

Public Document Pack

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Prif Swyddog (Llywodraethu)



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To: Cllr Ian Roberts (Leader)

Councillors: Glyn Banks, Chris Bithell, Derek Butler, Dave Hughes, Paul Johnson, Christine Jones and Billy Mullin

9 February 2022

Dear Sir/Madam

NOTICE OF REMOTE MEETING
CABINET
TUESDAY, 15TH FEBRUARY, 2022 at 10.00 AM

Yours faithfully

Gareth Owens
Chief Officer (Governance)

Please note: This will be a remote meeting and 'attendance' will be restricted to Committee Members and those Members of Council who have asked the Head of Democratic Services for an invitation. Such attendees may only speak at the Chair's discretion.

The meeting will be live streamed onto the Council's website. A recording of the meeting will also be available, shortly after the meeting at <https://flintshire.public-i.tv/core/portal/home>

If you have any queries regarding this, please contact a member of the Democratic Services Team on 01352 702345.

A G E N D A

1 **APOLOGIES**

Purpose: To receive any apologies.

2 **DECLARATIONS OF INTEREST**

Purpose: To receive any declarations and advise Members accordingly.

3 **MINUTES** (Pages 7 - 18)

Purpose: To approve as a correct record the minutes of the meeting held on 18th January 2022.

TO CONSIDER THE FOLLOWING REPORTS

STRATEGIC REPORTS

4 **BUDGET 2022/23 - FINAL CLOSING STAGE** (Pages 19 - 50)

Report of Corporate Finance Manager - Cabinet Member for Finance, Social Value and Procurement

Purpose: To update on the final budget proposals for 2022/23 for recommendation to County Council.

5 **MINIMUM REVENUE PROVISION - 2022/23 POLICY** (Pages 51 - 60)

Report of Corporate Finance Manager - Cabinet Member for Finance, Social Value and Procurement

Purpose: To receive the Council's draft policy on Minimum Revenue Provision.

6 **HOUSING REVENUE ACCOUNT (HRA) 30 YEAR FINANCIAL BUSINESS PLAN** (Pages 61 - 78)

Report of Chief Executive, Corporate Finance Manager - Cabinet Member for Finance, Social Value and Procurement, Cabinet Member for Housing

Purpose: To present, for recommendation to Council, the Housing Revenue Account (HRA) Budget for 2022/23, the HRA Business Plan and the summary 30 year Financial Business Plan.

7 **TREASURY MANAGEMENT STRATEGY 2022/23 - TREASURY MANAGEMENT POLICY STATEMENT, PRACTICES AND SCHEDULES 2022 TO 2025** (Pages 79 - 154)

Report of Corporate Finance Manager - Cabinet Member for Finance, Social Value and Procurement

Purpose: To present the draft Treasury Management Strategy 2022/23 for recommendation to Council.

8 **DEVELOPING FLINTSHIRE'S HOUSING SUPPORT PROGRAMME STRATEGY 2022-2026** (Pages 155 - 240)

Report of Chief Executive - Cabinet Member for Housing

Purpose: To explain the approach being taken to ensure delivery and implementation of the Housing Support Programme Strategy for Flintshire ahead of the implementation date of 1st April 2022.

9 **CLIMATE CHANGE STRATEGY** (Pages 241 - 316)

Report of Chief Officer (Planning, Environment and Economy) - Cabinet Member for Economic Development

Purpose: To seek agreement and commitment to the Climate Change Strategy.

10 **WELSH IN EDUCATION STRATEGIC 10 YEAR PLAN 2022 - 2032** (Pages 317 - 374)

Report of Chief Officer (Education and Youth) - Leader of the Council and Cabinet Member for Education

Purpose: To provide an update on the draft Welsh in Education Strategic Plan (WESP) and the statutory consultation arrangements.

11 **MULTIPLYING IMPACT - FLINTSHIRE INTEGRATED YOUTH PROVISION DELIVERY PLAN 2021-2024** (Pages 375 - 440)

Report of Chief Officer (Education and Youth) - Leader of the Council and Cabinet Member for Education

Purpose: To present the new delivery plan for Integrated Youth Provision 2021-24.

OPERATIONAL REPORTS

12 REVENUE BUDGET MONITORING 2021/22 (MONTH 9) (Pages 441 - 466)

Report of Corporate Finance Manager - Cabinet Member for Finance, Social Value and Procurement

Purpose: This regular monthly report provides the latest revenue budget monitoring position for 2021/22 for the Council Fund and Housing Revenue Account. The position is based on actual income and expenditure as at Month 9, and projects forward to year-end.

13 CAPITAL PROGRAMME MONITORING 2021/22 (MONTH 9) (Pages 467 - 494)

Report of Corporate Finance Manager - Cabinet Member for Finance, Social Value and Procurement

Purpose: To present the Month 9 capital programme information for 2021/22.

14 ANNUAL AUDIT SUMMARY FOR FLINTSHIRE COUNTY COUNCIL 2020/21 (Pages 495 - 506)

Report of Chief Executive - Deputy Leader of the Council (Governance) and Cabinet Member for Corporate Management and Assets

Purpose: To receive the Annual Audit Summary from the Auditor General for Wales and Council's response.

15 TEMPORARY ACCOMMODATION HOMELESSNESS AUDIT 2021 FINDINGS REPORT (Pages 507 - 536)

Report of Chief Executive - Cabinet Member for Housing

Purpose: To seek comments on the findings in the report.

16 **PUBLIC SERVICES OMBUDSMAN FOR WALES ANNUAL LETTER 2020-21 AND COMPLAINTS MADE AGAINST FLINTSHIRE COUNTY COUNCIL DURING THE FIRST HALF OF 2021-22** (Pages 537 - 556)

Report of Chief Officer (Governance) - Deputy Leader of the Council (Governance) and Cabinet Member for Corporate Management and Assets

Purpose: To share the Public Services Ombudsman for Wales Annual Letter 2020-21 and Complaints made against Flintshire County Council Services in the first half of 2021-22 (April-September 2021).

17 **SOCIAL VALUE** (Pages 557 - 564)

Report of Chief Officer (Social Services) - Deputy Leader of the Council (Partnerships) and Cabinet Member for Social Services

Purpose: To raise the current risks and challenges affecting the Social Value programme currently, and the opportunities for the programmes enhancement, which will support the future development of the workstream.

18 **EXERCISE OF DELEGATED POWERS** (Pages 565 - 566)

Purpose: To provide details of actions taken under delegated powers.

FORWARD WORK PROGRAMME - COUNTY COUNCIL, CABINET, AUDIT AND OVERVIEW & SCRUTINY - FOR INFORMATION

LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985 - TO CONSIDER THE EXCLUSION OF THE PRESS AND PUBLIC

The following item is considered to be exempt by virtue of Paragraph(s) 14 of Part 4 of Schedule 12A of the Local Government Act 1972 (as amended).

The public interest in withholding the information outweighs the interest in disclosing the information until such time as the commercial arrangements have been finalised.

19 **NORTH EAST WALES (NEW) HOMES BUSINESS PLAN 2022/2051** (Pages 593 - 610)

Report of Chief Executive - Cabinet Member for Housing

Purpose: To approve the NEW Homes Business Plan 2022/2051.

Please note that there may be a 10 minute adjournment of this meeting if it lasts longer than two hours

Procedural Note on the conduct of meetings

The Chair will open the meeting and introduce themselves.

The meeting will be attended by a number of Councillors. Officers will also be in attendance to present reports, with Democratic Services officers acting as hosts of the meeting.

All attendees are asked to ensure their mobile phones are switched off and that any background noise is kept to a minimum.

All microphones are to be kept muted during the meeting and should only be unmuted when invited to speak by the Chair. When invitees have finished speaking they should go back on mute.

To indicate to speak, Councillors will use the chat facility or use the electronic raise hand function. The chat function may also be used for questions, relevant comments and officer advice and updates.

The Chair will call the speakers, with elected Members addressed as 'Councillor' and officers addressed by their job title e.g. Chief Executive' or name. From time to time, the officer advising the Chair will explain procedural points or suggest alternative wording for proposals, to assist the Committee.

If and when a vote is taken, the Chair will explain that only those who oppose the proposal(s), or who wish to abstain will need to indicate, using the chat function. The officer advising the Chair will indicate whether the proposals are carried.

If a more formal vote is needed, this will be by roll call – where each Councillor will be asked in turn (alphabetically) how s/he wishes to vote

At County Council and Planning Committee meetings speaker's times are limited. A bell will be sounded to alert that the speaker has one minute remaining

The meeting will be live streamed onto the Council's website. A recording of the meeting will also be available, shortly after the meeting at <https://flintshire.public-i.tv/core/portal/home>

CABINET
18TH JANUARY 2022

Minutes of the meeting of the Cabinet of Flintshire County Council held virtually via Zoom on Tuesday 18th January 2022.

PRESENT: Councillor Ian Roberts (Chair)

Councillors: Glyn Banks, Chris Bithell, Derek Butler, Dave Hughes, Paul Johnson, Christine Jones, and Billy Mullin.

IN ATTENDANCE:

Chief Executive, Chief Officer (Governance), Chief Officer (Planning, Environment and Economy), Chief Officer (Streetscene and Transportation), Chief Officer (Social Services), Corporate Finance Manager, Planning and Development Officer and Team Leader – Democratic Services.

OTHER MEMBERS IN ATTENDANCE:

Councillor Patrick Heesom.

APOLOGIES:

None.

92. DECLARATIONS OF INTEREST

None were declared.

93. MINUTES

The minutes of the meeting held on 14th December 2021 were submitted and confirmed as a correct.

RESOLVED:

That the minutes of the meeting be approved as a correct record.

94. BUDGET 2022/23 AND THE WELSH LOCAL GOVERNMENT PROVISIONAL SETTLEMENT

Councillor Johnson introduced the report and explained that on 14th December Cabinet received an update of an additional budget requirement of £20.696m for the 2022/23 financial year. That update was in advance of receipt of the Welsh Local Government Provisional Settlement which was received on 21st December.

The Cabinet report updated on the key headlines and financial impacts of the Settlement in advance of the final stage of the formal budget setting process in February.

The additional budget requirement would need to increase significantly to take account of the need to meet the impacts of all of the issues identified in the report, including Pay Awards / Real Living Wage and the continuation of additional costs and

lost income arising from the pandemic following the cessation of the Welsh Government (WG) Hardship Fund at the end of March 2022.

A legal and balanced budget for 2022/23 would need to be recommended by Cabinet to Council once all of the work on the issues outlined in the report had been concluded.

The Aggregate External Finance (AEF) allocation provided an amount of £1,476 per capita compared to the Welsh average of £1,611, a ranking of 20th out of the 22 Welsh councils.

For the first time in a number of years the 2022/23 provisional settlement gave indicative allocations for the next two years. Whilst that was welcomed, the indicative uplifts in AEF of 3.5% and 2.4% for 2023/24 and 2024/25 respectively were significantly less than 2022/23 and would provide a significant challenge to meet the inevitable inflationary and demand impacts of Council Services. Therefore it would be essential that decisions made as part of the budget for 2022/23 were considered in the context of the medium term position to build in resilience to meet the challenges of the inevitable cost pressures that would arise in subsequent years.

Even though Flintshire was the 6th largest Welsh Council by population, it stood at 20th out of 22 based on a funding per capita basis. If Flintshire was to receive the same amount of per capita funding of the North Wales average, it would receive an additional £21m per annum.

It was the view of Cabinet Members that if things such as Pay Awards were announced nationally then it should be funded nationally.

The Corporate Finance Manager explained that the impacts of the pay awards were being worked through, as was the one off grant funding. A report would be submitted to Cabinet in February prior to County Council the same afternoon.

Councillor Roberts asked if a letter could be sent to North Wales Members of the Senedd to request that they lobby for the reinstatement of the Highways Maintenance Grant of £950k which had been confirmed it was now discontinued.

RESOLVED:

That the financial implications of the Welsh Local Government Provisional Settlement and the remaining work which needs to be completed prior to agreeing a set of recommendations for Council to set a legal and balanced budget in February be noted.

95. NORTH WALES POPULATION NEEDS ASSESSMENT

Councillor Jones introduced the report which provided an overview of the North Wales Population Needs Assessment 2022 which had been produced as a requirement of the Social Services and Well-being (Wales) Act 2014.

The report was an assessment of the care and support needs of the population and the support needs of carers, covering the North Wales footprint. The development of the document was led by the North Wales Social Care and Well-being Services Improvement Collaborative, with information from the six North Wales councils and the health board, supported by Public Health Wales.

In June 2022 a Market Stability Report must also be published. Together the two documents should provide those commissioning care and support, at a regional and local level, with a comprehensive picture of current and projected demand and supply.

The Chief Officer (Social Services) reinforced the importance of the document which would help to plan for the future. Of the survey responses, 39% came from people in Flintshire so local voices were being heard. Public engagement would continue during the development of the Market Stability Report.

The Planning and Development Officer gave an example of where the data would help plan and prepare for the future, and that was dementia prevention.

