | | | | |
| Mileage (Miles) | 5,121,289 | *5,293,249 | 5,154,668 | 4,427,070 | Improved | 14.1% |
| Diesel Used (litres) | 1,441,751 | 1,434,583 | 1,419,336 | 1,267,437 | Improved | 10.7% |
| Carbon Emissions (tCO2e) | 3,852 | 3,856 | 3,814 | 3,407 | Improved | 10.7% |
| Business Mileage | | | | | | |
| Mileage (Miles) | 3,948,586 | 3,846,615 | 3,971,513 | 2,251,986 | Improved | 43.3% |
| Carbon Emissions (tCO2e) | 1,159 | 1,118 | 1,132 | 621 | Improved | 45.1% |
| TOTAL | | | | | | |
| Consumption (kWh) | 68,564,902 | 69,059,743 | 70,332,391 | TBC | | |
| Mileage (miles) | 9,069,875 | 8,829,043 | 9,126,181 | TBC | | |
| Carbon Footprint (tCO2e) | 23,143 | 21,087 | 20,477 | TBC | | |

Note:* This figure has been updated to correct for incorrect mileage entries

- ⦿ A major audit of all our electricity and gas meters has recently been completed. This will allow us to work with our energy suppliers to roll-out a comprehensive programme of smart meter installation as soon as possible. We will then focus on extending smart meters to our water consumption.
- ⦿ Street Lighting makes up 6% of our carbon footprint, with 1,088 tCO2e emitted in 2019/20. This is a decrease of 16% from 2018/19. We have completed the conversion of almost 100% of our 20,000 streetlights to low energy light-emitting diode (LED) lighting, funded by the Welsh Government's

interest-free Wales Funding Programme. This has resulted in a 33% decrease in electricity consumption from street lighting over the past five years.

- ⊙ We have replaced almost 5,000 community lights with LED units working in partnership with Town and Community Councils.
- ⊙ We completed Phase 1 of our Re:Fit Cymru Programme, a £2.5m project funded by an interest free loan from the Wales Funding Programme, which aims to carry-out energy efficiency opportunities in our non-domestic buildings. Despite COVID-19 restrictions, energy efficiency measures were delivered across 17 schools and 13 other Council buildings including leisure centres, care homes and Council office buildings. These measures will result in overall carbon savings of 675 tonnes of carbon equivalent (tCO₂e) and cost savings of £315,726 each year.
- ⊙ Business Mileage in 2020/21 has reduced by 1,719,527 Miles (43.3%) and amount paid has reduced by £757,904 (43%). The reduction in mileage has reduced our carbon emissions to 621 tCO₂e (45.1%). In addition, numbers of staff working from home has reduced the commuting mileage and emissions.
- ⊙ We continue to work with Welsh Government Energy Service (WGES) to explore and deliver large-scale renewable energy projects. WGES are currently reviewing our land holdings to determine feasibility for renewable energy. We are also actively pursuing other opportunities, including a possible power purchase arrangement with Hywel Dda UHB linked for a proposed 500 kWp solar farm at their Hafan Derwen site – some 50% of the generated electricity would be available to supply our adjoining Parc Dewi Sant offices



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The [Walk the Global Walk](#) international project in Carmarthenshire.

- Over the last three years, growing numbers of Carmarthenshire schools have been working to raise awareness of the United Nations Sustainable Development Goals.
- They have published Carmarthenshire Global Goalkeepers Climate Action 8-point [Manifesto](#) and presented this at the December 2020 Youth Climate Summit Cymru hosted by Welsh Government. The Council has endorsed the manifesto and agreed to include this action plan in its Corporate Strategy for 2021/22.
- This work is part of the EU-funded Walk the Global Walk project which involves schools in 12 nations.
- During the first lockdown, the Walk the Global Walk project carried out a series of events online. For example, a model UN debate on climate change as well as an international summer school involving pupils from different countries.

“Thank you to connecting us to the outside world.” Carmarthenshire pupil

Natural Environment

- ⊙ Ash dieback is a fungal disease which is having a devastating effect on ash trees across the UK – it is thought around 95% of ash trees could die from the disease. The council is currently having to remove affected trees for which it is responsible along A and B roads throughout the county as the trees are at risk of falling posing a serious risk to the public. Other landowners are also having to take similar action.
 - Carmarthenshire County Council has been actively looking for areas where new trees can be planted to help make up for the loss of trees that are being affected by ash dieback disease.
 - As well as helping to make up for the loss of ash trees, these will bring a number of other benefits. These new woodlands will, in time, absorb carbon dioxide, improve air quality and soil structure and support biodiversity by providing new wildlife habitats.
 - We have removed **648** Ash trees from our Council owned highways and **370** Ash trees from the Council owned sites. We are planning to plant 8.8ha of new trees and have started with planting **77** trees at St David’s Park.

Bio- Diversity

Returning land to a species rich grassland which supports pollinating insects, reptiles, birds, and mammals.

Llyn Llech Owain Country Park in Gorslas is owned and managed by Carmarthenshire County Council. The park is a popular destination for local people to enjoy Carmarthenshire's spectacular countryside, which has become all the more important in the last year.



Within the park there are some special habitats which are designated as Sites of Special Scientific Interest (SSSI) and Special Areas of Conservation (SAC). One of these sites on the northern side of the park contains a large area of grassland and heathland which had started to become neglected due to lack of grazing.

In March, we were fortunate to have funding from the Green Recovery Grant to pay for the installation of fencing around the site and have arranged for native breed cattle to graze the site this summer to return the site to a species rich grassland which supports pollinating insects, reptiles, birds and mammals.

The site will give visitors the opportunity to see nature friendly farming in practice, showcasing the benefits this has for both habitat management and sustainable food production.

Flooding

The County has been subject to a number of significant weather events in recent years.

- Storm Callum caused widespread damage in 2018.
- Storm Lorenzo and Hannah in October 2019 and Storm Ciara and Dennis in February 2020
- During 2020-21 Storm Ellen and Storm Francis in August and Storm Aled in October

It is considered that the frequency of these events is increasing and are linked to climate change.

During the recent storms this year members of staff worked to support affected communities. We worked with Natural Resources Wales and emergency services to prepare for and respond to the rising waters.

- ⊙ We have assisted in the management and investigation of significant flooding through the winter of 2020/21. While affected by COVID-19, all high-risk flood assets have been inspected.
- ⊙ We worked with Natural Resources Wales and emergency services to prepare for and respond to rising water at Llanybydder, Newcastle Emlyn and Pontweli, and in Carmarthen around Pensarn and the Quayside.
- ⊙ We have developed operational plans and purchased mobile pumps to manage flood risk in high risk areas of Carmarthen.
- ⊙ We have invested in a bespoke weather service to better inform officer of storms and heavy rainfall events
- ⊙ All high-risk flood and coastal erosion risk management assets were inspected.
- ⊙ We have continued to develop our capital works portfolio and are continuing to develop schemes to manage flood risk in Pensarn, Llanybydder, Pont Tywelim, Llangennch, Ammanford and Newcastle Emlyn.
- ⊙ We are also developing a natural flood risk management scheme in Ammanford that will seek to use natural process to manage flood risk.
- ⊙ We have worked to address coastal erosion of the MCP and Bynea and coastal erosion at Burry Port and Pembrey.
- ⊙ As a Sustainable Drainage Approval Body (SAB) we are working with professional and amateur developers to advise them on sustainable drainage systems and adopt the systems when applicable.

Air Quality

- ⊙ There is evidence that air quality has improved across the County during lockdown. Across all sites in 2020 the greatest improvements to Air Quality were observed during the first lockdown, particularly during the months of April and May as non-essential travel was restricted. The busiest roads that normally experience the highest levels of Nitrogen Dioxide with higher traffic counts benefitted the greatest, reporting around 50% decreases compared to 2019 [Impact of COVID-19 Lockdown on Air Quality Report](#)

Waste Services

- ⊙ As a result of the changes in residents' lifestyles due to the virus, front line services saw a staggering increase in kerbside collection recycling tonnages. Blue bag recycling and food waste increased by 28% in addition to 706 tonnes more bulky waste materials being collected via our appointment-based collection service. Changes to the number of appointments per day had to be made to accommodate the demand for the service!



Residents kept the crews morale high with their paintings, thank you notes and posters and home baking treats, several are now on display in their cabs. Domino's Pizzas donated over 100 pizzas to the key works at our operational depots, and at Easter Morrison's Carmarthen donated easter eggs.

Due to the closure of the Household Waste Recycling Centres, we established additional temporary outlets for blue bags in order to meet Welsh Government 'essential travel – stay local' messages and as a result 67,000 rolls have been delivered to outlets and a further 40% increase in home deliveries achieved due to demand. Once more, our programme of annual deliveries of blue recycling bags and food waste liners are well under way with operational crews working additional hours in order to ensure that all 91,274 households receive their recycling bag packs by the end of spring 2021!

The way we work

Some of the changes we have made during the pandemic have proved so successful that we will change the way we worked before the pandemic.

Household Waste Recycling Centres (HWRCs) - online appointment system to visit

In order to make sure Household Waste Recycling Centres (HWRCs) were opened after the first lockdown on 26th May adhering to all government guidelines, officers rallied to set up an appointment-based system online to make residents visits safe for all concerned whilst making it as easy as possible for people to dispose of their waste. The result of this has seen 85,000 appointments successfully made since reopening. Partnership working with Cwm Environmental, IT, marketing and media and customer services was paramount to this success.



Going forward...

During our annual review of the Well-being Objectives, this Objective will remain a Well-being Objective within the updated Corporate Strategy for 2021/22



View our [detailed progress here](#) against this objective



Well-being Objective 13

Healthy & Safe Environment - Improve the highway and transport infrastructure and connectivity

Helping to gain access through the pandemic

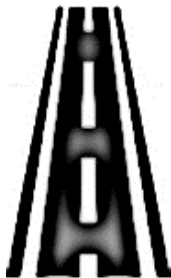
Our Transportation and Highway related services facilitate the safe movement of goods and people. Enabling access to raw commodities and markets as well as providing opportunities for people to gain access to employment, education, health, leisure and social activities. We have continued to develop Active Travel by investing in shared paths and cycle paths, improved the road infrastructure to encourage economic activity and maintained a rural bus service through our Bwcabus and country cars service.