Councillor Jones added the wide range of areas that were covered by the assessment, including inequality and homelessness. Members welcomed the report.

RESOLVED:

- (a) That the North Wales Population Needs Assessment be supported prior to submission to Council in February 2022; and
- (b) That the process for the approval of the Regional Market Stability Report be agreed.

96. VEHICLE PERMIT CRITERIA FOR HOUSEHOLD RECYCLING CENTRES

Councillor Banks introduced the report and explained that, following two all Member seminars in September 2021, a number of recommendations were presented to Cabinet on changes to be made to the current waste strategy in order for the Council to achieve 70% recycling by 2025.

One recommendation was to review the Household Recycling Centre (HRC) vehicle permit criteria in order to make it clearer to service users what types and sizes of vehicles should or should not be issued a permit and to ensure that traders did not take advantage of the system. A second recommendation was to introduce a booking system for hazardous and difficult waste streams to better manage their arrival at site.

Both recommendations were approved by Cabinet in September 2021, however a further report was requested to give further clarity on how the changes would be implemented. This report set out the revised Vehicle Permit Policy and proposed the booking criteria for the disposal of asbestos and mattress waste.

The Chief Officer (Streetscene and Transportation) explained that the key points in the proposed Vehicle Permit Criteria Policy were outlined in the report. She added that the current permitting system unintentionally allowed traders and commercial businesses to exploit the system and bring in trade waste streams. When questioned or challenged by staff, some of those customers could become abusive and violent leading to unpleasant working environments.

RESOLVED:

- (a) That the revised Vehicle Permit Policy for Household Recycling Centres be approved; and
- (b) That the Household Recycling Centre booking system criteria be approved.

97. REVENUE BUDGET MONITORING 2021/22 (MONTH 8)

Councillor Johnson introduced the report which provided the latest detailed revenue budget monitoring position in 2021/22 for the Council Fund and Housing Revenue Account for the financial year and presented the position, based on actual income and expenditure, as at Month 8.

The report projected how the budget would stand at the close of the financial year, without new actions to reduce cost pressures and/or improve the financial return on efficiency planning and cost control was:

Council Fund

- An operating surplus of (£0.716m) (excluding the impact of the NJC pay award which would be met by reserves) which was a favourable movement of (£0.061m) from the surplus figure of (£0.655m) reported at Month 7
- A projected contingency reserve balance as at 31st March 2022 of £6.586m

Housing Revenue Account

- Net in-year revenue expenditure forecast to be £0.548m higher than budget
- A projected closing balance as at 31st March 2022 of £3.924m

Details on the impact to the budget due to Storm Christoph were outlined in the report which totalled in the region of £0.200m.

The Corporate Finance Manager explained that the report also detailed the position by portfolio; significant variances that month; achievement of planned in-year efficiencies; emergency funding, unearmarked reserves and earmarked reserves.

RESOLVED:

That the estimated financial impact on the 2021/22 budget be noted.

98. TREASURY MANAGEMENT MID-YEAR REVIEW 2021/22

Councillor Johnson introduced the report which presented the draft Treasury Management Mid-Year Report 2021/22 for approval and recommendation to Council.

As required by the Council's Financial Procedure Rules, this review had been reported to Governance and Audit Committee on 17th November and would be reported to Council on 25th January 2022.

RESOLVED:

That the Treasury Management Mid-Year Report 2021/22 be approved and recommended to Council.

99. LEVELLING UP FUND ROUND TWO

Councillor Butler introduced the report and explained that the Levelling Up Fund (LUF) contributed to the UK Government levelling up agenda by investing in infrastructure that improved everyday life across the UK, including regenerating town centres and high streets, upgrading local transport, and investing in cultural and heritage assets. The £4.8 billion fund was designed to realise a visible and tangible impact on people and places and support economic recovery.

The report proposed the development of two bids to be submitted to the UK Government as part of the round two of the programme expected early in 2022. It was proposed that bids were focussed on the coastal communities of Flintshire to: improve conditions for businesses, reduce crime and anti-social behaviour; bring heritage assets back into use; and encourage local people and visitors to use the coastal area.

Whilst every local authority could bid for LUF funding, the fund was especially intended to support investment in places where it could make the biggest difference to everyday life, including ex-industrial areas, deprived towns, and coastal communities. The UK Government had placed local authorities into categories 1, 2 or 3, depending on their identified level of need, with category 1 representing places deemed in most need of investment. Flintshire County Council had been identified as a 'category 2' local authority.

The LUF enabled local authorities to apply for up to £20m per parliamentary constituency. Bids above £20m and below £50m would be accepted for transport projects only. Round two was expected to commence in spring 2022. The programme was due to end in March 2024 which provided a very constrained period in which to deliver capital projects.

The Chief Officer (Planning, Environment and Economy) explained that the intention was to submit two bids, one for each parliamentary constituency. Bids would focus on involving regeneration, culture and heritage. The Council had appointed Mutual Ventures to project manage the process and contribute to the preparation of bids.

Members welcomed the report and wished the bids every success.

RESOLVED:

- (a) that approval be given to develop and submit bids for Round Two of the Levelling Up Fund in line with the proposals set out in the report; and
- (b) That delegated authority be given to the Chief Officer (Planning, Environment and Economy) and the Cabinet Member for Economic Development to amend and submit the final bids in line with the strategic direction set out in the report, developing specific interventions to reflect the need to submit competitive and deliverable proposals.

100. FLINTSHIRE COAST PARK

Councillor Butler introduced the report and explained that in 2014 a strategic framework of opportunities along the Dee Estuary foreshore was produced. The proposal of a coast park sought to identify the estuary foreshore as a single entity akin to a Regional Park.

The concept of a Flintshire Coast Park should be explored again in light of opportunities related to Levelling Up funding (LUF) availability.

Work to develop a Regional Coast Park for Flintshire would provide a fresh impetus and focus for the coast, raising the profile of the foreshore and enabling communities and businesses to work sustainably and innovatively to help deliver environmental, economic and social prosperity.

Councillor Roberts welcomed the report, and said that a key issue that needed to be addressed was the missing link in the coastal path between Connah's Quay and Flint. Along the A548 it was one of its narrowest sections. There had previously been proposals to resolve the issue but they were rejected at the time by the RSPB and Countryside Council Wales, who were concerned it would clip the site of special scientific interest. He felt improving the path between Connah's Quay and Flint would form a key part of the proposals. A solution was needed with RSPB and Natural Resources Wales as this was an area with potential to be used for walking, cycling and recreational activities. The Chief Officer said he would arrange a meeting with the relevant public bodies to discuss the issue.

All other Cabinet Members welcomed the report, commenting on the heritage, including industrial heritage and the beautiful countryside. Councillor Jones asked if "Northern Gateway" could be amended to read "Northern Gateway Sealand". Councillor Hughes felt Flint Castle was not well advertised, and that the coastal path should link to Greenfield Valley. In response to his comment on the Castle, Councillor Roberts explained that it was the aim of Welsh Government (WG) to have a visitor centre and a café at the Castle.

RESOLVED:

- (a) That the strategic direction set out in the Coast Park Prospectus be noted, and the work to develop the creation of a Regional Flintshire Coast Park be supported; and

- (b) That Cabinet welcomes the views of the Environment and Economy Overview and Scrutiny Committee, and delegates authority to the Chief Officer (Planning, Environment and Economy) (in consultation with the Cabinet Member for Economic Development) to make minor changes to the proposals to reflect those views.

101. FLINTSHIRE ECONOMY UPDATE

Councillor Butler introduced the report which provided a summary of current economic conditions in the region and the County, drawing from a number of sources. The report provided details of the governance structures in place to respond to economic recovery and the work programmes currently underway.

The impacts of the Covid-19 pandemic and the UK departure from the European Union were not yet known, and were still evolving.

The report provided detailed information on Brexit; Covid-19; economic update; commercial estate; business rates; town centres and regional and local responses.

The Chief Officer (Planning, Environment and Economy) explained that this was an evidence based report which had been requested by, and well received by, the Recovery Committee. He added that there had been fewer large-scale redundancies announced following Covid than had been feared. There had been a high level of job vacancies for nursing, personal care, care workers, kitchen and catering assistants, cleaners and van drivers all proving hard to fill.

The Chief Executive welcomed the report which provided a strong assessment of the economy. He thanked officers for the report.

Councillors Bithell and Johnson welcomed the report, commenting that Flintshire had been mentioned in the Sunday Times, reporting that it was bucking the trend in recovery and that Flintshire saw improved figures on the Competitiveness Index. In response to a question from Councillor Bithell, the Chief Executive said that a discussion took place at Recovery Committee on skills and linking in with the North Wales Economic Ambition Board (NWEAB). The Committee requested that a representative from the NWEAB attend a future meeting to explain how they were linking into Flintshire to drive the local economy.

RESOLVED:

That the contents and conclusions of the report be noted and supported.

102. PARC ADFER COMMUNITY BENEFIT FUND

Councillor Banks introduced the report and explained that, as part of the procurement of the Parc Adfer contract and the North Wales Residual Waste Treatment Partnership (NWRTP), it was agreed to fund and manage a Community Benefit Fund (CBF) that would run for the duration of the contract.

The CBF was a contractual commitment between the Authority and Enfinium (formerly Wheelabrator Technologies Inc) and was also a contractual commitment for each individual partner authority within the Second Inter Authority Agreement.

To date the CBF had been used to fund an initial Parc Adfer Community Recovery Fund, which was now closed for applications. It awarded grants to over 10 projects with a total value of over £60,000. Details of the main CBF, including project and eligibility criteria, were outlined in the report, seeking approval for a launch in early 2022.

The existing panel and governance arrangements set up for the Community Recovery Fund would remain largely in place for the main CBF when it was launched, as will many of the overarching eligibility criteria. However, the type of projects to be funded would be different to reflect the original intention of the fund which was to fund community projects which provided environmental benefit to the local area.

Councillor thanked the Project Manager, Steffan Owen, for all of his work on this project.

On the project criteria, the Chief Officer (Streetscene and Transportation) explained that there were 5 criteria, not 6 as stated in the report. Following Cabinet approval, the North Wales Residual Waste Joint Committee (NWRWJC) would be briefed on the outcome and revised eligibility criteria for the CBF. Once that briefing had taken place, the CBF could be launched publicly with the issue of a press statement, update on the Council's website and a letter written to stakeholders to inform them. It was anticipated that this could occur in late February / early March 2022.

RESOLVED:

- (a) That the main eligibility and proposed criteria for the Parc Adfer Community Benefit Fund be approved and the proposed launch of the fund in early 2022 be supported; and
- (b) That delegated authority be given to the Chief Officer (Streetscene and Transportation), in consultation with the Cabinet Member for Streetscene, to make amendments to the necessary documentation (e.g. guidance notes) that are contained within the fund's intentions and desired outcomes, and to make minor changes to the governance arrangements (e.g. panel membership, officer support etc).

103. FOOD SERVICE PLAN 2021-22 FOR FLINTSHIRE COUNTY COUNCIL

Councillor Bithell introduced the report and explained that the Food Service Plan provided an overview of the Food Service in line with The Framework Agreement on Official Feed and Food Controls by Local Authorities April 2010. The plan set out the aims and objectives for the Service for the forthcoming year, and how those were to be achieved.

The 2021-22 Plan had been delayed due to the pressures brought about on the service by the global pandemic and also the late publication of the Recovery Plan by the Food Standards Agency.

The Chief Officer (Planning, Environment and Economy) outlined the key achievements for 2020-21, and the targets for 2021-22.

Members thanked the team for the work they undertook.

RESOLVED:

That the Food Service Plan 2021-22 be approved.

104. EXERCISE OF DELEGATED POWERS

An information item on the actions taken under delegated powers was submitted. The actions were as set out below:-

Education and Youth

- **Local Authority Appointed School Governors**
Appointment of Local Authority Governor(s) representatives on school governing bodies in accordance with The Government of Maintained Schools (Wales) Regulations 2005.

Housing and Assets

- **Council Rent – Application to Write Off Tenancy Arrears**
Financial Procedure Rules (section 5.2) stipulates that individual bad and irrecoverable debts in excess of £5,000 are considered for write off in conjunction with the relevant Cabinet Member. The decision to write off is in respect of two separate cases where tenants are subject to Debt Relief Orders (DROs). In the first case, rent arrears of £6,356.86 are included in the DRO. In the second case, the rent arrears of £9,361.53 are included in the DRO. The arrears are no longer recoverable in either case.
- **Housing Benefit Overpayment**
Financial Procedure Rules (section 5.2) stipulates that individual bad and irrecoverable debts in excess of £5,000 are considered for write off in conjunction with the relevant Cabinet Member. The decision to write off is in respect of one customer who is subject to a Debt Relief Order (DRO). The Housing Benefit Overpayment of £6,397.83 is included in the DRO which is now irrecoverable as a result of the award of the DRO.
- **Housing Benefit Overpayment**
We have an overpayment of £14,713.92 for the period 06.04.15 to 29.09.19. The overpayment has been referred to fraud however they sent it to compliance so it cannot be treated as fraud. A Debt Relief Order (DRO) has

now been received that includes our debt so we are unable to recover the overpayment.