Why it is important

- ⊙ *Transportation and highways* play a key role in sustaining our community. A modern, successful economy is reliant upon the safe and efficient movement of people and goods; providing opportunities for people to gain access to employment, education, health, leisure, social and retail services.
- ⊙ *United and connected* is one of the Welsh Government’s four aims in its ‘*Taking Wales Forward*’ plan. Providing integrated and affordable access for businesses, residents and visitors can stimulate economic development, reductions in deprivation and social exclusion and an increase in well-being.
- ⊙ *Sustaining access to services* through Active Travel plans will deliver improvements in health and well-being for all sections of the community including walking, cycling, passenger and road transport.
- ⊙ By 2030 South West Wales will be a confident, ambitious and connected City Region.

Success Measures

Roads that are in poor condition:



4.1% of our **A Class**

(An improvement on 5.4% in 19/20)

3.4% of our **B Class**

(An improvement on 4.7% in 19/20)

12.0% of our **C Class**

(An Improvement on 12.5% in 19/20)

50% Reduction in the number of people being killed or seriously injured on the roads during 2020 to **55** (3rd highest in Wales)



(111 in 2019)
Source: Stats Wales

Explaining the Results

- ⊙ **Road conditions in Carmarthenshire have improved during 2020/21.** Carmarthenshire has the second largest highway network in Wales (3,482 Km of highways) and more than double the Welsh average of 1,578Km. We also have the third highest traffic volume in Wales at 2.06 billion vehicle km/per year (2018) far higher than the Welsh average of 1.33 billion (Cardiff highest at 3.0 billion followed by Rhondda Cynon Taff at 2.15 billion). The % of A class, B and C class roads in Carmarthenshire in a poor condition (red zone) has reduced; with the % of A class roads in poor condition decreasing from 5.4% to 4.1%, B roads from 4.7% to 3.4% and C roads from 12.5% to 12.0%.
- ⊙ **A total of 55 people were killed or seriously injured** on Carmarthenshire’s roads in 2020, every fatality is a tragedy, but this is a 50% reduction on 2019 figures of 111. Despite this we have the 3rd highest figure in Wales behind Caerphilly (67) and Powys (85). These include 10 motorcyclists (25 in 2019) and 15 young people aged 16-24 (27 in 2019). COVID-19 lockdown during 2020 has had a dramatic effect of this data with far less traffic on the roads. However, as the number of vehicles on our roads return to pre-pandemic volumes, it is likely that the number of people killed or seriously injured on our roads will increase.

A Welsh Government initiative was to reduce the numbers killed or seriously injured on our roads by 40% from 2013 to 2020, this has been exceeded in Carmarthenshire with a 53% reduction. Although we cannot control the number of road traffic incidents on the county road network, we continue to work with partner agencies to encourage the safer use of the road, engage with high-risk road user groups (motorcyclists, the elderly and young drivers), invest in targeted road safety engineering projects and assist the Police with speed enforcement campaigns and address community concerns about speeding.

Progress on this Well-being Objective taking account the effect of COVID-19

- ⦿ It was crucial that in order to help as many of our *town centre businesses to get back* operating safely as soon as possible, we needed to create safe town centre environments and enable sensible movement throughout, that gave residents and businesses confidence to resume activity and business. Priorities include: Signage; Communications with businesses; Public Conveniences; Bus Stations; Car Parks; and Street Furniture issues (e.g. benches) – with the aim for better access to the town’s public transport link. We introduced a range of traffic management and access measures in town centres along with public messaging to encourage shoppers and visitors back to our town centres.
- ⦿ Despite the restrictions brought about by COVID-19 we also delivered a full capital programme which included the implementation of 25 highway support schemes and 97 road surfacing schemes.
- ⦿ *Public transport* was significantly reduced during lockdown, and in fact usage has plummeted even before the formal lockdown. This created an issue for operators where there was significantly reduced income on those routes which they managed to maintain a service on. This has created a funding issue going forward. It could take a considerable amount of time to restore patronage levels, and with many having grown familiar with home working there could be long-term adverse effects on service levels. Despite the challenges there may be an opportunity to re-visit and re-prioritise provision according to need.

“Bwcabus drivers have gone above and beyond...assisting key workers...they are wonderful and are so very appreciated”

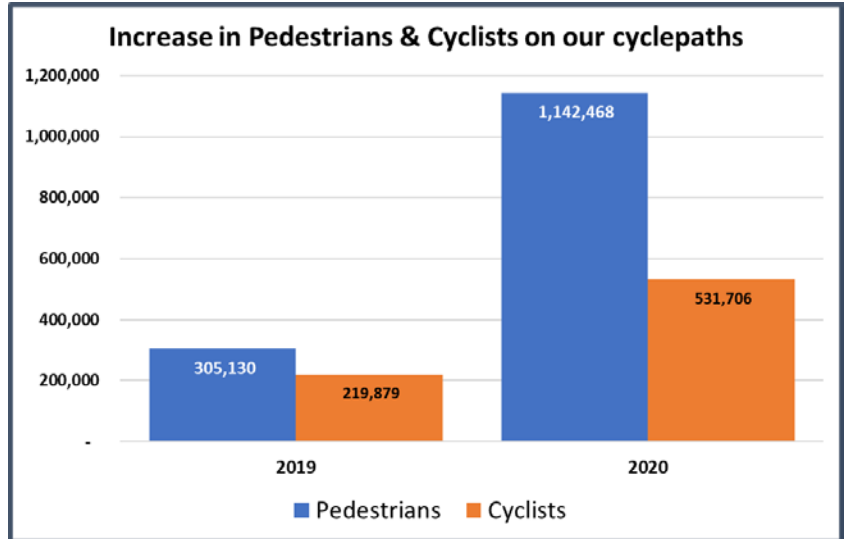


- ⦿ *School transport* was provided during the period that schools reopened in late June and July. Transport was available in accordance with our usual policy but only to those who specifically requested it. Transport operated as normal from September. The need to provide social distancing between driver and passenger created quite a challenge as it means that some seats nearest the drivers need to be left unused, creating loading issues and the need for additional vehicles. There is also concern that there may be a shortage of drivers and passenger assistants, bearing in mind the older age-profile of many of these.

Active Travel

This year due to the pandemic and more people working from home there is an increase in the numbers of walkers and cyclists.

Data based on a sample of our cycleways through the year shows that we had 837,388 (274%) more walks taken and 311,827 (142%) increase in cycling during the year.



The total number of recorded walks on all our cycleways in 2020 was 1,308,706 and 601,613 cycle counts, but we don't have comparable data for 2019 on all our cycleways.

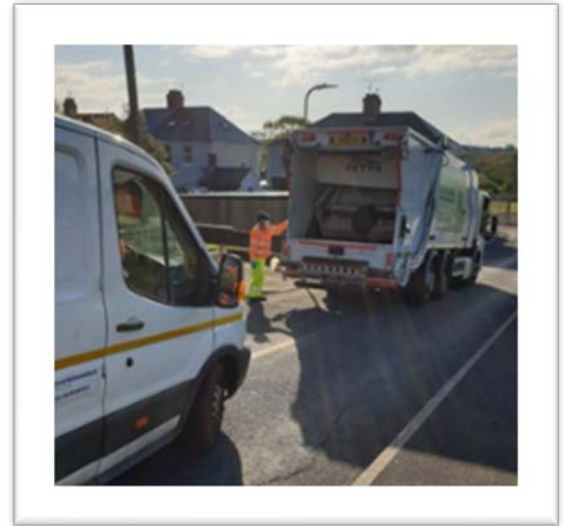


- ⦿ £1,050,000 for the Llanelli Masterplan: providing the first step in creating an easily accessible and mostly traffic free shared use route through the spine of Llanelli.

The way we work

- ⦿ Roadworkers from our Cillefwr, Glanaman and Trostre depots initially assisted with food deliveries to our schools from Castell Howell in Crosshands, and then assisted with food packages being delivered direct to homes from schools.

We also had a number of roadworkers from our Trostre depot redeployed each day to the Waste / Refuse Unit as drivers in a support vehicle on refuse rounds. The support vehicle ferried one loader around the refuse round following behind the Refuse lorry.



Going forward...

During our annual review of the Well-being Objectives, this Objective will remain a Well-being Objective within the updated Corporate Strategy for 2021/22



View our [detailed progress here](#) against this objective



Well-being Objective 14

Healthy & Safe Environment - Promote Welsh Language and Culture

We will increase the confidence of Welsh speakers and therefore the use of the language in every sphere of life and encourage and support the county's organisations to make the Welsh Language an increasingly natural medium for their services.



Why it is important

- ⦿ Carmarthenshire is a stronghold for the Welsh language and is considered to be of high strategic importance in its future.
- ⦿ Bilingualism is beneficial to both the economy and individuals through cognitive and social benefits.
- ⦿ It is a unique selling point. Tourist and hospitality industries throughout Europe are now realising the importance of offering unique experiences. Having two languages and a sense of Welsh history and culture places Carmarthenshire in a strong position.
- ⦿ Engaging in cultural activity has demonstrable positive impact on starting well, living well and ageing well.

Success Measures

We normally measure the success of this Well-being Objective with the below National Survey for Wales results but unfortunately due to COVID-19 there is no updated data available for these measures:

People who can Speak Welsh - updated data is unavailable due to COVID-19

The most recent data published in June 2020 showed that **37.4%** of participants said they could **speak Welsh**, this continues to be 4th highest in Wales despite a slight decline on the previous result of (37.8%). The National Survey for Wales gives a good annual indication, based on a sample of the population, of the number of Welsh speakers, however, the Census is the only source that gives a whole population figure, with 43.9% (78,000 speakers) noted in 2011, the highest number of Welsh speakers in any county.

People who visited Arts Events, Historic Places and Museums - updated data is unavailable due to COVID-19

The most recent data published in June 2020 for participants from Carmarthenshire **attending an arts event, visiting historical places or visiting a museum** had increased. Both visits to Arts events and museums were below the Welsh average of 70.4% and 42.5% respectively but the % visiting historic places are above the Welsh average of 62.5. *Please note that the questions asked whether they attended or visited these places in Wales and not specifically in Carmarthenshire.*



Progress on this Well-being Objective taking account the effect of COVID-19

Language

- ⊙ Our Marketing and Media team have ensured compliance with the Welsh Language Standards in all communication during the pandemic. This includes all web based and social media-based information and all emergency messages.
- ⊙ We have continued to promote our Work Welsh opportunities to our staff and have seen an increase in the staff accessing the online Croeso modules available through the National Centre for Learning Welsh. In March 2021, Carmarthenshire were awarded the 'Employer of the Year' award at the Work Welsh 2020-21 Awards through Aberystwyth University. These awards were given across Carmarthenshire, Ceredigion and Pembrokeshire. We were presented with the Welsh in the Workplace award for our work in creating a very supportive environment for Welsh speakers and learners.
- ⊙ During the year, we have continued to support our pupils and parents within Welsh-medium education and have circulated the 'Welsh homework? No problem!' guide to all parents. The aim of the guide is to alleviate any concerns parents may have in supporting their children to study and complete homework through the medium of Welsh.
- ⊙ To support our staff to use the Welsh language daily and whilst using new technology, a new electronic guide was prepared to explain the key features available. Technology facilitates the use of the language daily and with staff working remotely and accessing more online meetings, the guide signposts to online resources and features within Outlook and Teams.

Culture

- ⊙ A new Archive Building is nearing completion at the rear of Carmarthen Library.
- ⊙ Funding has been secured to secure the future of Oriel Myrddin as the foremost visual arts and crafts gallery in West Wales. A development project that will see £1.9m invested to refurbish and extend the gallery which will in future have the capacity and security standards to attract loans from National art collections.
- ⊙ £1m has been invested in Abergwili County Museum and improvements have been made to the roof and entrance to the building to return the Bishop's Palace to its former glory.
- ⊙ A West End at Christmas concert was filmed at the Ffwrnes Theatre for care home residents and staff across West Wales. Care homes were offered a link to watch the concert on YouTube or a DVD sent in the post. **71** individual care homes across West Wales registered for the online link to watch, with a further **100** homes receiving DVDs.
- ⊙ Theatrau Sir Gâr supported colleagues within Carmarthenshire County Council to successfully make a bid for capital funding from the Integrated Care Fund bid which funded new smart TVs, tablets, and other digital equipment to enable care homes across Carmarthenshire and Pembrokeshire to become more connected during the pandemic. Our live streaming of concerts coincided with this bid and helped the care homes to access theatre which they had been unable to do previously.
- ⊙ A series of 4 Welsh language gigs were streamed as part of our 'Yn Fyw o'r Ffwrnes series' featuring ALFFA, GWILYM, MELLT and Eädyth, with Eädyth's set coinciding with Welsh Music Day 2021.



Abergwili County Museum



Welsh in Business

The private sector is not obliged to operate bilingually by law. However, Carmarthenshire County Council, like the Welsh Government, is keen to see the county's businesses reflect the bilingualism of our residents and offer people the opportunity to use their Welsh. Our aim, therefore, is to promote the Welsh language, and facilitate and support its use, with Carmarthenshire's businesses, in accordance with our Welsh Language Promotion Strategy. During 2020-21 we took the opportunity to do this by producing a comprehensive leaflet, *Welsh in Business*, to assist the county's businesses to operate bilingually, and this was done in partnership with the regional business officers of the *Welsh Government & the Mentrau Iaith*.

Research was gathered from the Welsh Language Commissioner's Office and Welsh Government to provide a sound basis for the information in the leaflet. The team then worked with *Helo Blod* officers on the design and content of the booklet from the outset, collating local case studies to give the leaflet a local flavour and to ensure that it was relevant to Carmarthenshire. The content was designed to reflect the message that the Welsh language is for everyone; for those businesses who want to take small steps towards increasing their use of Welsh to reflect the bilingualism of the county, as well as for businesses who want to operate fully bilingually.

A distribution plan was created involving several new partners. It was arranged for the Council to disseminate the electronic link through our work with economic development, trading standards, leasing, tourism and childcare. We also worked with business promotion agencies e.g. *Menter a Busnes* sent a booklet to all businesses on the *Cywain* project.



Going forward...

During our annual review of the Well-being Objectives, this Objective will remain a Well-being Objective within the updated Corporate Strategy for 2021/22



View our [detailed progress here](#) against this objective

Building a Better Council & Better Use of Resources





Well-being Objective 15a - Building a Better Council

When the pandemic struck, we were in a good position in terms of IT

Our [Digital Technology Strategy](#) set out a new approach that would underpin just about everything we do as a Council and when the pandemic struck we were in a good state of preparedness. We had been taking advantage of new digital platforms so that our residents and businesses could find information or complete their dealings with the local authority in ways that are convenient to them and also saved public money. This vision and investment put us in a favourable position at the onset to move services on-line and to facilitate home working.

Why it is important

- ⦿ The general purpose of the Well-being of Future Generations Act (Wales) 2015, is to ensure that the governance arrangements of public bodies for improving the well-being of Wales take the needs of future generations into account. To make this work there are 7 key areas of corporate change that are required by the Act.

| | |
|--------------------------|---|
| 1 Corporate Planning | Covered by Building a Better Council |
| 2 Performance Management | |
| 3 Workforce Planning | |
| 4 Financial Planning | Covered by Making Better Use of Resources |
| 5 Assets | |
| 6 Procurement | |
| 7 Risk | |

Success Measures

We normally measure the success of this Well-being Objective with the above National Survey for Wales results, but unfortunately due to COVID-19 there is no updated data available for these measures. The most recent data published in June 2020 showed that:

People can Access Information - updated data is unavailable due to COVID-19

- **71.2%** of participants agreed that they **could access information about us in the way they preferred**, below the Welsh average of 74.9%, and in 17th position.

People can find out what services we provide - updated data is unavailable due to COVID-19

- **74.6%** agreed that **they knew how to find what services we provide**; below the Welsh average of 75.8% and in 13th position in Wales.

People have opportunity to participate in making decisions - updated data is unavailable due to COVID-19

- Only **9%** agreed that **they have an opportunity to participate in making decisions about the running of our services**. Well below the Welsh average of 17% and in 21st position.

We also measure our success with **Staff Sickness data**, the 2020/21 result shows that: -



Staff Sickness dramatically reduces to

7.7 days per year

(previously 10.7 days)

Sickness levels within the Authority have reduced by an average of **3 full time equivalent days** per employee during 2020/21. *From 10.7 days in 2019/20 to 7.7 days.*

Short-term sickness has reduced by over 50% during the period of the COVID-19 pandemic with shielding and working from home being key factors in this.

Progress on this Well-being Objective taking account the effect of COVID-19

Building new and better ways of working is something that we have trying to do for some time. However, the pandemic accelerated changes to the way we work and has taught us much.

Through a talented and committed workforce and continued investment in our digital infrastructure we are now well placed to deliver even better public services. By using what we have learnt and modernising the way we provide services, we have the opportunity to make work better for everyone whilst building a better, more productive, and healthier Carmarthenshire now and for the future generations.

Corporate Planning

- Our *Corporate Strategy and Well-being Objectives* were last refreshed in June 2019 and as a result of the impact of the COVID-19 pandemic, Brexit and Climate Change we have refreshed the Corporate Strategy for 2021/22.

Performance Management

- An *Annual Report* was produced for 2019/20 and published in October 2020.
- Many of the actions and targets set for the year were blindsided by the pandemic and a *Community Impact Assessment* of COVID-19 was published in October 2020 to account for the first half of the year.
- We have been reporting at half year and quarterly on Performance Measures and Regulatory Report Recommendations.

Workforce Planning

- An integral part of the business planning process. In 2015 we developed a toolkit for managers and held bespoke development sessions. We will be running further development sessions for managers (facilitated by the LGA) to help managers respond to future service demands. To support the process, we continue to provide people data for managers' use.
- We have launched a new appraisal process that focuses on the individuals' strengths. It aims to **recognise** good work and successes, to help individuals and the service **grow** by exploring what individuals have done well, and how we can work **together** to achieve our ideas. Initial discussions have begun with schools to support the development of an appraisal process for non-teaching staff.
- During the pandemic we developed creative digital solutions to keep the organisation learning and to re-skill staff so that they could be deployed to critical service areas. We also undertook a skills audit which will provide a valuable resource for services to call on
- We redeployed 900+ staff during the pandemic to support essential service delivery.

Staff Health & Well-being

- We have continued to ensure we fully *support staff to maintain a healthy lifestyle*, which includes proactive and preventative actions, education to raise awareness on key health topics and, where necessary, ensuring the careful management of staff sickness absences in the interest of the staff and the provision of services.
- 160 volunteer *Well-being Champions* have been trained and are working, encouraging and motivating their colleagues - developing clubs, teams, activities and corporate messages which improve mental and physical health and well-being.
- The Council has achieved the highest award in recognition of the work we do to support our staff's health and well-being. The *Platinum Corporate Health Standard* is the quality-mark for workplace health promotion in Wales led by the Welsh Government.



We are the first Authority in Wales to achieve the [Platinum Corporate Health Standard](#)

Mental Health of Staff

- We have re-signed the *Time to Change Pledge* which confirms our continued support, priority and work on reducing mental health discrimination and the stigma around the topic. Alongside this, work continues on our mental health action plan which works in partnership with the Authority’s well-being agenda.
- Since first signing the pledge in 2015, we have created a mental health e-learning module and rolled out mental health awareness training for managers and all staff across the Authority.
- We are also looking to recruit mental health first aiders/supervisors across the authority and in our schools as well as recruiting a new Well-being Coordinator which will focus on mental health and initiatives supporting this work.

The way we work

From a strategic perspective, the *Transformation, Innovation and Change (TIC) team* has been responsible for evaluating the Council’s response to the COVID-19 crisis to ensure that any learning and positive changes are used to inform the approach to the re-setting of services and the Council’s future strategic and operational delivery framework. The review focused on the following key questions:

*“Life has changed, and work life is changing too. Building on the learning through the pandemic, Carmarthenshire is transforming its working practices and accommodation to modernise, and support the shift to, the way we need to work. We will create vibrant, collaborative, and dynamic workspaces that are fit for purpose and flexible enough to sustain the way everyone works to deliver outstanding services. **Case for Change (March 2021)**”*

What’s gone well and how this may have contributed to better/smarter ways of working?

What hasn’t gone well and why?

What specific learning and examples of good practice do we need to ensure are now embedded in future ways of working?

What further support/other arrangements need to be put in place to ensure that any positive changes are sustainable?

An example of a new way of working developed during the COVID-19 pandemic that we will continue with...