Executive Office

- **Amendment to Council Community Chest Grant Scheme to Reduce the Time Limits Within Which Local Authorities can Re-apply for funding**
The Council's Community Chest Grant provides grants of up to £1,000 for local community organisations who meet the grant criteria. Successful organisations cannot re-apply for a new grant within a three year financial period of receiving a grant of £1,000 from this fund. This has meant that some applications, that would otherwise be successful, are rejected on this basis whilst there is surplus money available which is not awarded each financial year. Reducing the time limit to a two year (rolling) period in which organisations can re-apply for the funding will ensure timely, financial support is available to local organisations and ensure the fund is fully allocated each financial year.

Revenues

- **Business Rates Write Offs**
The Corporate Finance Manager and the Cabinet Member for Corporate Management and Assets are authorised to write off debts between £5k and £25k. A Business Rate debt totalling £17,428 for Nite Stop Ltd, T/A A55 Holiday inn is irrecoverable and has been written off as the company entering into liquidation and was wound up on 20th July 2021.
- **Council Tax Write Offs**
The Corporate Finance Manager and the Cabinet Member for Corporate Management and Assets are authorised to write off debts between £5k and £25k. Three Council Tax debts totalling £16,910.49 are deemed to be irrecoverable and are subject to write off.
 - Case 1 has a balance outstanding of £6,186.52 and the liable person has entered an insolvency – Individual Voluntary arrangement
 - Case 2 is for £5,119.49 and the liable person has been declared bankrupt on the 6th August 2021
 - Case 3 has a balance of £5,604.48. The liable person has passed away and there is no money in the estate to pay these debts

LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985 – TO CONSIDER THE EXCLUSION OF THE PRESS AND PUBLIC

RESOLVED:

That the press and public be excluded for the remainder of the meeting for the following items by virtue of exempt information under paragraph(s) 14 of Part 4 of Schedule 12A of the Local Government Act 1972 (as amended).

105. RESIDENTIAL SHORT BREAKS AND THERAPEUTIC SERVICES FOR CHILDREN AND YOUNG PEOPLE IN FLINTSHIRE

Councillor Jones introduced the report and explained that the current contracts were due to expire in March 2022 and as such, the services would be required to go out to competitive tender in order to comply with the Contract Procedure Rules and the Public Contract Regulations.

RESOLVED:

- (a) That the proposal to re-commission the Residential, Short Breaks and Therapeutic Services for Children and Young People in Flintshire in line with Contract Procedure Rules be approved; and
- (b) That delegated powers be given to the Chief Officer (Social Services) to enter into a contract with the successful provider following the procurement process.

106. MEMBERS OF THE PRESS AND PUBLIC IN ATTENDANCE

There were no members of the press or public in attendance.

(The meeting commenced at 10.00 a.m. and ended at 11.20 a.m.)

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Chair

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CABINET

Date of Meeting	Tuesday, 15 th February 2022
Report Subject	Council Fund Revenue Budget 2022/23 – Final Closing Stage
Cabinet Member	Cabinet Member for Finance, Social Value and Procurement for Finance, Social Value and Procurement
Report Author	Corporate Finance Manager and Chief Executive
Type of Report	Strategic

EXECUTIVE SUMMARY

Council has received full reports on previous stages of the budget setting process for 2022/23.

Cabinet received an update of an additional budget requirement of £20.696m for the 2022/23 financial year at its meeting on 14 December.

Cabinet received an update on the key headlines and financial impacts of the Welsh Local Government Provisional Settlement at its meeting on 18 January 2022.

Fundamentally, the settlement included confirmation of the need to meet the costs of some new responsibilities – the most significant of which being: 1) full costs of future pay awards; 2) implementation of Real Living Wage; 3) cessation of the hardship fund, and 4) Specific Grant impacts

Due to the above some urgent prioritised work was required and the outcome of this work is set out in the report.

The report also recommends solutions and sets out recommendations for the Council to be able to reach a legal and balanced budget.

This report also sets out the Council Tax recommendation for setting local taxation levels for 2022/23. We are also able to propose the formal resolution to Council when it meets later on 15 February as we have received notification of the

precepts of the Police and Crime Commissioner and all town and community councils within Flintshire.

Cabinet is invited to make final recommendations to Council to set a legal and balanced budget based on the detail as set out in this report.

A full presentation will be made at both Cabinet and Council.

The report includes the following tables:

- Table 1: Revised Additional Budget Requirement 2022/23
- Table 2: Proposed Budget Solutions 2022/23
- Table 3: Proposed Budget 2022/23
- Table 4: Medium Term Forecast 2023/24 – 2024/25

RECOMMENDATIONS

1	That Cabinet notes and approves the revised additional budget requirement for 2022/23.
2	That Cabinet approves the final proposals for the corporate efficiencies which will contribute to the budget.
3	That Cabinet recommends to Council a legal and balanced budget based on the calculations as set out within this report.
4	That Cabinet notes the open risks which remain to be managed in the 2022/23 financial year.
5	That Cabinet recommends an overall annual increase in Council Tax for 2022/23 of 3.3% for Council Services and 0.65% for contributions to North Wales Fire and Rescue Service, Regional Coroners Service and Regional Education Consortium GwE – an overall uplift of 3.95%.
6	That Cabinet approves an additional £3.250m be transferred from the Contingency Reserve to the Emergency Reserve to safeguard against the ongoing financial risks of the pandemic in 2022/23.
7	That Cabinet invites Council to pass the formal Council Tax resolution now that we have had notification of the precepts of the Police and Crime Commissioner and all town and community councils within Flintshire.
8	That Cabinet notes the medium-term forecast as a basis for the next revision of the Medium-Term Financial Strategy (MTFS).

REPORT DETAILS

1.00	EXPLAINING THE COUNCIL FUND REVENUE BUDGET 2022/23
1.01	<p>The Additional Budget Requirement</p> <p>The additional budget requirement has been continuously revised to take into account the latest available information, and has been presented to members at stages throughout the budget planning and setting process.</p> <p>Cabinet received an update of an additional budget requirement of £20.696m for the 2022/23 financial year at its meeting on 14 December 2021.</p> <p>Cabinet received an update on the key headlines and financial impacts of the Welsh Local Government Provisional Settlement at its meeting on 18 January.</p> <p>Fundamentally, the settlement included confirmation of the need to meet the costs of some new responsibilities – the most significant of which being: 1) full costs of future pay awards; 2) implementation of Real Living Wage; 3) cessation of the hardship fund, and 4) Specific grant impacts</p> <p>Due to the above some urgent prioritised work was required and the outcome of this work is set out in the report.</p>
	Changes to the Additional Budget Requirement
1.02	<p>Funding for Pay Awards 2022/23</p> <p>Welsh Government have confirmed that the full costs of all future pay awards (teacher and non-teacher) will need to be met from the overall funding allocations provided to councils, and that there will be no supplementary allocations made should final pay awards exceed budgetary provision.</p> <p>Therefore, a review of pay provision has been undertaken and an annual uplift of 3.5% is now included for teacher and non-teacher pay which is more in line with national predictions on average earnings growth forecasts.</p> <p>This increase has added £2.165m to the additional budget requirement.</p>
1.03	<p>Implementation of the Real (Foundation) Living Wage (RLW)</p> <p>The provisional settlement included a specific requirement for councils to implement the Real Living Wage for registered social care workers which has significant cost implications that will impact predominantly on the independent care sector from whom we commission care. The estimated impact of this is £1.608m for 2022/23 which has been added to the budget requirement.</p> <p>The cost for implementing the Real Living Wage for all Council employees (including our partners Newydd and Aura) is estimated to be £0.254m and has also been included in the final budget proposals.</p> <p>Implementation of the RLW will also result in risks due to the compression of grades and the potential impact on recruitment and retention. Therefore, a</p>

	<p>review of the Council's pay model is planned during the financial year, although the financial impact of this is yet to be costed with no provision included in the budget at this current time.</p>
1.04	<p>Cessation of the Welsh Government Hardship Fund</p> <p>Additional Costs The Welsh Government Hardship Fund, which has made a significant funding contribution to the Council's budget in the current financial year, is due to cease at the end of March 2022. Therefore, the continuation of additional costs and lost income will need to be borne by the Council in 2022/23.</p> <p>The Council has been heavily reliant on claims made to the fund in 2021/22 and a detailed risk assessment has been undertaken to consider how the continuation of any additional costs and losses of income may be met.</p> <p>Alternative funding streams have been confirmed in some areas. For example grant funding of £15m across Wales to tackle homelessness has been confirmed which will cover estimated costs in this area.</p> <p>There are some costs that will need to cease in 2022/23 now that funding has been removed. For example funding for the provision of free school meals during school holidays is only expected to continue until Easter.</p> <p>However, it is anticipated that additional costs will still be incurred in the following areas:</p> <ul style="list-style-type: none"> - Additional staffing to cover covid sickness and self-isolation - Provision of PPE - Additional waste tonnages due to a large proportion of residents continuing to work from home - Additional vehicle costs to provide appropriate social distancing for the workforce within Streetscene.
1.05	<p>Lost Income</p> <p>Income levels across most Council services have now returned to budgeted levels with the exception of car park income, which is still significantly under budget, with quarterly claims being made to the Hardship Fund. A further £0.250m has now been included in the budget to supplement the £0.150m that was previously included.</p> <p>In addition the Council has also been submitting lost income claims on behalf of our external partners such as Aura leisure and libraries and Newydd.</p> <p>It is recommended that a top up of £3.250m to the Emergency Reserve is made from the contingency reserve to ensure that there is sufficient provision for the continuation of any additional costs and losses of income previously claimed from the Hardship Fund.</p>
1.06	<p>Specific Grant Impacts</p> <p>Social Care Recovery Grant</p>

	<p>Within 2021/22 the Council received £2.772m of temporary additional funding from the Social Care Recovery Grant. An amount of £0.650m was used to mitigate some of the cost pressures within the out of county placements budget and the remainder was used to meet specific cost pressures arising from increases in inflation and service demand. A review of the potential ongoing impacts of the cost pressures funded by this grant has been undertaken and an additional amount of £0.820m has been included in the budget to support the following cost pressures in the service:</p> <p>Adoption Services (£0.270m) To enable the successful adoption of more complex cases, such as large sibling groups or special needs, the search for adoptees has been widened across the whole of the UK. Previous contract arrangements with the North Wales Adoption Service limited adoptees to the North Wales geographical area and for adoptions outside of this area there are additional charges from adoption agencies which can be significant. These were new costs in 2021/22 that will continue into 2022/23. As well as successful adoptions being a positive outcome for each child there is also a financial benefit as this will avoid future costs which would have impacted on the out of county placements budget.</p> <p>Children’s Services Professional Support (£0.320m) The number of children’s cases are increasing in volume and complexity and this has had an impact on the capacity within the Children’s Services professional support team. An increase in resources is required to ensure child safeguarding requirements can be met on a permanent basis. Agency and temporary arrangements have been put in place to meet this pressure in the current financial year.</p> <p>Disability Services (£0.230m) The service is incurring additional pressure from the need to increase care provision across a number of care packages such as increasing direct payment of homecare hours or providing additional support within supported living or residential settings. Historically, these increases can be offset by reductions in care packages or clients leaving the service, however, the current trend is showing the increase in demand to be much higher than cost reductions.</p> <p>The inclusion of the above will still leave an element of risk within the social services budget due to the complexity and volatility of service areas and will need to be kept under close review. As in recent years, there is the potential for new grants during the year, although at this stage these cannot be relied upon.</p>
1.07	<p>Out of County Placements</p> <p>Additional funding of £0.750m was included in the 2021/22 budget although this area continues to increase in terms of service demand and cost. As at the Month 9 2021/22 budget monitoring report there is a net projected in-year overspend of £0.860m; however this has been reduced by the contribution of £0.650m referenced in 1.06 from the Social Care Recovery Grant.</p>

	<p>Therefore, additional budget provision of £0.500m has been included within the budget which, added to the £1m previously included, provides for an uplift of £1.5m in line with current demand. The risk remains around further potential net increases in clients in this volatile service area.</p>
1.08	<p>Transfers in to the Settlement</p> <p>The Provisional Settlement included two transfers in which will need to be passported to the relevant service areas. These are:</p> <ul style="list-style-type: none"> • North Wales Residual Waste Treatment Project (NWRWTP) Gate fees – (£5.620m) • Social Care Workforce Grant – (£0.217m) <p>These amounts have been added to the 2022/23 budget requirement.</p>
1.09	<p>Other new impacts</p> <p>The contribution to the North Wales Fire and Rescue Authority has now been confirmed as an increase of £0.531m, which is an increase of 6.4% on the amount paid in 2021/22. The previous budget requirement included an amount of £0.490m, so an additional £0.041m has now been added to the budget requirement.</p> <p>The contribution to the Regional Education Consortium GwE has also been confirmed as an increase of £0.037m (an additional 4.3% on 2021/22), which is an increase of £0.022m on the amount previously included.</p> <p>A further inflationary increase of £0.059m has been included for Aura as a contribution towards pay inflation, and a further amount of £0.042m has been included for costs associated with our move to Microsoft Office 365.</p>
1.10	<p>Pressures taken out of the additional budget requirement.</p> <p>Schools’ Delegated Budgets – (£1m) The Council included additional funding of £1m for the secondary school sector in 2021/22 to help address an overall school deficit position, and this funding is recurring so remains in the base budget in 2022/23. The previously reported budget requirement also included a potential additional amount of £1m for 2022/23. Based on overall affordability and an improved position on school reserves (due to additional grant funding and lower expenditure in 2021/22) this has now been taken out.</p> <p>However, the proposed budget still includes an annual uplift in school investment of 5.8% (para 1.22 refers).</p> <p>Other budget Pressures – (£0.369m) As part of the continual review of pressures, there are a number of pressures that are able to either be reduced or removed due to additional funding being identified or the requirement for the cost pressure changing. These total £0.369m and are listed below:</p>

Pressure	£m	Reason for removal/reduction
Schools' Digital Advisor	0.063	Funded from Grant in 2022/23
Support for Autism	0.034	Funding reallocated from Portfolio for part of pressure
Managing Learning Recovery	0.040	Pressure reduced due to grant maximisation
Transformation Fund Posts	0.100	Removed due to confirmation of grant, though risk on match funding remains
Programme Manager Post	0.014	No longer required
Additional Learning Needs Reforms	0.031	Pressure reduced following review
Free School Meals	0.087	To be met by existing budget in 2022/23
Total	0.369	

1.11 Further Review of Pressures

Council Tax Reduction Scheme (CTRS)

The Month 9 revenue monitoring position shows a reduction in the level of expenditure on the CTRS due to demand being less than anticipated. In addition, the initial pressure was modelled on a council tax increase of 5%, so the amount included has now been reduced to reflect the proposed overall increase of 3.95%. As a result of the above, it is possible to reduce this budget pressure by £0.239m.

On-site Inclusion Centres

An amount of £0.124m was previously included due to an anticipated start date for this facility of September 2022. However, it is now likely that this will not start until September 2023, so the cost pressure has been deferred until 2023/24.

School Utility Inflation/Demography

The budget requirement included a pressure of £0.250m for utility costs for schools. A detailed review of the energy funding formula compared with estimated costs has been undertaken and this pressure is now able to be reduced to £0.070m.

However, further pressures have emerged linked to a change in the demography of our learners and increases in eligibility for free school meals. In the current academic year there is a shift, with more learners in Key Stage 4 of the Secondary phase which requires a higher level of funding per pupil than those in the lower years. An amount of £0.180m has now been included to contribute to these increases.

1.12 The changes in the budget requirement are summarised below:

Table 1: Additional Budget Requirement 2022/23

	£M	Paragraph
Budget Requirement December 2021	20.696	
Add:		
Additional Pressures:		
Additional Funding for Pay Awards	2.165	1.02
Impact of Real Living Wage	1.862	1.03
Car Parking - loss of income	0.250	1.05
Adoption Costs	0.270	1.06
Professional Support	0.320	1.06
Disability Services	0.230	1.06
Out of County Placements	0.500	1.07
Transfer in - NWRWTP Gate Fees	5.620	1.08
Transfer in – Social Care Workforce Grant	0.217	1.08
North Wales Fire and Rescue Authority	0.041	1.09
Regional Education Consortium - GwE	0.022	1.09
Aura Inflation	0.059	1.09
Microsoft Pressure	0.042	1.09
Less:		
Removal of pressure Schools' Delegated Budgets	(1.000)	1.10
Removal of other Pressures	(0.369)	1.10
Reduction of CTRS/Deferral on site inclusion	(0.363)	1.11
Total Revised Budget Requirement	30.562	

Proposed Solutions to meet the Revised Budget Requirement

1.13 **The Welsh Local Government Provisional Settlement**

The Welsh Local Government Provisional Settlement was announced on 21 December and full details were included in the January report.

The provisional Aggregate External Funding (AEF) represents a cash uplift of £25.396m over the 2021/22 amount of £206.778m (12.3%) before taking into account the transfers in to the settlement.

1.14 **Council Tax**

The level of annual increase in council tax is a decision for Full Council.

In previous years, Council has set a clear direction that any annual increase should be at 5% or less. The Council has had to include a number of additional pressures to provide for the new responsibilities identified in the Welsh Local Government Provisional Settlement which has increased the budget requirement.

Based on the final additional budget requirement of £30.562m an overall annual increase of 3.3% is required on council tax for Council Services and 0.65% for additional contributions to North Wales Fire and Rescue Service, Regional Coroners Service and Regional Education Consortium GwE. This equates to an overall uplift of 3.95% and provides overall additional yield of £3.825m in 2022/23.

This amounts to an annual increase of £55.08 per annum and brings the amount to £1,449.58 on a Band D equivalent (£1.06 per week equivalent).

Police Precept/Town and Community Councils

The Police Precept and Town and Community Council Precepts for 2022/23 have all been notified to the Council as the Council Tax collection authority and a separate report on the Council agenda later today sets out the formal resolutions.

1.15 Service Transformation and Efficiencies

As consistently reported, there are limited options available to the Council for new efficiencies of scale. An initial target of £2m was set for newly identified service efficiencies, with £1.256m previously identified and reported. A further efficiency of £0.085m has been identified following review of the central utilities budgets including anticipated increases from suppliers. This work has now been concluded and a final efficiencies total of £1.341m has been identified as a contribution to the budget (See Appendix 5).

1.16 Table 2: Summary of Proposed Budget Solutions

	£M
Revised Minimum Additional Budget Requirement (as in Table 1)	30.562
Less:	
Provisional Settlement	(25.396)
Corporate Efficiencies	(1.341)
Council Tax (3.95%)	(3.825)
Amount Remaining	0

1.17 SUMMARY AND CONCLUSIONS

A legal and balanced budget for 2022/23 can be recommended by Cabinet to Council based on (1) the calculations and assumptions set out above, and (2) the detailed proposed budget as set out below.

1.18 **Table 3: Proposed Budget 2022/23**

Funding	£m
Aggregate External Funding (AEF) / RSG NNDR	232.174
Council Tax	94.504
SSA/Budget Requirement	326.678
Specific Grants (Estimated)	35.868
Total Funding	362.546
Expenditure	£m
Base Budget Rolled Forward	331.965
Transfers in (Appendix 1)	5.837
Previous Years Growth/Items Dropping Out (Appendix 2)	0.806
Inflation (Appendix 3)	10.690
Pressures & Investments (Appendix 4)	13.229
Efficiencies	
Corporate Efficiencies (Appendix 5)	(1.341)
Grants	
Less Specific Grants 2021/22	(34.508)
Plus Specific Grants 2022/23 (Estimated Appendix 6)	35.868
Total Expenditure	362.546
Balance	0

Open Risks 2022/23

1.19 **Pay**

The revised budget requirement includes pay inflation for 2022/23 at 3.5% for both teachers and non-teaching staff. Should national pay negotiations conclude at a higher level, this would mean the difference would need to be met by reserves in 2022/23.

A further risk remains as the negotiations for the 2021/22 non-teaching pay award have not yet been concluded. The latest offer of 1.75% is included in

	<p>the budget requirement but should this be agreed at a higher level then again this would also need to be met from reserves.</p> <p>The outcome of the pay modelling to be undertaken in 2022/23 represents a further risk which will need to be considered as part of its agreement and prior to implementation.</p>
1.20	<p>Out of County Placements</p> <p>This remains an open risk as set out in 1.07 above.</p>
1.21	<p>Ongoing Impact of the National Emergency</p> <p>The Hardship Fund will cease from April 2022. As such an assessment of ongoing pressures has been made the details of which are set out in 1.04. However, we are holding the balance of the £3.0m emergency reserve set aside at the outset of the emergency (£1.5m forecast at the end of 2021/22) and a further amount of £3.250m is recommended to be added to that from the contingency reserve to mitigate against continuing financial impacts.</p>
1.22	<p>School Budgets</p> <p>Within this budget the Council recognises the increasing demands and pressures that schools face with an increase of 5.8% in funds for education and schools. Additional funding is included to fund pay awards for teachers and non-teaching Staff, the increase in employer national insurance contributions and energy inflation. Demographic changes in pupil numbers has also been funded alongside funding for increases in eligibility for free school meals and additional and more complex service demands in additional learning needs.</p> <p>The level of school reserves rose in the year ending 31st March 2021 due to school closures arising from the pandemic and significant additional late grants from Welsh Government. Welsh Government have continued to provide significant additional grants during the year and have indicated that some grants will continue into future years. The exact purposes of these grants have yet to be confirmed and therefore it is difficult to assess the impact on school expenditure and school balances at this stage.</p> <p>The Council continues to be concerned about the length of time some of our secondary schools have been in deficit and the impact on those schools. The adequacy of the current level of funding within the schools' funding formula for the medium-term must therefore remain under review.</p>
1.23	<p>RESERVES AND BALANCES</p> <p>Earmarked Reserves</p> <p>The Council holds earmarked reserves which are set aside for specific purposes. Some are restricted in their use by, for example, the terms and conditions of grant where their source is government funding. An update on current projected levels of earmarked reserves shows that the amount is likely to reduce from £9.7m to £5.7m by the end of the 2022/23 financial year as these reserves are 'drawn down' (See Appendix 7).</p>

	<p>The Council reviews its remaining earmarked reserves on an ongoing basis, and only those for which there is a strong business case will be retained with the remainder being released for use as part of the Medium-Term Financial Strategy.</p>
1.24	<p>Un-Earmarked Reserves</p> <p>The Council holds a base level of reserve of £5.769m and this position remains unchanged for 2022/23. Levels of unearmarked reserves over and above this figure are referred to as the Contingency Reserve. This reserve is projected to be at £7.407m at year end based on the Month 9 2021/22 budget monitoring report, though the amount needed to fund the in-year impact of the NJC pay award is likely to be £1.251m (if agreed at 1.75%) which will reduce the amount available to £6.156m.</p> <p>In addition, the Council set aside £3.0m as an emergency fund at the outset of the pandemic and in advance of confirmation of support from Welsh Government. As reported in the Month 9 2021/22 monitoring report, the current balance of this reserve is £1.8m, however there are still a number of outstanding claims to Welsh Government and the balance of the fund will be reduced if any of the claims are not approved in whole or in part. It is estimated that the balance of this will be around £1.5m at the end of the financial year. This fund should remain in place as a safeguard against the financial impacts of the ongoing pandemic situation and it is recommended that a further amount of £3.250m be transferred from the Contingency reserve into this emergency reserve to safeguard against the ongoing financial risks of the pandemic into 2022/23.</p> <p>The Contingency Reserve is the Council's main 'defence' against in-year cost pressures. It is used to meet the impact of an overall overspend in any given financial year and to mitigate against potential financial risks. The main open risks that the Council will face in 2022/23 are detailed in paras 1.19 – 1.21.</p>
1.25	<p>Formal Advice of the Corporate Finance Manager</p> <p>Section 25 of the Local Government Act 2003 includes a specific duty on the Chief Finance Officer (for Flintshire this is the Corporate Finance Manager) to report to the Council when it is considering its budget and council tax setting on the robustness of the estimates and the adequacy of reserves. The Act requires the Council to have regard to this report in making its decisions on its budget.</p>
1.26	<p>The 2022/23 budget has again been set within the context of the Medium Term Financial Strategy and during a year which has seen the Council continue to adapt to meet the challenges of a national emergency. The emergency situation – in scale and length - has posed significant financial challenges. This will continue to be the position as we go into the new financial year, particularly with the cessation of the hardship fund and other specific one off funding.</p>
1.27	<p>For the estimates contained within the budget, all figures are supported by a clear and robust methodology with the efficiency proposals considered</p>

	achievable. The cost pressures are supported by evidenced method statements.
1.28	The Council's Reserves and Balances Protocol sets out how the Council will determine, manage and review the level of its Council Fund Balance and earmarked reserves, taking into account legislation and professional guidance. An outcome of this protocol was to report to both Cabinet and Corporate Resources Overview and Scrutiny Committee the level of earmarked reserves held on a quarterly basis. This has been continued throughout 2021/22 through the monthly budget monitoring report, with a detailed challenge of earmarked reserves undertaken throughout Summer 2021 which resulted in an amount of £0.585m being released from earmarked reserves back to the general contingency reserve. This process ensures that members can have a good understanding of all the reserves held by the Council.
1.29	I can confirm the reasonableness of the estimates contained in the proposed budget having regard to the Council's spending needs in 2022/23 and the financial context within which the budget is being set. It is clear that there are still some significant open risks within the 2022/23 budget proposals - particularly around pay provision, social care demands, and the ongoing impact of the pandemic. The multi-year indication on our Aggregate External Finance (AEF) provided within the provisional local government settlement is welcome although the increases are shown to be significantly lower than the level received this year. Therefore, it is important that the Council protects its current level of reserves to safeguard against these risks. Effective and disciplined in-year financial management is essential to ensure that budgets are managed effectively - with prompt action taken to mitigate any impacts should variances occur.
1.30	I recommend that Council should maintain sufficient general balances of £5.769m and retain its contingency reserve in full as a safeguard to manage any in-year cost pressures and variances. In addition the Emergency Reserve needs to be retained and increased to provide safeguards for the continuing impacts of additional costs and lost income arising from the pandemic.
1.31	The recurring budget proposals do not require the use of temporary reserves which builds on our approach last year, where for the first time in many years the proposed budget was funded on a predominantly recurrent and sustainable basis. The outlook for 2023/24 and beyond shows an essential need for maintaining this.
1.32	Formal Advice of the Chief Executive My professional advice complements that of the Corporate Finance Manager, as set out above.
1.33	The draft budget as presented follows the Medium-Term Financial Strategy (MTFS) adopted by the Council. It has been developed according to the budget setting model which has been adopted by the Council, and our principles and values.