The Adult Learning Disability Day Service

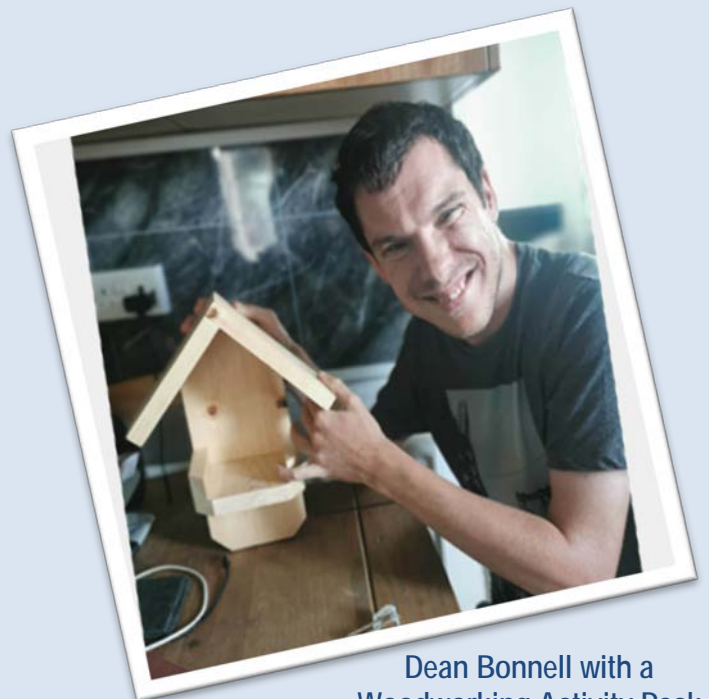
These services were severely reduced at the start of lockdown period. To mitigate the impact of this on service users, services were provided virtually according to individual plans and interests such as cooking, gardening, bingo, karaoke etc. Targeted support was also provided for those with the greatest needs via an overnight support at home and emergency respite care.

- Service Users have been able to access a broader range of virtual sessions and engage with a wider number of participants, which has resulted in new peer groups being formed.
- Carers have been able to participate alongside service users in the online activities, which has allowed them to see how their dependant engages and responds to the sessions, engage with other carers, and strengthen links with support staff and, likewise, form peer groups.
- Staff have been given the opportunity to be innovative in developing and delivering online sessions, engage with a broader range of services users and their carers.

Activities have been expanded to provide service users with additional “life skills. For example, virtual cooking lessons also factored in elements of menu planning, how to shop for ingredients, food preparation, cooking and cleaning up.



Chris Boner
Baking



Dean Bonnell with a
Woodworking Activity Pack

With reduced capacity in our building-based service as we need to develop more community-based options to ensure everyone gets the support they need.

The transformational journey for service delivery has always aspired to make better use of facilities and services available in local communities. The service is working closely with colleagues in leisure and third sector partners to provide service users with access to a cohesive range of community-based services. This will also have a positive impact on travel costs and support the net zero-carbon agenda as we reduce the number of service users who have to travel [some distance] to building based activities.

Supporting adults to grow, develop and feel safe, belonging to their community

Going forward...

During our annual review of the Well-being Objectives, this Objective will remain within the updated Corporate Strategy for 2021/22 and will be renamed:

Better Governance



View our [detailed progress here](#) against this objective



Well-being Objective 15b - Making Better Use of Resources

The financial position faced by Local Authorities across Wales has been greatly impacted by the COVID-19 pandemic with Welsh Government Funding and Grants to support our community during this pandemic

Why it is important

- There are increasing demands and expectations yet less resources are available. Under these conditions we need to work even more efficiently and effectively to maintain services and improve where we can, delivering *'more (or even the same) for less'*.
- The general purpose of the Well-being of Future Generations Act (Wales) 2015, is to ensure that the governance arrangements of public bodies for improving the Well-being of Wales take the needs of future generations into account. To make this work there are **7 key areas** of corporate change that are required by the Act.

- | | | |
|---|--------------------|---------------------------------------|
| 4 | Financial Planning | Making Better Use of Resources |
| 5 | Assets | |
| 6 | Procurement | |
| 7 | Risk | |

Success Measures

'Do it online' payments - See infographic and comments below

Organisational 'running costs' - See infographic and comments below

People agree that the Council asks for their views and as part of Carmarthenshire County Council budget consultation we sort views of members and public before setting the budget - updated data is unavailable due to COVID-19



16.09% increase of *'Do it online'* payments (From 46,044 to 53,454 transactions)



Financial impact of the pandemic was £30m (£20m extra costs and £10m lost income). This will be claimed back from Welsh Government.



£72m of Grants paid to support local business.

£308K of Self Isolation Grants were paid.

410 person weeks of targeted recruitment & training

Explaining the Results

- Due to the COVID-19 Pandemic and with increased access to online services, this has created a natural shift with many customers contacting us, submitting forms and documents and paying for our services electronically with a 16% increase in the number of online payments from 46,044 in 2019/20 to 53,454 transactions increasing customer satisfaction and efficiency of service.
- There is a forecasted underspend of £1.98 million of which £1.7 million relates to Capital charges not incurred during the year due to capital schemes being delayed due to the pandemic.
- The 2019/20 National Survey for Wales showed the number of participants agreed that *we ask for their views before setting our budget* was 9% (Welsh average 9.2%), this is a decline on the previous year of 11.3% and in 9th position (previously 7th). Due to COVID-19 there is no updated data available for the measure, although we continued to hold our annual budget consultation and engaged with councillors and members of the public.

- ⦿ We have supported local businesses and town centres with payments to the sum of £72 million being paid from the 1st April 2020 in Discretionary and Non-Discretionary grants to ensure the survival of local businesses.
- ⦿ £308K of financial support has been paid to eligible claimants who have been contacted by NHS Wales, Test, Trace, Protect Scheme to isolate on or after 23rd October 2020 via the Self Isolation Payment Scheme.
- ⦿ Through our delivery of Community Benefits over 410 person weeks of targeted recruitment and training was delivered in 2020/21 through the Council's 21st Century Schools project across the County.

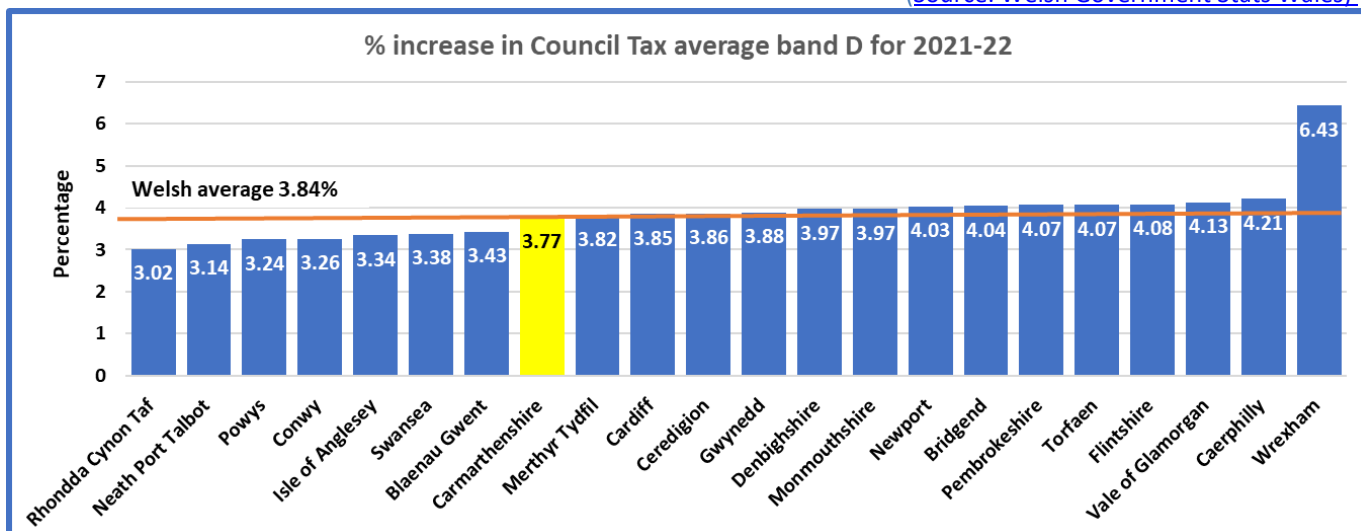


Progress on this Well-being Objective taking account the effect of COVID19

Financial Planning:

- ⦿ It was agreed at full Council in March 2021 that the Council Tax increase for 2021/22 will be set at 3.45%, for County Council services. The table below illustrates the average increase to be paid for residents in Carmarthenshire including Town and Community and Police and Crime Commissioner. This is the 8th lowest increase in Wales and below the Welsh average of 3.84%.

(Source: [Welsh Government Stats Wales](#))



- ⦿ Our financial reporting arrangements have been adapted throughout the year with consideration given to address any underlying pressures with the ongoing impact of the COVID-19 pandemic as well as the emerging impact of the post Brexit trading arrangements.
- ⦿ A mixed method approach to ascertain views of the 2021-24 budget took place including Councillor involvement and Public Consultation. The survey was advertised via social media, local and regional press and radio and via various groups including Equality Carmarthenshire, Ageing Well Network, the Carmarthenshire Disability Coalition for Action and via Town and Community Councils. All responses received were considered as part of the budget setting process.

Assets:

Asset Management

- ⊙ Recent examples of where we've reduced accommodation and generated revenue from lettings or capital from sales are:
 - Nant Y Ci, Carmarthen
 - Parc Dewi Sant (Block 14 and part of Block 3 and 8), Carmarthen
 - 5-8 Spilman Street, Carmarthen
 - 2-4 Coleshill Terrace, Llanelli
- ⊙ We have continued to support local ownership of assets through our *Community Asset Transfer* work with most of Council playing fields and playgrounds transferred to Town and Community Councils and community groups enabling new sources of funding and safeguarding these assets for future generations.
- ⊙ We have also supported our business tenants in meeting the challenges faced over the last 12 months with rent concessions and flexible terms.

Facilities Management

- ⊙ As a result of continued office accommodation rationalisation and the ongoing working from home strategy, two buildings were able to be closed and several others had restricted opening hours or days. Our Property team carried out additional legislative checks on these sites, such as Legionella flushing, which was needed due to the increased risk due to the reduced number of staff.

Agile working areas were created in various offices - Tŷ Elwyn, Llanelli; 3 Spilman St / St David's Park, Parc Myrddin and County Hall, Carmarthen; and Town Hall / Tŷ Parcyrhun, Ammanford.

Cleaning Services

- ⊙ As infection control and cleaning in schools played a significant role in enabling schools to reopen at the end of June, we launched a significant recruitment drive in May and June. Within a short window of 4 weeks, we employed and trained over 150 new employees to increase the team of cleaners from around 550 to 700.

The revised cleaning regimes and recruitment required a huge retraining programme which was supported by redeployment of additional staff from other services including Public Protection, Highways and Planning Services. Cleaning arrangements were enhanced across all our buildings to ensure the safety of our staff and the public.

Risks:

- ⊙ The Corporate Risk Register is reviewed by the Corporate Management Team every 2 months and by Audit Committee every 6 months. Corporate, Departmental and Service Risks are updated in line with the Risk Management and Contingency Planning strategy 2018-22 and the Well-being of Future Generations Act.

Procurement:

- ⊙ We had some difficulties in sourcing high demand products such as Personal Protective Equipment (PPE), so we were actively engaging with partner organisations such as Welsh Government, NHS and other Local Authorities within Wales to source these products from specialist suppliers.

Through the Environment Directorate we set up a PPE, hygiene and cleaning store, that has been operating for all non-social care settings across the Authority.

- ⊙ We have undertaken a considerable piece of work with the *Centre for Local Strategies (CLES)* with the Council being key partners in the PSB foundational economy challenge fund project. The project looked at the Council's current approach, our Procurement Spend, engagement with key stakeholders and suppliers to develop an advanced progressive procurement action plan that will further support opportunities for the Council to build community wealth into our procurement activity. Embedding this approach will be central to the County's wider Economic Recovery Plan.

Making Better Use of our Resources by Supporting our Suppliers and Providers virtually



Due to COVID-19 and the restrictions placed on Supplier Engagement, we have adapted our ways of working and have held virtual Procurement Surgery Sessions and Webinars to further enhance procurement support available. Procurement support is now offered virtually to suppliers and providers and we have worked with Business Wales to hold 'Live Tender Workshops'.

The aim of the Workshops initiative managed by our Corporate Procurement team and delivered by Business Wales Tender Advisers is to pro-actively engage with suppliers who require this level of assistance with submitting their tenders via the electronic tender portal, Bravo; an example being a Virtual Market Engagement Event for the Flying Start Programme tender whereby 25 providers attended. Due to the nature of the business of the organisations who had an interest in this tender, the event was held on a Saturday allowing childcare providers the opportunity to attend the virtual session.

A briefing paper was drawn up for the event summarising the requirements and specification of the tender which provided as much information as possible to providers prior to the tender advertisement. This allowed opportunity for providers to ask more relevant/pertinent questions at the virtual event. This was followed by a Live Tender Workshop for the Flying Start Childcare Programme organised by us and run in conjunction with Business Wales Tender Support Team whereby 7 Providers attended



Going forward...

During our annual review of the Well-being Objectives, this Objective will remain a Well-being Objective within the updated Corporate Strategy for 2021/22 and will be renamed:

Better Use of Resources



View our [detailed progress here](#) against this objective

APPENDICES



Local Government (Wales) Measure 2009 and Well-being of Future Generations Act (Wales) 2015

The Local Government (Wales) Measure 2009 and the Well-being of Future Generations Act (Wales) 2015 are separate but interconnected legal obligations. Our Well-being Plan combined both requirements and this Annual Report does the same.

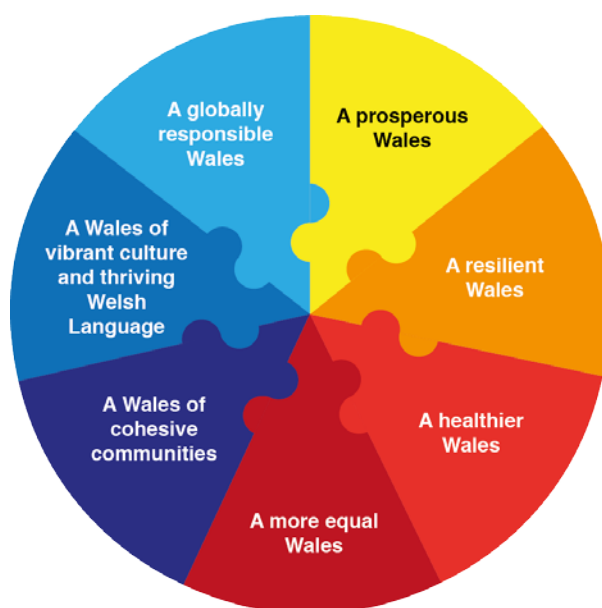
The Local Government (Wales) Measure 2009

- The Local Government (Wales) Measure 2009 requires the Council to set Improvement Objectives every year. They do not have to change every year or be deliverable within one year.
- Our Improvement Objectives are essentially the same as our Well-being Objectives as they are based on a thorough evidence-based understanding of the communities we serve and local needs. We compare our Service performance and satisfaction results with all Councils in Wales to make sure we improve where we most need to.
- We have a duty to improve, often delivering 'more (or even the same) for less'.

Well-being of Future Generations Act (Wales) 2015

This is an Act introduced by the Welsh Government which will change aspects of how we work. The general purpose of the Act, is to ensure that the governance arrangements of public bodies for improving the well-being of Wales, take the needs of future generations into account. The Act is designed to improve the economic, social and environmental well-being of Wales, in accordance with sustainable development principles. The new law states that:-

- We must carry out sustainable development, improving the economic, social, environmental and cultural well-being of Wales. The sustainable development principle is **'... the public body must act in a manner which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs.'**
- We must demonstrate 5 ways of working:
Long term, integrated, involving, collaborative and preventative (see **Appendix 1**)
- We must work towards achieving all of the 7 national well-being goals in the Act. Together they provide a shared vision for public bodies to work towards.



For the first time in Wales, the Well-being of Future Generations Act, provides a shared vision for all public bodies in Wales to work towards. As a public body subject to the Act we were required to set and publish Well-being Objectives that maximised our Contribution to the Well-being Goals.

How our Well-being Objectives contribute to the 7 National Well-being Goals

| Carmarthenshire's 2019/20 Well-being Objectives | | | 7 National Well-being Goals | | | | | | |
|---|---|--|-----------------------------|------------|-----------|------------|----------------------|----------------------------------|-----------------------|
| | | | Prosperity | Resilience | Healthier | More equal | Cohesive Communities | Vibrant culture & Welsh Language | Global responsibility |
| Start Well | 1 | Help to give every child the best start in life and improve their early life experiences. | ✓ | ✓ | ✓ | ✓ | ✓ | | |
| | 2 | Help children live healthy lifestyles | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| | 3 | Support and improve progress and achievement for all learners | ✓ | ✓ | | ✓ | | ✓ | ✓ |
| | 4 | Ensure all young people are in Education, Employment or Training (EET) and are following productive learning and career pathways | ✓ | ✓ | ✓ | ✓ | ✓ | | |
| Live Well | 5 | Tackle poverty by doing all we can to prevent it, help people into work and improve the lives of those living in poverty | ✓ | ✓ | ✓ | ✓ | ✓ | | |
| | 6 | Create more jobs and growth throughout the county | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| | 7 | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | |) | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| | | friends, family & safer communities | ✓ | ✓ | ✓ | ✓ | ✓ | | ✓ |
| | | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| | | A Council-wide approach to | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| In a Healthy, Safe & Prosperous Environment | | | ✓ | ✓ | ✓ | | | | |
| | | | ✓ | ✓ | ✓ | ✓ | ✓ | | |
| | | | ✓ | ✓ | | ✓ | ✓ | ✓ | |
| | | Making Better Use of Resources | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |

Success measures for our Well-being Objectives

| Well-being Objective | | Success measures | Updated for 2020/21 | |
|----------------------|--|---|---------------------|----|
| | | | YES | NO |
| 1 | Best Start in Life | Children in care who had to move 3 or more times (PAM/029) | YES | |
| 2 | Children - Healthy Lifestyles | Childhood obesity (Child Measurement Programme NHS) | YES | |
| 3 | Improve Learner Attainment for all | Educational attainment - Average Capped 9 points score (Year 11 pupils) (PAM/032) | | NO |
| | | School attendance rates (Primary) (PAM/007) (Secondary) (PAM/008) | | NO |
| | | Satisfaction with child's primary school (NSW) | | NO |
| 4 | Reduce NEETs (Not in Education, Employment, Training) | Number of leavers Not in Education, Employment or Training (NEETs) (PAM/009) Year 11 & Year 13 (5.1.0.2) | YES | |
| 5 | Tackle Poverty | Gap in the Average Capped 9 points score (Year 11 pupils) for those eligible for Free School Meals and those who are not eligible (NWBI) | | NO |
| | | Households successfully prevented from becoming homeless (PAM/012) (NWBI) | YES | |
| | | Households in material deprivation (NWBI) | | NO |
| | | Households Living in Poverty (CACI's 'PayCheck' Data) | YES | |
| 6 | Creating Jobs and Growth | Employment figures (ONS – Annual Population Survey) (NWBI) | YES | |
| | | Average Gross weekly pay (ONS – Annual Survey of hours and earnings) | YES | |
| | | Number qualified to NVQ Level 4 or above (Stats Wales) (NWBI) | YES | |
| | | People moderately or very satisfied with their jobs (NSW) (NWBI) | | NO |
| 7 | Affordable Homes | Number of affordable homes in the County (7.3.2.24) | YES | |
| 8 | Healthy Lives | Adults who say their general health is Good or Very Good (NSW) | YES | |
| | | Adults who say they have a longstanding illness (NSW) | YES | |
| | | Adult mental well-being score (NSW) (NWBI) | | NO |
| | | Adults who have fewer than two healthy lifestyle behaviours (NSW) (NWBI) (Not smoking, drinking > 14 units or lower, eating 5 portions fruit & veg the previous day, having a healthy body mass index, being physically active at least 150 minutes the previous week). | | NO |
| 9 | Supporting Good Connections | % Say they have a sense of community (NSW)(NWBI) (Derived from feeling of belonging; different backgrounds get on, treat with respect'.) | | NO |
| | | People feeling safe (NSW)(NWBI) (At home, walking in the local area, and travelling) | | NO |
| 10 | Independent Lives | Agree there's a good Social Care Service available in the area (NSW) | YES | |
| | | Number of calendar days taken to deliver a Disabled Facilities Grant (PAM/015) | YES | |
| 11 | Ageing Well | People who are lonely (NSW)(NWBI) | | NO |
| 12 | Healthy and Safe Environment | Renewable energy generated (kWh) | YES | |
| | | Council's Energy Consumption (kWh) | | NO |
| | | Rates of recycling (PAM/030) | YES | |
| 13 | Highways & Transport | Road conditions (PAM/020, PAM/021 & PAM/022) | YES | |
| | | Road casualties (5.5.2.21) | YES | |
| 14 | Welsh Language & Culture | Can speak Welsh (NSW)(NWBI) | | NO |
| | | People attended arts events in Wales in last year (NSW) | | NO |
| | | People visited historic places in Wales in last year (NSW) | | NO |
| | | People visited museums in Wales in last year (NSW) | | NO |
| 15 | Building a Better Council and Making Better Use of Resources | 'Do it online' payments | YES | |
| | | People agree that they can access information about the Authority in the way they would like to. (NSW) | | NO |
| | | People know how to find what services the Council provides (NSW) | | NO |
| | | People agree they have an opportunity to participate in making decisions about the running of local authority services. (NSW) | | NO |
| | | Staff sickness absence levels (PAM/001) | YES | |
| | | Organisational 'running costs' | YES | |
| | | People agree that the Council asks for their views before setting its budget. (NSW) | | NO |

Key: PAM – Public Accountability, National Measures; ONS – Office for National Statistics; NSW - National Survey for Wales; NWBI – National Well-being Indicator.