1.34	We have taken a prudent and balanced approach to our annual budget, as required by law and the principles of good governance, whilst protecting the improvement objectives and public service duties and obligations of the Council. Our budget-setting process is an intricate one with all decisions being carefully risk-assessed.												
1.35	We have advised Council throughout that there are no new cost reductions or cost efficiencies of scale beyond those reported in stages one and two of the budget-setting process. Council, as advised by Cabinet and the six Overview and Scrutiny Committees, has concurred with this advice and has not asked for any further reviews of corporate or service portfolio budgets to be undertaken to reduce cost provisions. Our strategy for achieving a legal and balanced budget was heavily reliant on the sufficiency of Government funding for local government and public services as noted by Audit Wales in their most recent commentary on the financial resilience and sustainability of the Council.												
1.36	A number of 'open risks' remain to be managed and we will again be challenged to manage our budget in-year throughout 2022/23. Our advice on risk management and how it affects setting a prudent budget needs to be carefully heard.												
1.37	It is important that we continue to plan for the medium-term and work with Governments on a sustainable funding model for local government – seeing beyond the emergency situation and a recovery from it – and avoiding an over-reliance on Council Tax as a form of local income.												
1.38	<p>Concluding Advice to Close the Budget</p> <p>Council is able to set a legal and balanced budget for 2022/23 based on the calculations and advice set out in this report, and can fulfil its collective legal responsibility. All calculations are based on an overall council tax rise of 3.95% (3.3% for Council Services and 0.65% for the regional contributions to the North Wales Fire and Rescue Service, the Coroners Service and the Regional Education Consortium GwE).</p>												
1.39	<p>Medium Term Financial Forecast</p> <p>The financial forecast for the medium-term, for the financial years– 2023/24 – 2024/25, have been reviewed in readiness to update the MTFs. A high-level estimate on the major cost pressures predicted over the next two years following this budget is included in Table 4. The forecast includes (1) potential annual pay awards of 2.5%; (2) commissioning cost pressures within Social Services, and (3) other known cost pressures.</p> <p>The figures below show the minimum budget requirement.</p> <p>Table 4: Medium Term Forecast</p> <table border="1"> <thead> <tr> <th>Cost Pressure Group</th> <th>2023/24 (£m)</th> <th>2024/25 (£m)</th> </tr> </thead> <tbody> <tr> <td>Pay Inflation</td> <td>5.033</td> <td>4.852</td> </tr> <tr> <td>Non-Pay Inflation</td> <td>0.595</td> <td>0.604</td> </tr> <tr> <td>Social Care Pressures</td> <td>5.284</td> <td>4.235</td> </tr> </tbody> </table>	Cost Pressure Group	2023/24 (£m)	2024/25 (£m)	Pay Inflation	5.033	4.852	Non-Pay Inflation	0.595	0.604	Social Care Pressures	5.284	4.235
Cost Pressure Group	2023/24 (£m)	2024/25 (£m)											
Pay Inflation	5.033	4.852											
Non-Pay Inflation	0.595	0.604											
Social Care Pressures	5.284	4.235											

	Other Pressures	4.384	1.727
	Total	15.296	11.418
1.40	<p>The 2022/23 Provisional Settlement included indicative all-Wales revenue allocations for 2023/24 and 2024/25 of £5.3bn and £5.4bn respectively. This equates to an increase of £177m (3.5%) in 2023/24 and £128m (2.4%) in 2024/25 for local government.</p> <p>Whilst the announcement of multi-year settlements is welcome, these are at a considerably lower level than this year's settlement and will present the Council with a significant challenge over the medium term.</p>		
1.41	<p>The timetable for the closing stages of the annual budget setting process is as follows: -</p> <p>15th February Council Meeting: Final budget-setting decisions including final agreement on the level of Council Tax and the passing of the Council Tax Resolution</p> <p>1 March 2022: Announcement of the Final Welsh Local Government Settlement.</p> <p>It is not anticipated that there will be any significant changes within the Final Settlement when it is announced on 1 March. However, if there are any minor changes it is recommended that a relevant contribution to / from reserves is included as an adjustment to the budget.</p>		

3.00	RESOURCE IMPLICATIONS
3.01	<p>Revenue: the revenue implications for the 2022/23 budget are set out in the report.</p> <p>Capital: there are no new implications for the approved capital programme for either the current financial year or for future financial years – the capital programme will be subject to a separate report</p> <p>Human Resources: there are no implications for additional capacity or for any change to current workforce structures or roles at this stage.</p>

4.00	IMPACT ASSESSMENT AND RISK MANAGEMENT		
4.01	<p>Ways of Working (Sustainable Development) Principles Impact</p> <table border="1"> <tr> <td>Long-term</td> <td>Negative – the absence of longer-term funding settlements from Welsh Government means that sustainable support for service delivery is challenging for the longer term. Sustainable funding</td> </tr> </table>	Long-term	Negative – the absence of longer-term funding settlements from Welsh Government means that sustainable support for service delivery is challenging for the longer term. Sustainable funding
Long-term	Negative – the absence of longer-term funding settlements from Welsh Government means that sustainable support for service delivery is challenging for the longer term. Sustainable funding		

	from Welsh Government that provides additional funding for Indexation, Service demands and new legislation will provide a positive and sustainable position for the Council in the longer term.
Prevention	As above
Integration	Neutral Impact
Collaboration	Services continue to explore opportunities for collaboration with other services and external partners to support positive impacts.
Involvement	Communication with Members, residents and other stakeholders throughout the budget process.
Well-Being Goals Impact	
Prosperous Wales	Longer term funding settlements from Welsh Government that provide additional funding for indexation, service demands and new legislation will aid sustainability and support a strong economy that encourages business investment in the region. The opposite will be true if settlements are inadequate.
Resilient Wales	Continuation of services to support communities and social cohesion will have a positive impact. The opposite will be true if settlements are inadequate.
Healthier Wales	An appropriate level of funding will ensure that communities are supported and will have a positive impact. The opposite will be true if settlements are inadequate.
More equal Wales	A positive impact with greater parity of funding from Welsh Government for all Welsh Local Authorities. The opposite will be true if settlements are inadequate.
Cohesive Wales	Appropriate level of funding will support services working alongside partners. The opposite will be true if settlements are inadequate.
Vibrant Wales	As Healthier and Cohesive Wales above
Globally responsible Wales	Neutral impact.

5.01	Overview and Scrutiny Committees in September/October 2021 Member Briefing December 2021. Consultation with the principle NNDR payers has been undertaken
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6.00	APPENDICES
6.01	Appendix 1: Transfers in Appendix 2: Prior Years Decisions Appendix 3: Inflation Appendix 4: Pressures & Investments Appendix 5: Efficiencies Appendix 6: Specific Grants 2022/23 Appendix 7: Balances & Reserves

7.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
7.01	The series of preparatory budget reports for the 2022/23 financial year. The series of presentations made to Cabinet and Council for the 2022/23 financial year.

8.00	CONTACT OFFICER DETAILS
8.01	Contact Officer: Gary Ferguson, Corporate Finance Manager Telephone: 01352 702271 E-mail: gary.ferguson@flintshire.gov.uk

9.00	GLOSSARY OF TERMS
9.01	<p>Medium Term Financial Strategy (MTFS): a written strategy which gives a forecast of the financial resources which will be available to a Council for a given period, and sets out plans for how best to deploy those resources to meet its priorities, duties and obligations.</p> <p>Revenue: a term used to describe the day to day costs of running Council services and income deriving from those services. It also includes charges for the repayment of debt, including interest, and may include direct financing of capital expenditure.</p> <p>Budget: a statement expressing the Council's policies and service levels in financial terms for a particular financial year. In its broadest sense it includes both the revenue budget and capital programme and any authorised amendments to them.</p> <p>Revenue Support Grant: the annual amount of money the Council receives from Welsh Government to fund what it does alongside the</p>

Council Tax and other income the Council raises locally. Councils can decide how to use this grant across services although their freedom to allocate according to local choice can be limited by guidelines set by Government.

Specific Grants: An award of funding from a grant provider (e.g. Welsh Government) which must be used for a pre-defined purpose.

Welsh Local Government Association: the representative body for unitary councils, fire and rescue authorities and national parks authorities in Wales.

Financial Year: the period of 12 months commencing on 1 April.

Local Government Funding Formula: The system through which the annual funding needs of each council is assessed at a national level and under which each council's Aggregate External Finance (AEF) is set. The revenue support grant is distributed according to that formula.

Aggregate External Finance (AEF): The support for local revenue spending from the Welsh Government and is made up of formula grant including the revenue support grant and the distributable part of non-domestic rates.

Provisional Local Government Settlement: The Provisional Settlement is the draft budget for local government published by the Welsh Government for consultation. The Final Local Government Settlement is set following the consultation.

Funding Floor: a guaranteed level of funding for councils who come under the all-Wales average change in the annual Settlement. A floor has been a feature of the Settlement for many years.

BUDGET 2022/23 - COUNCIL FUND REVENUE
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Transfers In	£m
<u>Streetscene & Transportation</u>	
North Wales Residual Waste Treatment Project (NWRWTP) - Gate Fees	5.620
<u>Social Services</u>	
Social Care Workforce Grant	0.217
TOTAL - TRANSFERS IN	5.837

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BUDGET 2022/23 - COUNCIL FUND REVENUE
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Prior Years Growth / Items Dropping Out	£m
<u>Central & Corporate</u>	
P2P Upgrade	(0.019)
Minimum Revenue Provision	0.301
21C Schools Band B Borrowing Costs	0.128
<u>Education & Youth</u>	
Pupil Referral Unit Revenue Costs	0.019
<u>Governance</u>	
Registration Service - Cancellation of Events	(0.036)
<u>Social Services</u>	
Childrens Registered Residential Care Home	0.413
TOTAL - PRIOR YEARS	0.806

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BUDGET 2022/23 - COUNCIL FUND REVENUE
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Inflation	£m
<u>21/22 Pay Inflation</u>	
NJC Pay Award Estimate (Non Schools) - 21/22	0.990
NJC Pay Award Estimate (Schools) - 21/22	0.261
Teachers Pay Award Estimate - 21/22 Full Year Impact	1.282
<u>22/23 Pay Inflation</u>	
NJC Pay Award Estimate (Non Schools)	3.347
NJC Pay Award Estimate (Schools)	1.194
Teachers Pay Award - Sept to March 22	1.515
Real Living Wage (Estimated Initial Cost)	0.254
<u>22/23 National Insurance Increase</u>	
National Insurance Base Increase - NJC (Non Schools)	0.474
National Insurance Base Increase - NJC (Schools)	0.161
National Insurance Base Increase - Teachers	0.696
<u>Service Contract Inflation/National Insurance</u>	
Service Contract Inflation	0.176
Natinal Insurance Increase - Service Contracts	0.084
<u>Schools Inflation</u>	
Utilities	0.070
Regional Educational Consortium (GwE)	0.037
<u>Other Inflation</u>	
Fuel Costs	0.100
Business Systems Inflationary Rises	0.016
Parc Adfer Contract Inflation	0.033
TOTAL - INFLATION	10.690