Public Accountability Measures (PAM)

| Public Accountability Measures (PAM) - is a National suite of measures that all councils in Wales have to collect, but due to COVID-19, DataCymru who centrally collect the data on behalf of Welsh Local Government Association decided not to collect data for 2019/20 or 2020/21. Therefore, we cannot measure how we perform against other authorities for 2020/21. | | Our 2019/20 result | Our 2020/21 result |
|---|---|----------------------|--------------------|
| WBO1 - Help to give every child the best start in life and improve their early life experiences | | | |
| 1 | % Children in care with 3 or more placements in the year (PAM/029) | 8.6% | 4.7% |
| 2 | Percentage of child assessments completed in time (PAM/028) | Change in definition | 93.6% |
| WBO3 - Support and improve progress and achievement for all learners | | | |
| 3 | % Pupil attendance in primary schools (PAM/007) | 93.9% | Not available |
| 4 | % Pupil attendance in secondary schools (PAM/008) | 93.5% | Not available |
| 5 | Average Capped 9 score for pupils in year 11 (PAM/032) | 367.2 score | Not available |
| WBO4 - Reduce the number of young adults that are Not in Education, Employment or Training (NEET) | | | |
| 6 | % of Year 11 Leavers not in education, employment or training (NEETS) (PAM/046) | Not available | 1.8% |
| WBO5 - Tackle poverty by doing all we can to prevent it, helping people into work and improving the lives of those living in poverty | | | |
| 7 | % of households successfully prevented from becoming homeless (PAM/012) | 46.4% | 46.4% |
| WBO7 - Increase the availability of rented and affordable homes | | | |
| 8 | % Private sector dwellings returned to occupation (PAM/013) | 7.72% | 6.99% |
| 9 | Number of new homes created as a result of bringing empty properties back into use (PAM/045) | 0 | 0 |
| 10 | Number of additional affordable housing units delivered per 10,000 households (PAM/036) | 22 | 11 |
| 11 | Average number of calendar days taken to complete all housing repairs (PAM/037) | 13.8 days | 10.5 days |
| 12 | % of homes that meet the Welsh Housing Quality Standard (WHQS) (PAM/038) | 100% | 100% |
| 13 | % of rent lost due to properties being empty (PAM/039) | 3.4% | 4.3% |
| WBO8 - Help people live healthy lives (Tackling risky behaviour and Adult obesity) | | | |
| 14 | % of Quality Indicators (with targets) achieved by the library service (PAM/040) | 97.5% | 86.1% |
| 15 | Visits to Sport & Leisure facilities per 1,000 population (PAM/017) | 7,768 | 734 |
| 16 | % of people referred to the National Exercise Referral scheme that complete the 16-week programme (PAM/041) | 57.4% | 0.00% |
| 17 | % of NERS clients whose health had improved on completion of the exercise programme (PAM/042) | 78.4% | 68.4% |
| 18 | % Food establishments that meet food hygiene standards (PAM/023) | 96.02% | 88.65% |

| Public Accountability Measures (PAM) | | Our 2019/20 result | Our 2020/21 result |
|--|--|--------------------|--------------------|
| WBO10 - Support the growing numbers of older people to maintain dignity and independence in their later years | | | |
| 19 | Days taken to deliver a Disabled Facilities Grant <i>(PAM/015)</i> | 176 days | 347 days |
| WBO12 - Looking after the environment now and for the future | | | |
| 20 | % of all planning applications determined in time <i>(PAM/018)</i> | 71.6% | 60.3% |
| 21 | % of planning appeals dismissed <i>(PAM/019)</i> | 80.0% | 53.8% |
| 22 | % of streets that are clean <i>(PAM/010)</i> | 98.0% | 97.8% |
| 23 | Average number of working days taken to clear fly-tipping incidents <i>(PAM/035)</i> | 2.5 days | 10.5 days |
| 24 | Kilograms of municipal waste that is not reused, recycled or composted during the year per person <i>(PAM/043)</i> | 156.3Kg | 155.8Kg |
| 25 | % Municipal waste reused, recycled or composted <i>(PAM/030)</i> | 64.66% | 66.08% |
| WBO13 - Improve the highway and transport infrastructure and connectivity | | | |
| 26 | % A roads that are in poor condition <i>(PAM/020)</i> | 5.4% | 4.1% |
| 27 | % B roads that are in poor condition <i>(PAM/021)</i> | 4.7% | 3.4% |
| 28 | % C roads that are in poor condition <i>(PAM/022)</i> | 12.5% | 12.0% |
| WBO15 - Building a Better Council and Making Better Use of Resources | | | |
| 29 | Number days lost due to sickness absence. <i>(PAM/001)</i> | 10.7 days | 7.7 days |
| 30 | Number of apprentices on formal recognised apprenticeship schemes per 1,000 employees <i>(PAM044)</i> | 34.4 | 27.0 |
| <p>Some measures are not fully comparable year on year because of disruption in service due to COVID-19. Full result details and comments are available in the Commitment updates link at the bottom of each Well-being Objective</p> <p>Please note that not all Well-being Objectives (WBO) have allocated National Measure(s)</p> | | | |

Regulatory Reports 2020/21

Several regulatory reports were issued during the last twelve months.

- ⦿ Local reports, specific to Carmarthenshire are highlighted below.
- ⦿ National/Thematic reports are undertaken by regulators to look at all Councils in Wales (in an integrated programme of work consulted and agreed upon with local government) to identify best practice.
 - Most of these reports contain recommendations. Sometimes the recommendations are for Welsh Government only or and/or local government.
 - Not all recommendations contained in reports may apply to Carmarthenshire as in some instances we could be the area of best practice proposed, be already doing what is identified or it may be, just not be applicable.
- ⦿ All these report recommendations are entered onto the Council's monitoring system and any reasons for discounting recommendations are explained and recorded. Progress against relevant recommendations is monitored and reported.
- ⦿ COVID-19 has seriously disrupted agreed regulatory work during 2020/21.

The following list of regulatory reports were issued during the last twelve months:



| | |
|----------------|--|
| July 2020 | Rough Sleeping in Wales- Everyone's Problem; No One's Responsibility |
| August 2020 | Financial Sustainability Assessment Carmarthenshire County Council |
| September 2020 | Better Law Making |
| October 2020 | National Fraud Initiative Commercialisation in Local Government |
| January 2021 | Carmarthenshire County Council Annual audit summary 2020 |



| | |
|----------------|---|
| March 2020 | National review of the use of Deprivation of Liberty Safeguards (DoLS) in Wales |
| July 2020 | Local authority annual performance review letter 2019/20 This letter summarizes the evaluation of performance of social services (adults and children's services) during 2019/20. |
| September 2020 | Prevention and promotion of independence for older adults National review of care homes for people living with dementia |
| August 2020 | Deprivation of Liberty Safeguards Annual Monitoring Report for Health and Social Care 2018-19 |
| April 2021 | Care Inspectorate Wales (CIW) Assurance Check 2021: Carmarthenshire County Council |

| | |
|---------------|---|
| June 2020 | A level Welsh First Language |
| July 2020 | Community schools: families and communities at the heart of school life |
| July 2020 | Learner resilience - building resilience in primary schools, secondary schools and pupil referral units |
| August 2020 | Business and social studies subjects at A level |
| October 2020 | The Value of Youth Work Training |
| October 2020 | Celebrating diversity and promoting inclusion |
| November 2020 | Preparing for the Curriculum for Wales |
| January 2021 | Post-16 partnerships |
| January 2021 | Local authority and regional consortia support for schools and PRUs in response to COVID-19 |
| March 2021 | Developments in remote and blended learning practice |
| March 2021 | Support for learners' mental health and emotional well-being |
| March 2021 | English language and literacy in settings and primary schools |
| March 2021 | Welsh language acquisition |



In May 2020, the Future Generations Commissioner published the **Future Generations Report 2020** on the progress of the Act over the last 5 years and made a number of recommendations for public bodies, which we will consider as part of our future service planning and development.

In addition, the *Commissioner* has also made some post pandemic recommendations for public bodies in Wales to consider as noted below. We will take account of these as part of our recovery planning:

| | |
|---|--|
| | Develop an economic stimulus package that leads to job creation and supports the decarbonisation of homes, through building new low carbon affordable housing and investing in a national programme to improve the energy efficiency of existing homes. |
| 2 | Invest in better ways to connect and move people through improving digital connectivity, active travel and public transport. |
| 3 | Invest in skills and training to support the transition to a better future, creating new greener jobs. |
| 4 | Invest in nature and prioritise funding and support for large-scale habitat and wildlife restoration, creation and connectivity throughout Wales – including for natural flood defences, to implement the new national forest, and to ensure land use management and agriculture supports secure local food chains and distribution. |
| 5 | Invest in the industries and technologies of the future, and support for businesses that will help Wales to lead the low carbon revolution and lock wealth and jobs into local areas with investment in the foundational economy |

CABINET

13TH SEPTEMBER 2021

PRESENT: Councillor E. Dole (Chair)

Councillors:

C.A. Davies, G. Davies, H.A.L. Evans, L.D. Evans, P.M. Hughes, P. Hughes-Griffiths, D.M. Jenkins, L.M. Stephens and J. Tremlett.

Also in attendance:

Councillor D.M. Cundy.

The following Officers were in attendance:

W. Walters, Chief Executive;

J. Morgan, Director of Community Services;

C. Moore, Director of Corporate Services;

G. Morgans, Director of Education & Children's Services;

R. Mullen, Director of Environment;

P.R. Thomas, Assistant Chief Executive (People Management & Performance);

L.R. Jones, Head of Administration and Law;

J. Morgan, Head of Homes & Safer Communities;

D. Hockenhull, Marketing and Media Manager;

R. S. Waters, Highways and Transportation Services Manager;

L. Jenkins, Executive Board Support Officer;

M. Evans Thomas, Principal Democratic Services Officer [Assisting];

E. Bryer, Democratic Services Officer [Assisting]

R. Morris, Member Support Officer [Webcasting];

J. Owen, Democratic Services Officer [Minute taker].

S. Rees, Simultaneous Translator.

Virtual Meeting:- 10:00am - 11:23am

1. APOLOGIES FOR ABSENCE

There were no apologies for absence.

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 EXECUTIVE BOARD HELD ON THE 26TH JULY 2021

UNANIMOUSLY RESOLVED that the minutes of the meeting of the Executive Board held on the 26th July, 2021 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. HANDLING PERSONAL DATA POLICY

The Cabinet considered a report which provided information on a new 'Handling Personal Data Policy' which would replace the existing 'Handling Personal Information Policy' and 'Procedure and Breach Reporting & Response Policy', both of which had exceeded their review dates and required updating. Cabinet Members noted that the new policy reflected the changes in working practices, the use of new IT and decisions and guidance issued by the Information Commissioner's Office.

UNANIMOUSLY RESOLVED that the Handling Personal Data Policy be approved.

7. STRATEGIC EQUALITY PLAN ANNUAL REPORT 2020-21

The Cabinet considered the Strategic Equality Plan Annual Report 2020-21, and the Action Plan for 2021-24, which detailed how the Council had implemented its Strategic Equality Plan and fulfilled its duties under the Equality Act 2010 and the Specific Duties for Wales.

The report outlined the work implemented during the first year of the revised Strategic Equality Plan and the new Strategic Equality Objectives for 2020-24, which were as follows:-

1. Being a leading employer
2. The needs and rights of people with Protected Characteristics shape the design of services
3. Safe and Cohesive communities that are resilient, fair, and equal
4. Improving access to our services and access to our environment.

Reflecting on the impact that the pandemic on had on the communities and citizens within Carmarthenshire, it was reported that due regard would be given to the responsibilities under the Equality Act and the Public Sector Duties and that protected groups would be involved in the rebuilding and recovering of services. Furthermore, it was highlighted that 2020-21 was the Council's first year of implementing its Diversity and Equality Promotion Calendar and the Flag and illumination protocol.

UNANIMOUSLY RESOLVED that the report be approved.

8. ANNUAL REPORT ON THE WELSH LANGUAGE 2020-21

The Cabinet considered the Annual Report in relation to the Welsh language and compliance with the Welsh Language Standards during 2020-21. The Report had been produced in order to comply with the Welsh Language Commissioner's monitoring arrangements.

Cabinet members noted that as well as focusing on what had been achieved despite the practical barriers brought by the lockdown period, case studies included within the report highlighted a number of new innovative online learning methods that had been successfully implemented from the new opportunities that came as a result of the pandemic.

UNANIMOUSLY RESOLVED that the Annual report on the Welsh Language 2020-21 be received.

9. COUNCIL'S REVENUE BUDGET MONITORING REPORT - 2020/2021

The Cabinet considered the Council's Revenue Budget Monitoring Report which provided members with an end of year financial position in respect of 2020/21.

The budget position recognised the substantial additional pressures that had been placed on the Authority in responding to the COVID19 pandemic as well as the additional funding support provided by Welsh Government.

It was reported that the final outturn figures indicated an underspend for the year at departmental level of £1,434k. After taking account of the underspend on capital charges and the movement in both Earmarked and Departmental reserves, the net position for the Authority was at an £814k underspend.

In addition, the report included details on the expenditure and income in respect of Covid-19.

Cabinet Members noted that the underspend was due to a combination of the substantial additional grant funding received from Welsh Government before year end, which also included funding for schools of approximately £5m. The additional COVID19 related costs and lost income which was largely refunded under the Welsh Government hardship scheme. Services had been paused or reduced due to the lockdown measures and social distancing and staffing vacancies.

Members also noted that the Council Tax collection was down on budgeted levels, though the reduction was able to be covered from the specific funding provided by Welsh Government.

The Housing Revenue Account appended to the report at Appendix B reported an underspend of £3,0603k for 2020/21. It was reported that this was a result of a general reduction in demand due to COVID19, with only emergency and legislative servicing being undertaken for significant periods.

UNANIMOUSLY RESOLVED that the Council's Revenue Budget Monitoring for Year End 2020-21 be received.

10. COUNCIL'S REVENUE BUDGET MONITORING REPORT - 1ST APRIL 2021 - 30TH JUNE 2021

The Cabinet considered the revenue budget monitoring report which provided the latest budgetary position as at 30th June 2021, in respect of 2021/2022. Whilst the scale of COVID19 response was reducing, the budget position recognised the ongoing financial pressures faced by the Authority as well as the additional funding support provided by Welsh Government.

Overall, the monitoring report forecasted an underspend for the year at departmental level of £285k with a forecasted underspend on the Authority's net revenue budget of £508k. It was reported that this was due to a combination of additional COVID-19 related costs and lost income which was largely refunded under the Welsh Government hardship scheme. Also, some services were either paused or impacted by lockdown measures and social distancing during quarter 1.

Cabinet Members noted that in respect of April-June budgets, additional expenditure and income loss an approximate total of £6 million had been claimed under the Welsh Government hardship scheme.

The Cabinet's attention was drawn to the fact that Council Tax collection remained below budgeted levels, which would continue to be monitored closely by the Director of Corporate Services, particularly as the furlough scheme approaches an end.

In noting that the forecasted overspend of £273k within the Leisure and Culture Services, and that the recovery of lost income was currently being funded by the Welsh Government until 30th September 2021, it was reported that staff were actively developing innovative ideas in order to promote and encourage the public to return to leisure facilities across Carmarthenshire in order to increase income revenue.

The Housing Revenue Account reported a predicted underspend of £1,476k for 2021/22 details of which were provided within Appendix B appended to the report.

UNANIMOUSLY RESOLVED that:

- 10.1 The Budget Monitoring report be received, and consideration given to the budgetary position and appropriate corrective action.**
- 10.2 Chief Officers and Heads of Service critically review options available to them to limit the forecasted overspend of budgets, whilst recognising the pressure Covid-19 has placed on the Authority's overall budget.**

11. CAPITAL PROGRAMME 2021/22 UPDATE

The Cabinet considered a report which provided an update of the latest budgetary position for the 2021/22 capital programme as at the 30th June, 2021.

Departmentally, a net spend of £91,568k was forecasted compared with a working net budget of £130,490k giving a -£38,922k variance. Cabinet Members noted that the variance projected at this time related mainly to delays with the Pentre Awel development and with some school developments due to the restrictions associated with the COVID19 pandemic.

The net budget included original HRA and General Fund programme, approved by Council on 3rd March, slippage from 2020/21. It was reported that some of the budgets had also been amended to account for differences in actual grant allocations compared with the anticipated allocations at the time the programme was approved.

UNANIMOUSLY RESOLVED that the Capital Programme 2021/22 Update be received.

12. ANNUAL TREASURY MANAGEMENT AND PRUDENTIAL INDICATOR REPORT 2020-2021

As part of the requirements of the revised CIPFA Code of Practice on Treasury Management, the Cabinet considered the Council's Annual Treasury Management and Prudential Indicator Report for the 2020-21.

The Council adopted the Treasury Management Policy and Strategy and the five year capital programme for 2020-21 on the 3rd March 2020. The Annual report listed the activities that took place in 2020-21.

UNANIMOUSLY RESOLVED TO RECOMMEND TO COUNCIL that the Annual Treasury Management and Prudential Indicator Report for 2020-21 be adopted.

13. TYISHA/STATION ROAD AREA

The Cabinet considered a report on the Council's proposals for the Tyisha/Station Road Area of Llanelli. The report detailed the work undertaken to date, including the pending demolition of the vacant flats in the 4 "Ty's", together with outlining other key priorities for moving the programme of change forward.

The report provided detailed information on Llanelli, the vision for Tyisha, housing and the regeneration of Tyisha as well as information on the design and how to submit views and ideas.

Cabinet Members noted that the Tyisha area in Llanelli provided a vital link between the plans for the proposed Pentre Awel Village and Llanelli Town Centre. It was reported that one of the proposal's key objectives aimed to develop a transformational plan to address the significant issues affecting the Tyisha community and making the area a vibrant place to live and work.

UNANIMOUSLY RESOLVED that:

- 13.1 the progress achieved to date, and to approve including the demolition and clearance of the “4 Ty’s” site be noted;**
- 13.2 the key priorities moving forward be approved;**
- 13.3 the soft market test approach and associated marketing brochure be agreed and;**
- 13.4 the future governance arrangements for the programme be agreed.**

14. CARTREFI CROESO

The Cabinet considered a report on Cartrefi Croeso, the Council’s Local Housing Company, established in 2018 to support the Council in delivering affordable homes for sale and rent thereby ensuring a range of options to help it deliver on its affordable homes commitment in meeting affordable housing needs and aspirations, supporting economic growth and strategic regeneration.

The report detailed the progress achieved by Cartrefi Croeso to date and addressed its future role in light of different circumstances that had arisen subsequent to its initial establishment. In addition, the report explained how the Council itself would now take a lead on all future mixed tenure affordable housing developments as a result of significantly developing skills and future capacity. This would enable the delivery of new affordable homes to continue to play a major contribution to the economic recovery of the County, post COVID.

The Cabinet considered the proposed future approach which would enable the Council to lead on all mixed tenure affordable housing developments. This approach would enable the Council itself to maximise all funding opportunities, plan, commission and deliver all affordable housing delivery throughout the county strategically. Cabinet Members noted that this option would significantly reduce the on-going costs of the Company. In order to ensure that the opportunity to utilise the Company should future circumstances dictate, and should it be considered appropriate to do so, the report proposed that Cartrefi Croeso be made dormant but kept in existence on the register of companies at Companies House.

UNANIMOUSLY RESOLVED:

- 14.1 That the progress made to date on Cartrefi Croeso’s mixed tenure affordable housing developments be noted;**
- 14.2 To confirm that the Council takes on all future mixed tenure affordable housing developments and Cartrefi Croeso, as a company, is made dormant but kept in existence on the register of companies at Companies House be agreed;**
- 14.3 To implement the legal process for Cartrefi Croeso to cease trading but be retained as a ‘dormant’ company, in case the Council wants to**

sell homes through this delivery vehicle at some point in the future;

14.4 To allow the Chief Executive, following consultation with the Director of Corporate Services, and in line with existing delegations, to act on behalf of the shareholder (The Council) with relation to the Shareholder Agreement.