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BUDGET 2022/23 - COUNCIL FUND REVENUE
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Pressures & Investments	£m
<u>Central & Corporate</u>	
North Wales Fire and Rescue - Levy increase	0.531
Coroners Service - Fee Increase	0.027
SubTotal - Central & Corporate	0.558
<u>Chief Executives</u>	
Income & Marketing Manager	0.063
Social Value	0.024
SubTotal - Chief Executives	0.087
<u>Out of County Placements</u>	
Out of County Placements	1.500
SubTotal - Out of County Placements	1.500
<u>Education & Youth</u>	
Additional Learning Needs (ALN) - Reforms	0.169
Additional Learning Needs - Additional Schools Funding	0.565
Schools Demography	0.180
Managing Learning Recovery	0.024
Support for Autism	0.028
Early Years Additional Learning Needs and Education Tribunal Act (ALNET)	0.050
New Pupil Referral Unit Building - (Increased Capacity)	0.265
Joint Archive Service - Staffing	0.039
Outreach Provision - Plas Derwen Pupil Referral Unit	0.154
Sub Total - Education & Youth	1.474
<u>Governance</u>	
Connectivity Upgrade to Support Cloud Delivery	0.020
Independent Review Panel for Wales (IRPW)	0.213
Resource to Support Digital Delivery (2 posts)	0.093
Resource to Address Service Capacity Issues (1.2 posts)	0.037
Software to support "Golden Customer" development	0.010
Software to Support DP compliance within SharePoint	0.031
Project Manager Resource - Digital Strategy	0.047
Capacity & Resilience - Legal Services	0.059
Microsoft Licences Retention and Security	0.042
Increased Microsoft Licensing Costs	0.177
Members Broadband Allowance	0.025
Sub Total - Governance	0.754
<u>People & Resources</u>	
Employment Services	0.035

Pressures & Investments	£m
DBS Pension Data Service	0.011
Occupational Health - Counselling	0.074
Occupational Health - Physiotherapy	0.032
Sub Total - People & Resources	0.152
<u>Housing & Assets</u>	
Benefits - Council Tax Reduction Scheme (CTRS)	0.369
Homelessness - Additional Capacity (2 posts)	0.090
Carelink - Budget Issue (Housing Support Grant)	0.109
Sub Total - Housing & Assets	0.568
<u>Planning & Environment</u>	
Investing in Parks	0.100
Environmental Health Officer (2 posts)	0.106
Flood Prevention & Response Post	0.142
Planning Enforcement Officer	0.047
Social Enterprise Development Officer	0.043
Empty Homes Post	0.035
Wales Rally GB	0.030
Sub Total - Planning & Environment	0.504
<u>Social Services</u>	
Social Care Commissioning	4.306
Liberty Protection Safeguards	0.300
Transition to Adulthood	0.943
Adoption Costs	0.270
Professional Support	0.320
Disability Services	0.230
Increased Homecare Capacity	0.150
Special Guardianship Orders (SGO's)	0.050
Childrens Services Group Homes	0.300
Sub Total - Social Services	6.869
<u>Streetscene & Transportation</u>	
Car Parking Income Post COVID	0.400
Garden Waste Income - Static Price	0.050
Electric/Hydrogen Vehicles Revenue Costs	0.050
Streetscene Enforcement Post	0.078
Re-procurement of Transport Tender Post COVID	0.185
Sub Total - Streetscene & Transportation	0.762
TOTAL - PRESSURES & INVESTMENTS	13.229

BUDGET 2022/23 - COUNCIL FUND REVENUE
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Efficiencies	£m
<u>Corporate Efficiencies</u>	
<u>Central & Corporate</u>	
Increase in Reserves	(0.471)
Utility Inflation	(0.085)
Total - Central & Corporate	(0.556)
<u>Chief Executives</u>	
Efficiency from Restructure	(0.025)
Recharge to HRA	(0.027)
Sub Total - Governance	(0.052)
<u>Governance</u>	
Single Person Discount (SPD) Review (One off)	(0.300)
Sub Total - Governance	(0.300)
<u>Housing & Assets</u>	
Connah's Quay Power Station	(0.290)
Rent Newydd	(0.020)
Sub Total - Housing & Assets	(0.310)
<u>Social Services</u>	
Sleep in Pressure not required	(0.123)
Sub Total - Social Services	(0.123)
TOTAL - EFFICIENCIES	(1.341)

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BUDGET 2022/23 - COUNCIL FUND REVENUE

Specific Grants	Budget 2021/22 £	Budget 2022/23 £	Variance £	Conf (C) or Est (E)
Education & Youth - Non Delegated				
Promoting Positive Engagement (Youth Crime Prevention Fund)	196,143	196,152	9	C
YOT / Youth Justice Board (inc. JAC)	227,966	223,448	(4,518)	E
Welsh Network of Healthy School Schemes	101,380	101,380	0	E
Youth Support Grant (Youth Service Revenue Grant)	468,614	469,114	500	C
Free School Milk	245,891	245,891	0	E
Families First	1,505,090	1,485,772	(19,318)	C
Pupil Development Grant	4,422,900	5,567,305	1,144,405	E
Reducing Infant Class Sizes	333,000	120,282	(212,718)	E
Rural Schools Grant	139,625	0	(139,625)	C
Additional Learning Needs Transformation	45,000	34,031	(10,969)	E
Adult Community Learning	216,000	244,231	28,231	E
Feminine Hygiene	124,137	124,137	0	E
Education Improvement Grant for Schools	5,880,701	5,852,651	(28,050)	E
Sub Total - Education & Youth (Non Delegated)	13,906,447	14,664,394	757,947	
Education & Youth - Delegated				
6th Form Funding (Formally DCELLs)	4,439,673	4,224,925	(214,748)	E
Sub Total - Education & Youth (Delegated)	4,439,673	4,224,925	(214,748)	
Housing & Assets				
Housing Support Grant (formerly Supporting People)	7,828,610	7,828,610	0	E
Sub Total - Housing & Assets	7,828,610	7,828,610	0	
Planning & Environment				
Substance Misuse	500,832	500,832	0	E
Domestic Abuse Co-ordinator Funding (VAWDASV)	167,674	167,674	0	E
Legacy Fund	127,680	127,680	0	C
Communities for Work Plus	431,300	431,300	0	C
Sub Total - Planning & Environment	1,227,486	1,227,486	0	
Social Services				
Social Care Workforce Development Programme	312,069	312,069	0	E
Flying Start	2,901,515	3,225,513	323,998	C
St. David's Day	40,758	40,758	0	C
Childcare & Play	97,877	97,877	0	C
Children and Communities Grant Project Management / Early Help	33,329	271,959	238,630	C
Childcare Admin Offer	298,050	339,762	41,712	E
Sub Total - Social Services	3,683,598	4,287,938	604,340	
Strategic Programmes				
Free Swimming	60,750	60,750	0	E
National Exercise Referral	123,750	123,750	0	E
Active Young People	43,860	256,500	212,640	E
Sub Total - Strategic Programmes	228,360	441,000	212,640	

Specific Grants	Budget 2021/22 £	Budget 2022/23 £	Variance £	Conf (C) or Est (E)
Streetscene & Transportation				
Concessionary Travel	1,900,000	1,900,000	0	E
Sustainable Waste Management	737,209	737,209	0	E
Bus Service Support Grant	557,000	557,000	0	E
Sub Total - Streetscene & Transportation	3,194,209	3,194,209	0	
TOTAL - GRANTS	34,508,383	35,868,562	1,360,179	

BUDGET 2022/23 - COUNCIL FUND REVENUE
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Summary of Council Fund Earmarked Reserves	Est Bal 01/04/22 £m	Est Bal 31/03/23 £m
<u>Service Balances</u>		
Corporate Services	0.496	0.123
Education & Youth	0.003	0.000
Housing & Assets	0.065	0.000
Planning & Environment	0.272	0.084
Social Services	0.229	0.030
Streetscene	0.372	0.000
Total - Service Balances	1.437	0.237
<u>Corporate Balances</u>		
Single Status / Workforce	0.989	0.966
General Reserve - Investment in Organisational Change	1.048	0.757
Total Corporate Balances	2.037	1.723
<u>Specific Reserves</u>		
County Elections	0.236	0.000
Local Development Plan	0.242	0.000
Warm Homes Admin Fee	0.202	0.000
Winter Maintenance	0.250	0.250
Severe Weather	0.120	0.000
Insurance Funds	2.350	2.575
Flintshire Trainees	0.613	0.524
Supervision Fees	0.049	0.000
LMS Curriculum	0.232	0.150
Tribunal Costs	0.125	0.000
North Wales Regional Waste Treatment Project (NWRWTP)	0.230	0.220
Grants & Contributions	1.609	0.030
Total Specific Reserves	6.257	3.749
Total Earmarked Reserves	9.731	5.709

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CABINET

Date of Meeting	Tuesday, 15 th February 2022
Report Subject	Minimum Revenue Provision – 2022/23 Policy
Cabinet Member	Cabinet Member for Finance, Social Value and Procurement
Report Author	Corporate Finance Manager
Type of Report	Strategic

EXECUTIVE SUMMARY

Local authorities are required to set a Minimum Revenue Provision (MRP) policy each financial year.

Each year, local authorities are required to set aside some of their revenue resources as provision for the repayment of debt.

Regulations require an authority to make an amount of MRP which it considers to be 'prudent'. The Regulations themselves do not define 'prudent' provision. Welsh Government (WG) has provided guidance which makes recommendations to local authorities on the interpretation of the term and authorities are required to prepare an annual statement of their policy on making minimum provision.

The Council, as part of the budget strategy, conducted detailed reviews of its MRP policy in 2016/17 and 2017/18 and amended the policy as a result.

Changes are required to the Policy for 2022/23 with regard the MRP for the Housing Revenue Account (HRA). No changes are required to the Policy for Council Fund (CF) MRP.

The Policy is presented to Members in conjunction with the 2022/23 budget setting report(separate item on the agenda).

RECOMMENDATIONS

1	<p>Members approve and recommend to County Council for Council Fund (CF) outstanding debt that:-</p> <ul style="list-style-type: none">• Option 3 (Asset Life Method) be used for the calculation of the MRP in financial year 2022/23 for the balance of outstanding capital expenditure funded from supported borrowing fixed as at 31st March 2017. The calculation will be the 'annuity' method over 49 years.• Option 3 (Asset Life Method) be used for the calculation of the MRP in 2022/23 for all capital expenditure funded from supported borrowing from 1st April 2016 onwards. The calculation will be the 'annuity' method over an appropriate number of years, dependent on the period of time that the capital expenditure is likely to generate benefits.• Option 3 (Asset Life Method) be used for the calculation of the MRP in 2022/23 for all capital expenditure funded from unsupported (prudential) borrowing or credit arrangements. The calculation will be the 'annuity' method over an appropriate number of years, dependent on the period of time that the capital expenditure is likely to generate benefits.
2	<p>That Members approve and recommend to the County Council for Housing Revenue Account (HRA) outstanding debt:-</p> <ul style="list-style-type: none">• Option 3 (Asset Life Method) be used for the calculation of the HRA's MRP in 2022/23 for the balance of outstanding capital expenditure funded from debt fixed as at 31st March 2021. The calculation will be the 'annuity' method over 49 years.• Option 3 (Asset Life Method) be used for the calculation of the HRA's MRP in 2022/23 for all capital expenditure funded from debt from 1st April 2021 onwards. The calculation will be the 'annuity' method over an appropriate number of years, dependent on the period of time that the capital expenditure is likely to generate benefits.
3	<p>Members approve and recommend to County Council that MRP on loans from the Council to NEW Homes to build affordable homes through the Strategic Housing and Regeneration Programme (SHARP) (which qualify as capital expenditure in accounting terms) be as follows:-</p> <ul style="list-style-type: none">• No MRP is made during the construction period (of short duration) as the asset has not been brought into use and no benefit is being derived from its use.• Once the assets are brought into use, capital (loan) repayments will be made by NEW Homes. The Council's MRP will be equal to the repayments made by NEW Homes. The repayments made by NEW Homes will be classed, in accounting terms, as capital receipts, which can only be used to fund capital expenditure or repay debt. The

	capital repayment / capital receipt will be set aside to repay debt, and is the Council's MRP policy for repaying the loan.
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REPORT DETAILS

1.00	EXPLAINING THE MINIMUM REVENUE PROVISION
	Background to Capital Expenditure and Financing
1.01	<p>Capital expenditure is defined as expenditure to acquire, enhance or prolong the useful life of non-current assets, those which have a useful life of more than one year e.g. buildings or infrastructure improvements.</p> <p>Capital expenditure is funded from a combination of capital receipts, revenue contributions, specific or general grants and debt in the form of borrowing or other long term financing arrangements such as leasing.</p> <p>Borrowing can be either:</p> <ul style="list-style-type: none"> • Supported borrowing - funding is provided by Welsh Government through the Revenue Support Grant to cover the revenue debt financing costs of interest and repayment costs; or • Unsupported borrowing (commonly referred to as prudential borrowing) – Councils have the freedom to determine the level of borrowing considered affordable in revenue debt financing costs with no support from Welsh Government.
1.02	<p>The annual charge to the revenue account for repaying debt is known as the Minimum Revenue Provision (MRP).</p> <p>Local authorities are required each year, under the Local Authorities (Capital Finance and Accounting) (Wales) (Amendment) Regulations 2008, to set aside some of their revenue resources as provision for the repayment of debt.</p> <p>Regulation 22 of the 2008 Regulations requires an authority to make an amount of MRP each year which it considers to be 'prudent', though the Regulations themselves do not define 'prudent' provision.</p> <p>Regulation 21(B) of the 2008 Regulations requires local authorities to have regard to guidance issued by Government.</p>
1.03	<p>The Welsh Government has issued guidance for the setting of MRP policy. It states that the broad aim of prudent provision is to ensure that the debt is repaid over a period that is reasonably commensurate with that over which the capital expenditure provides benefits.</p> <p>The WG guidance provides 4 options for making 'prudent provision' outlined below, but states that:</p>

	<i>'This does not rule out or otherwise preclude a local authority from using alternative approaches differing from those exemplified should it decide that it is more appropriate.'</i>
1.04	In a letter to all local authorities the Auditor General for Wales concurred that it is for each authority to determine what a 'prudent' policy is.
	Options for prudent provision within WG guidance
1.05	<p>Option 1 - Regulatory Method</p> <p>For capital expenditure funded from supported borrowing which is supported through funding in the Revenue Support Grant (RSG), authorities may continue to use the formula specified in the Local Authorities (Capital Finance and Accounting) (Wales) Regulations 2003 (the regulations which preceded the 2008 Regulations).</p> <p>Under this method the outstanding capital expenditure (known as the Capital Financing Requirement CFR) funded from supported borrowing less Adjustment A is written down annually by 4% on a reducing balance basis. Adjustment A is a commutation adjustment, a fixed value determined by changes to statutory regulations referred to above (which all Welsh Council's will have).</p> <p>The method implies that borrowing will be repaid over a 25 year period (in that $100\% / 4\% = 25$), however as the calculation applies the 4% to the reducing balance it takes much more than 25 years to fully repay the borrowing.</p> <p>The method is commensurate with the methodology used in the Revenue Support Grant to allocate revenue funding from WG to finance debt, as it also uses the 4% reducing balance method on notional outstanding debt.</p>
1.06	<p>Option 2 - Capital Financing Requirement Method</p> <p>The same as Option 1 without adjusting for Adjustment A, which results in a higher charge.</p>
1.07	<p>Option 3 - Asset Life Method</p> <p>Provision is made over the estimated life of the asset for which debt is undertaken.</p> <p>This can be calculated using the 'straight line' method or the 'annuity' method. To illustrate the difference, as an example, an asset which is purchased at a cost of £4m which has an estimated useful life of 50 years:</p> <ul style="list-style-type: none"> • Straight line method - equal annual MRP charge £4m / 50 years = £0.080m • Annuity or inflation method – annual MRP charge that takes the time value of money in the form of inflation into consideration Year 1 = £0.047m Year 2 = £0.048m

	<p>Year 3 = £0.049m Year 4 = £0.050m Year 5 = £0.051m Year 50 = £0.125m</p>
1.08	<p>Option 4 - Depreciation Method</p> <p>Alternatively, provision is made in accordance with the standard rules for depreciation accounting. The method is similar to option 3 above.</p>
1.09	<p>WG guidance requires that either option 3 or 4 be used for all capital expenditure which is to be financed by unsupported borrowing or other long term liabilities. Options 1 and 2 are not permitted for this use.</p>
	<p>Housing Revenue Account (HRA)</p>
1.10	<p>Following the introduction of self-financing for the HRA and the voluntary exit from the negative subsidy system on 31st March 2015, from 1st April 2015 the options to calculate the HRA MRP are now similar to the Council Fund as set out above, with the following modifications:</p> <ul style="list-style-type: none"> Options 1 and 2 - the percentage is 4% for the Council Fund and 2% for the HRA; and Options 1 and 2 can be used in relation to debt incurred before 1st April 2021. After that date only Options 3 and 4 may be used. <p>The MRP Policy for 2022/23 reflects the changes required to the HRA MRP method, as indicated in the HRA manual. Option 3 (the asset life annuity method) will be used in relation to debt incurred both before and after 1st April 2021. In relation to debt incurred before 1st April 2021 the MRP will be over 50 years, in relation to debt incurred after 1st April 2021 the MRP will be over an appropriate number of years, dependent on the period of time that the capital expenditure is likely to generate benefits. This ensures new borrowing is written down over the life of the asset that it is financing, which is more in line with proper accounting practice.</p>
1.11	<p>The Council approves loans to its wholly owned subsidiary NEW Homes for the purpose of building affordable homes. The loans qualify as capital expenditure and therefore need to be part of the MRP policy. At its meeting on 14th June 2016 the Council approved the MRP calculation for loans to NEW Homes as outlined in recommendation 3 above.</p>
	<p>Practical Considerations</p>
1.12	<p>The useful life of an asset will vary depending on the class of asset concerned; a vehicle or ICT equipment may be financed over 5 years, whereas a new school over 50 years. Judgements about the useful life will need to be made on an individual basis as expenditure is incurred.</p>

1.13	Large capital projects may take a number of years to complete, for example the 21 st Century Schools building programme. In this instance the MRP is incurred in the year after the asset has become operational, rather than during the construction phase.
1.14	<p>It is important to note that the capital financing position on outstanding capital expenditure (the Capital Financing Requirement) and the Council's level of external borrowing are not the same.</p> <p>Regulations stipulate that the Council can only borrow for capital purposes. However, in day to day cash management, no distinction can be made between revenue cash and capital cash. External debt arises as a consequence of all the financial transactions of the Council and not simply those arising from capital spending. Nevertheless, checks are in place to ensure the Council does not borrow in the medium to long term for revenue purposes, as referred to in the Capital Strategy report approved by Council in December 2021.</p> <p>In practice, the Council is under borrowed, this arises when the level of external borrowing is below the capital financing position on outstanding capital expenditure. The Council, through its treasury management processes, makes use of available cash arising from reserves etc. to fund capital expenditure and has 'internally' borrowed to an extent. This cash would otherwise have been invested at very low rates of return. External borrowing would also be at higher interest rates than any returns on cash invested. Such activities are considered best practice and are undertaken in accordance with the Council's Treasury Management Policy Statement, Strategy, Schedules and Practices.</p>

2.00	RESOURCE IMPLICATIONS
2.01	The 2022/23 Council Fund and HRA budgets provide for the MRP charges in accordance with the calculations set out in the report.
2.02	There are no other resource implications as a direct result of this report.

3.00	IMPACT ASSESSMENTS AND RISK MANAGEMENT
3.01	<p>An MRP policy has long term effects that cannot be readily undone and therefore has associated risks for future generations in terms of Council Tax and Housing Rents levels.</p> <p>The Well-being of Future Generations (Wales) Act 2015, puts in place a requirement to:</p> <p><i>“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”.</i></p> <p>It also requires that authorities take account of, amongst other things:</p>

	<p><i>“the importance of balancing short term needs with the need to safeguard the ability to meet long term needs”.</i></p> <p>The MRP policy ensures that costs are spread equally in real terms amongst the tax and rent payers benefiting from the capital expenditure. This is not considered as compromising the ability of future generations to meet their own needs, merely that future generations pay for assets from which they benefit from using equally to current tax payers.</p>																								
3.02	<p>Ways of Working (Sustainable Development) Principles Impact</p> <table border="1" data-bbox="320 562 1385 1059"> <tr> <td data-bbox="320 562 743 786">Long-term</td> <td data-bbox="743 562 1385 786">Positive - balancing short term and long term needs. The MRP policy ensures that costs are spread equally in real terms amongst the tax and rent payers benefiting from the capital expenditure.</td> </tr> <tr> <td data-bbox="320 786 743 860">Prevention</td> <td data-bbox="743 786 1385 860">No impact</td> </tr> <tr> <td data-bbox="320 860 743 934">Integration</td> <td data-bbox="743 860 1385 934">No impact</td> </tr> <tr> <td data-bbox="320 934 743 994">Collaboration</td> <td data-bbox="743 934 1385 994">No impact</td> </tr> <tr> <td data-bbox="320 994 743 1059">Involvement</td> <td data-bbox="743 994 1385 1059">No impact</td> </tr> </table> <p>Well-being Goals Impact</p> <table border="1" data-bbox="320 1171 1385 1870"> <tr> <td data-bbox="320 1171 743 1245">Prosperous Wales</td> <td data-bbox="743 1171 1385 1245">No impact</td> </tr> <tr> <td data-bbox="320 1245 743 1319">Resilient Wales</td> <td data-bbox="743 1245 1385 1319">No impact</td> </tr> <tr> <td data-bbox="320 1319 743 1393">Healthier Wales</td> <td data-bbox="743 1319 1385 1393">No impact</td> </tr> <tr> <td data-bbox="320 1393 743 1467">More equal Wales</td> <td data-bbox="743 1393 1385 1467">No impact</td> </tr> <tr> <td data-bbox="320 1467 743 1541">Cohesive Wales</td> <td data-bbox="743 1467 1385 1541">No impact</td> </tr> <tr> <td data-bbox="320 1541 743 1615">Vibrant Wales</td> <td data-bbox="743 1541 1385 1615">No impact</td> </tr> <tr> <td data-bbox="320 1615 743 1870">Globally responsible Wales</td> <td data-bbox="743 1615 1385 1870">Financial decisions that enable future generations to thrive. Positive – the MRP policy ensures that costs are spread equally in real terms amongst the tax and rent payers benefiting from the capital expenditure.</td> </tr> </table>	Long-term	Positive - balancing short term and long term needs. The MRP policy ensures that costs are spread equally in real terms amongst the tax and rent payers benefiting from the capital expenditure.	Prevention	No impact	Integration	No impact	Collaboration	No impact	Involvement	No impact	Prosperous Wales	No impact	Resilient Wales	No impact	Healthier Wales	No impact	More equal Wales	No impact	Cohesive Wales	No impact	Vibrant Wales	No impact	Globally responsible Wales	Financial decisions that enable future generations to thrive. Positive – the MRP policy ensures that costs are spread equally in real terms amongst the tax and rent payers benefiting from the capital expenditure.
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4.00	CONSULTATIONS REQUIRED / CARRIED OUT
4.01	In changing the Council's MRP policy during 2017/18 and 2016/17 detailed discussions took place with the Council's Treasury Management advisors, senior internal officers and key Cabinet Members. Audit Wales was also consulted as external auditors.
4.02	The revised MRP policy was considered by Council as part of setting the 2018/19 budget in March 2018.

5.00	APPENDICES
5.01	None.

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	Council Fund Budget 2018/19 report to Council 1 st March 2018.

7.00	CONTACT OFFICER DETAILS
7.01	Contact Officer: Chris Taylor – Strategic Finance Manager Telephone: (01352) 703309 E-mail: christopher.taylor@flintshire.gov.uk

8.00	GLOSSARY OF TERMS
8.01	<p>Capital Expenditure: Expenditure on the acquisition of non-current assets or expenditure that extends the life or value of an existing asset.</p> <p>Capital Financing Requirement (CFR): A measure of the capital expenditure incurred historically by an authority that has yet to be financed from capital receipts, capital grants or revenue financing.</p> <p>Council Fund (CF): The fund to which all the Council's revenue and capital expenditure is charged.</p> <p>Housing Revenue Account (HRA): The fund to which all the Council's revenue and capital expenditure relating to its housing stock is charged.</p> <p>Minimum Revenue Provision (MRP): A charge made to the Council Fund to repay borrowing taken out for capital expenditure. Authorities must determine their own prudent MRP charge each year, taking into consideration statutory guidance issued by the Government.</p> <p>Prudential Code: The code of practice drawn up by the Chartered Institute of Public Finance and Accountancy (CIPFA) to underpin the</p>

requirements of the Local Government Act 2003 in respect of an authority's duty to determine the affordability, prudence and sustainability of its capital investment needs.

Revenue Expenditure: All expenditure incurred by an authority that cannot be classified as capital expenditure

Revenue Support Grant (RSG): Is paid to each authority to cover the cost of providing standard services less the Council Tax income at the standard level.

Unhypothecated Supported Borrowing (USB), commonly referred to as Supported Borrowing: Each year Welsh Government provide Council's with a Supported Borrowing allocation. Council's borrow to fund capital expenditure equivalent to that annual allocation, Welsh Government then include funding to cover the revenue costs associated with the borrowing for future years within the Revenue Support Grant. The Council decides how this funding is spent.

Unsupported Prudential Borrowing: Borrowing administered under the **Prudential Code**, whereby authorities can set their own policies on acceptable levels and types of borrowing. The Prudential Framework allows authorities to take out loans in response to overall cash flow forecasts and other factors provided they can show that the borrowing is to meet planned capital expenditure in the current year or the next three years.

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CABINET

Date of Meeting	Tuesday 15 th February 2022
Report Subject	Housing Revenue Account (HRA) 30 Year Financial Business Plan
Cabinet Member	Cabinet Member for Finance, Social Value & Procurement Cabinet Member for Housing
Report Author	Chief Executive Corporate Finance Manager
Type of Report	Strategic

EXECUTIVE SUMMARY

This report deals with the Housing Revenue Account (HRA) draft 30 year Financial Business Plan and the proposed HRA Budget for 2022/23.