15. COVID-19 PUBLIC REALM MEASURES

The Cabinet considered a report which provided options along with recommendations on measures which were introduced in response to the Covid-19 pandemic in Carmarthen, Llanelli and Ammanford town centres.

Cabinet Members noted that a public and business consultation exercise was undertaken between the 16th November 2020 and the 4th January 2021 which was undertaken online due to covid restrictions. The main findings were summarised with the full report of the consultation appended to the report.

It was reported that many of the public realm changes were underpinned through legal orders drafted on either a temporary or experimental basis which were valid for up to 18 months from the start of August 2020 with the following changes within the town centres being implemented:-

- Speed Limits – Temporary Orders
- Parking changes –Experimental Orders
- Prohibition of Driving and Access – Temporary Orders

Speed Limits – Temporary Orders: Traffic management interventions of reduced speed limit to 20mph offer long term road safety and active travel benefits and were in line with the proposed Welsh Government legislation for 20mph speed limits in urban areas. The report recommended that the current temporary speed limit orders, due to expire in January 2022, be made permanent through the statutory Traffic Regulation Order process as stated in schedule 1 within the report.

Parking changes –Experimental Orders: A number of parking area changes had proven particularly successful, and the report suggested that these be made permanent, listed in Schedule 2 of the report. Whereas others that had been less successful and should be removed. Listed in Schedule 3 of the report.

Prohibition of Driving and Access – Temporary Orders: The report outlined options in relation to Traffic Management (Access Only) and Pedestrianisation.

UNANIMOUSLY RESOLVED that:

15.1 the speed limits set out in Schedule 1 be promoted as permanent speed limits.

15.2 the parking areas set out in Schedule 2 as Experimental Orders be confirmed as permanent, and Traffic Regulation Orders created accordingly.

- 15.3 the parking areas in Carmarthen be effectively removed as set out in Schedule 3.**
- 15.4 the temporary ‘Access Only’ traffic order on Water Street, Carmarthen be promoted as permanent and enforced.**
- 15.5 the pedestrianisation measures in Carmarthen and Llanelli town centres be removed as no longer necessary for covid related reasons (Option 2).**

Prior to closing the meeting, with the Chairs consent, Councillor Tremlett announced that on Wednesday, 8th September, 2021 the County Council and Delta Wellbeing had jointly been awarded the Silver award in the Innovation category for the Connect Programme at the Public Sector Transformation Awards ceremony held in London. The Leader, on behalf of the Cabinet expressed congratulations to the team.”

CHAIR

DATE

CABINET

Monday, 27 September 2021

PRESENT: Councillor E. Dole (Chair)

Councillors:

C.A. Davies, G. Davies, H.A.L. Evans, L.D. Evans, P.M. Hughes, P. Hughes-Griffiths, D.M. Jenkins, L.M. Stephens and J. Tremlett

Also in attendance:

Councillor D.M. Cundy and D. Price

The following Officers were in attendance:

W. Walters, Chief Executive

J. Morgan, Director of Community Services

R. Mullen, Director of Environment

L.R. Jones, Head of Administration and Law

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

P.R. Thomas, Assistant Chief Executive (People Management & Performance)

D. Hockenfull, Marketing and Media Manager

S. Rees, Simultaneous Translator

N. Daniel, Interim Head of Planning

M. Evans Thomas, Principal Democratic Services Officer

M.S. Davies, Democratic Services Officer

K. Thomas, Democratic Services Officer

Virtual Meeting - 10.00 - 10.45 am

1. APOLOGIES FOR ABSENCE

There were no apologies for absence.

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 EXECUTIVE BOARD HELD ON THE 13TH SEPTEMBER 2021

UNANIMOUSLY RESOLVED that the minutes of the meeting of the Executive Board held on the 13th September, 2021 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. CARMARTHENSHIRE COUNTY COUNCIL'S ANNUAL REPORT FOR 2020/21

The Cabinet considered the Council's Annual Report for 2020/21, produced in accordance with the requirements of both the Local Government (Wales) Measure 2009 and the Well-being of Future Generations (Wales) Act 2015. It noted that the impact of Covid-19 on council services had meant it had not been possible this year for the report to act either as a progress report on performance or as a comparator with other local authorities. It therefore reflected on the actions the Council had taken to support its residents, communities and businesses throughout the pandemic

The Cabinet noted that with many staff having been redeployed to assist in the pandemic response and many working to aid recovery, the Council's priorities had been significantly amended to face the challenges presented by the pandemic. For those reasons, the Annual Report for 2020-21 had a different focus and approach to previous reports i.e:-

- Many of the actions and targets set for 2020/21 had been blindsided by the Coronavirus COVID-19 pandemic and an initial COVID-19 Community Impact Assessment had been published in September 2020 with individual services reporting their responses to Scrutiny Committees in the November / December 2020 cycle of meetings. When appropriate, the Community Impact Assessment on COVID-19 within Carmarthenshire would be updated.
- The Annual Report commenced with an overview of the COVID-19 Year and outlined some key responses and impacts.
- The Annual Report looked in turn at each of the Council's 15 Well-being Objectives and assessed the progress and adaptations that had been made during a difficult year.

With regard to Covid-19, the Cabinet noted that whilst the Council had a statutory duty to publish an Annual Report for 2020-21 by the 31st October 2021, there had been no relaxation on that duty despite the pandemic. As a result, it had not been possible to provide as much in-depth analysis and evaluation, as in previous years, due to some performance information not being gathered nationally as services focused on the pandemic response. There were also some gaps in the information usually provided, for instance, the Welsh Government had confirmed that comparative out-turn data would not be published for the 2019-20 and 2020-21 periods. However, any updated information received would be included within the final report to be submitted to Council in October

UNANIMOUSLY RESOLVED TO RECOMMEND TO COUNCIL that the Council's Annual Report for 2020/21 be approved.

7. MODERNISING EDUCATION PROGRAMME - MUTUAL INVESTMENT MODEL - DEED OF ADHERENCE

The Cabinet was reminded that, at its meeting held on the 21st September, 2020 it had resolved to inter into a Strategic Partnering Agreement (SPA) with WEPCo Limited formed by the Welsh Government and Meridian Investments under the Mutual Investment Model of the 21st Century Schools Programme to facilitate the delivery of education and community facilities. It noted that following completion of the SPA, other Welsh Local Authorities and Further Education Institutions now had

a window to enter into a simple supplemental agreement thereto namely, a 'Deed of Adherence' that enabled them, from the date of execution, to agree with each person who was, or became a party to the SPA to be bound by the SPA (on the same terms and conditions)(*Joining participants). If the Cabinet were to agree to enter into the deed, its completion was anticipated later in 2021

UNANIMOUSLY RESOLVED:-

- 7.1 To approve the execution, delivery and performance of a supplemental agreement to the WEP Strategic Partnering Agreement dated 30th September 2020 (the "Deed of Adherence") in order that from the date of execution of the Deed of Adherence the Joining Participants are able to give effect to and be bound by the terms of the WEP Strategic Partnering Agreement dated 30th September 2020 as a party to it, to facilitate the delivery of a range of infrastructure services and the delivery of education and community facilities;**
- 7.2 To approve the terms of the Deed of Adherence as detailed Appendix A to the report and summarised in the report so as to give effect to the above recommendation;**
- 7.3 To note that the Deed of Adherence shall be executed as a deed and attested in accordance with Article 13.5 of the Constitution; and**
- 7.4 To note that, in agreeing to enter into the Deed of Adherence, aside from the addition of the Joining Participants as other Participants, this in no way alters the existing terms of the Strategic Partnering Agreement dated 30th September 2020 to which the Council is a party and is required to give effect to and be bound by.**

8. EDUCATION & CHILDREN SCRUTINY COMMITTEE - TASK AND FINISH GROUP INTERIM RECOMMENDATIONS REPORT SCHOOL ORGANISATION CONSULTATION PROCESS

The Cabinet considered an Interim Recommendations Report, presented by the Chair of the Education and Children Scrutiny Committee Task and Finish Group on the School Organisation Consultation Process and how that fed into the Education and Children's Services Departments Plans on how it intended to consult, whilst being mindful that urgent solutions were required from the Welsh Government on school categorisation.

The scope and aims of the Task and Finish Review were:

- Review the current process of engaging and consulting with schools, pupils, parents and the public in terms of any proposed school changes;
- Identify national and international best practice on consultation and engagement;
- Review the way in which the Council's Strategic Objectives are communicated, consulted upon and understood by schools, pupils, parents and residents e.g. WESP and MEP;
- To formulate recommendations for consideration by the Cabinet

The Cabinet noted that the group had split the review into two parts a) how the Authority engages and consults in developing its strategic plans (WESP, MET etc) and b) How the Authority engages and consults on specific school organisation proposals. The current interim report concentrated on a) above, incorporating six recommendations for consideration.

UNANIMOUSLY RESOLVED that the Interim Recommendations Report of the Education and Children Scrutiny Committee's Task and Finish Group on the School Organisation Consultation process be endorsed.

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 items of urgent 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. SWANSEA UNIVERSITY TRAINING FACILITIES AT PARC DEWI SANT

Following the application of the public interest test it was **RESOLVED** pursuant to the Act referred to in minute no. 10 above not to publicise the content of the report as it contained exempt information relating to the financial or business affairs of any particular person (including the Authority holding that information) (Paragraph 14 of Part 4 of Schedule 12A to the Act). The public interest test in respect of this report outweighed the public interest in disclosing the information in order to maintain confidentiality so as to not prejudice the completion of the transaction and the proposed lessee's business interests.

The Cabinet considered a report on Swansea University Training Facilities at Parc Dewi Sant.

UNANIMOUSLY RESOLVED:

- 11.1 To note the progress of the discussions regarding delivery of the nurse training in St David's Park and the provision of a Health and Wellbeing Academy in Pentre Awel;**
- 11.2 To approve to continue with the development of the tender for the design of the Swansea University facilities at St David's Park. Initially design work to continue upon receipt of reassurance from the Vice Chancellor that plans are to be accepted by Swansea University Council in October;**
- 11.3 To approve the subsequent placing of the tender and engage a contractor once the Head of Terms for both St David's Park**

and Pentre Awel had been signed agreeing a 10 year lease.

CHAIR

DATE

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