The rent increase proposed in the business plan, applies an overall uplift of 1.18% to all tenants and, in addition, applies the transitional uplift of £2 to tenants who currently pay at least £3 under target rent. This equates to an overall rent increase of 2% in the Business plan. An overall inflationary increase of 2% forecasts rental income at £38.047m for 2022/23.

The proposed garage rent and garage plot increase is 2% for 2022/23, which equates to £0.20 per week for garage rent and takes the rent per week to £10.23 (based on 52 weeks). The proposed garage plot increase is £0.03 per week taking the garage plot rent to £1.66 per week.

The business plan anticipates income levels of £0.395m for garages and garage plots.

Service charges will be frozen again for financial year 2022/23.

The total proposed capital programme for 2022/23 is £25.074m, summarised in Appendix C of this report.

RECOMMENDATIONS

1	That Cabinet support and approve the HRA budget for 2022/23 as set out in the attached appendices.
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REPORT DETAILS

1.00	EXPLAINING THE HRA BUSINESS PLAN 2022/23 UPDATE
1.01	<p>Considerations</p> <p>The HRA is required to produce a 30 year business plan.</p> <p>The strategic context for this year's HRA budget setting includes the following:</p> <ul style="list-style-type: none">• To ensure affordability for tenants is at the core of our considerations• Continued drive to ensure all service costs are efficient and that value for money can be achieved• To ensure the treasury management strategy continues to meet the Housing Revenue Account's new and ongoing borrowing requirements• Setting a balanced budget with a minimum of 4% surplus revenue over expenditure• Maximisation of revenue efficiencies to minimise the borrowing required to meet Welsh Housing Quality Standards (WHQS)• Delivery of new build Council housing• Continued drive to ensure homes are Energy Efficient and explore Decarbonisation• Provision of adequate ongoing capital to maintain WHQS levels
1.02	<p>Borrowing</p> <p>The deed to terminate the voluntary agreement for the HRA borrowing cap was signed on the 2nd December 2019, it is therefore important that going forward, increased borrowing in the HRA is carefully managed and monitored to ensure that it is sustainable and affordable to the business plan. Work is ongoing with Welsh Government to develop a set of prudential borrowing indicators to enable transparent monitoring of this going forward.</p> <p>Historically, prudential borrowing has been repaid at 2% per year, in line with the HRA's approved Minimum Revenue Provision (MRP). From 2021/22, any new borrowing undertaken by the HRA must be repaid under the Annuity method or the Straight Line method which is calculated in line with the useful life of the asset. However, we also have a choice as to how to repay our old borrowing – we could continue using the old reducing balance method or move to the Annuity method or Straight Line method. There are merits to both the Straight Line method and the Annuity method.</p>

	<p>Both methods have been assessed and both are affordable options to the HRA, however it is recommended that we move to the Annuity method for all HRA debt as this is CIPFA's recommended practice for accounting for MRP, it more accurately reflects the time value of money and annual rent increases and is in line with the Council's prudent provision for MRP.</p> <p>The HRA is part of the single debt pool for the Council, all borrowing for the Council is managed within one pool and the average borrowing rate for the Council is applied to all new borrowing in the HRA. The rate assumed in the Business plan is 3.80%.</p>
1.03	<p>Rents</p> <p>In December 2019, Welsh Government released the revised rent policy for a 5 year period beginning in April 2020/21.</p> <p>The policy is designed to ensure that affordability for tenants is at the core of our considerations and when setting the rent uplift, landlords should consider value for money and the whole cost of living in a property as part of their rationale for setting rents.</p> <p>The Rent Policy for Social Housing Rents from 2020/21 sets out the following:</p> <ul style="list-style-type: none"> • An annual rent uplift of up to CPI+1%, for 5 years to 2024/25 using the level of CPI from the previous September each year. • The level of rents for individual tenants can be frozen or rise by up to an additional £2 over and above CPI+1%, on condition that total rental income collected by the social landlord increases by no more than CPI+1%. <p>The policy states, however, that should CPI fall outside the range of 0% to 3%, the Minister with responsibility for housing will determine the appropriate change to rent levels to be applied for that year only. CPI as at September 2021 was 3.1%. On 29th December 2021 the Minister for Housing announced that the maximum uplift for 2022/23 rents will be up to CPI only (3.1%).</p> <p>The previous Rent policy also set target rents for each type of property to ensure consistency in rent setting, this has been introduced over a number of years on a transitional basis so that tenants paying under target rent would see no more than an inflation plus £2 increase per annum. Flintshire currently have a number of tenancies still paying under the target rent bands.</p> <p>The rent increase proposed in the business plan, applies an overall uplift of 1.18% to all tenants and, in addition, applies the transitional uplift of £2 to tenants who currently pay at least £3 under target rent. This equates to an overall rent increase of 2% in the Business plan.</p> <p>This ensures that no individual tenant will pay more than the maximum allowed under the policy but moves towards readdressing the disparity</p>

	<p>between those rents under and those at target rent and seeks to make rent charges to all tenants more equitable. This also ensures rents remain affordable for tenants in the recovery from COVID-19.</p> <p>An overall inflationary increase of 2% forecasts rental income at £38.019m for 2022/23.</p> <p>It is proposed that all void properties are moved to target rent upon turnover to assist in the transition towards target rent levels. Setting rent inflation at 2% across all of our stock allows us to make this adjustment and remain within the maximum allowable rent increase of 3.1%.</p>
1.04	<p>Garage Rents</p> <p>The proposed garage rent and garage plot increase is 2% for 2022/23, which equates to £0.20 per week for garage rent and takes the rent per week to £10.23 (based on 52 weeks). The proposed garage plot increase is £0.03 per week taking the garage plot rent to £1.66 per week.</p> <p>The business plan anticipates income levels of £0.395m for garages and garage plots.</p>
1.05	<p>Service Charges</p> <p>The rent and service charges policy was introduced in 2015 and expected all Local Housing Associations (LHA's) to be achieving full cost recovery for service charges, if this had not yet been achieved a clear transition plan should be identified to achieve this.</p> <p>In 2020/21 the weekly service charges were increased based on a stepped approach over two years with the final phased increase to be implemented in 2021/22. It was agreed to delay this final increase and to freeze service charges in 2021/22, with a view to protecting tenants who may be experiencing financial difficulty as a result of Covid-19.</p> <p>It is proposed that these increases are frozen again in 2022/23 due to the ongoing impact of the pandemic and during 2022/23 further work will be undertaken to ensure services provided are of a high standard, represent value for money and that the true costs are reflected in the service charges calculations.</p>
1.06	<p>Capital Programme</p> <p>The total proposed capital programme for 2022/23 is £25.074m, summarised in Appendix C.</p> <p>Revised WHQS</p> <p>Welsh Government are currently developing the revised standard for WHQS 2.0 from 2022/23. Areas highlighted:</p> <p>SAP rating and methods of calculation</p>

Wellbeing
Safe and Attractive Environments

Low/Zero carbon Homes is still a developing area and Welsh Government recommend that options are considered in our sensitivity analysis.

Regeneration

A £1m Regeneration budget has been allocated into the Capital Programme for 2022/23. The aim is to utilise this allocation to remodel HRA stock where the current stock is no longer fit for purpose. There are a number of pipeline schemes for consideration :

Sheltered Housing Review
Estate Remodeling
Homeless Accommodation

SHARP

£7.808m has been built into 2022/23 for new build Council housing. The programme currently has four schemes due to start on site imminently which will provide an additional 77 properties to the housing stock. Two of the schemes are working in partnership with the Homelessness team to provide much needed Homeless accommodation.

The business plan also assumes a further 50 units per annum.

Capitalisation of the costs of the development team has now been included in the programme at 4% of the development budget.

From 2021/22 Welsh Government offered Social Housing Grant (SHG) to stock owned authorities calculated using a new Standard Viability Model. The new Model uses standard assumptions to discount income and costs over a set period to calculate the funding gap i.e. the grant allowable for each scheme. Three of the four schemes for 22/23 have secured SHG funding.

Asset Investment Budget Breakdown	£m
Schemes agreed in 2021/22 report	7.808
Total	7.808

1.07

Capital Funding

The £25.074m capital programme will be funded by:-

WHQS & Asset Investment Funding	£m
Revenue Contribution (CERA)	10.898
Major Repairs Allowance	4.968
Energy Efficiency income (FIT)	0.400
Prudential Borrowing (Regeneration)	1.000
Total	17.266

	<table border="1"> <tr> <td>New Build Funding</td> <td>£m</td> </tr> <tr> <td>Prudential Borrowing</td> <td>7.808</td> </tr> <tr> <td>Total</td> <td>7.808</td> </tr> </table>	New Build Funding	£m	Prudential Borrowing	7.808	Total	7.808
New Build Funding	£m						
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Total	7.808						
1.08	<p>Reserves</p> <p>There is a requirement to hold a minimum level of reserves of 3% of expenditure, however, it was agreed as part of the 2021/22 Business Plan, for Flintshire's HRA to move to 4% as a minimum reserve level due to the level of financial risk in the HRA rising as a result of increased borrowing levels for new build.</p> <p>It was also agreed that this should be reviewed annually in line with the HRA's proposed borrowing commitments and prudential debt indicators and it is recommended that the level of reserves is maintained at 4% for 2022/23.</p>						

2.00	RESOURCE IMPLICATIONS
2.01	The HRA is a ring fenced budget. This HRA budget and Business Plan demonstrates that the council can achieve the ongoing WHQS, can meet service improvement plans and commitments and with prudential borrowing can continue its Council house building programme in 2022/23.

3.00	IMPACT ASSESSMENT AND RISK MANAGEMENT
3.01	All households will benefit from the Councils WHQS 2.0 programme. The impact of the investment planning and efficiencies is being modelled for various customer groups to ensure that there is no disproportionate impact on any groups with protected characteristics.
3.02	The Business Plan assumes a confirmation of Major Repairs Allowance (MRA) for 2022/23 and beyond, however, Welsh Government have indicated that the purpose of the funding will be reviewed in the future.
3.03	The potential impact of BREXIT on interest rates and inflation has been mitigated by increasing the estimated assumptions included in the business plan.

3.04	Ways of Working (Sustainable Development) Principles Impact	
	Long-term	Positive – There is a commitment to increase supply to provide the right types of homes in the right location.
	Prevention	Positive – It is our aim to provide support to ensure people live and remain in the right type of home.
	Integration	Positive - Achieving WHQS for all existing council houses and delivering new social housing will contribute to the integration within communities.
	Collaboration	Positive - To deliver in partnership with stakeholders to support positive impacts for all our tenants.
	Involvement	Positive - Communication with tenants, Members and other stakeholders.
	Well-being Goals Impact	
	Prosperous Wales	Positive – Existing social homes are WHQS compliant and meet the changing housing needs. Also Providing good quality new social homes aiming for low/zero carbon. Maximising local employment and training opportunities for local people.
	Resilient Wales	Positive – Developing low / zero carbon homes through modern methods of construction and technologies. Ensuring that all statutory compliance requirements are adhered to.
	Healthier Wales	Positive – Ensuring all existing homes and new homes are fit for purpose and meet the needs of all people.
	More equal Wales	Positive - Provide good quality homes for the most vulnerable people in society.
	Cohesive Wales	Positive – Contributing to attractive, viable and safe communities
	Vibrant Wales	Positive – Ensuring all communities housing needs are supported
	Globally responsible Wales	Positive – The HRA Business Plan will contribute to the improvement of the economic, social, environmental and cultural wellbeing of Wales.

4.00	CONSULTATIONS REQUIRED / CARRIED OUT
4.01	Detailed consultation will be undertaken with tenants and elected members to inform the preparation of the WHQS investment programme.

4.02	Full local consultation is carried out for each new build scheme.
4.03	The proposed rent inflation uplift for 2022/23 was consulted on and accepted at the Tenants Federation meeting in January 2022.
4.04	The report was presented to the Community and Housing Assets Overview and Scrutiny Committee, who were supportive.

5.00	APPENDICES
5.01	Appendix A – Summary HRA Rent Charges 2022/23.
5.02	Appendix B – Draft 30 Year HRA Financial Business Plan Summary.
5.03	Appendix C – Draft Capital Programme 2022/23.
5.04	Appendix D – Draft Pressures and Efficiencies 2022/23.

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	Integrated Impact Assessment has been completed.

7.00	CONTACT OFFICER DETAILS
7.01	Contact Officer: Rachael Corbelli, Strategic Finance Manager Telephone: 01352 703363 E-mail: rachael.corbelli@flintshire.gov.uk

8.00	GLOSSARY OF TERMS
8.01	<p>Financial Year: the period of 12 months commencing on 1 April 2022.</p> <p>Revenue: a term used to describe the day to day costs of running Council services and income deriving from those services. It also includes charges for the repayment of debt, including interest, and may include direct financing of capital expenditure.</p> <p>Capital expenditure: money spent by the organisation on acquiring or maintaining fixed assets, such as land, buildings, and equipment.</p> <p>Budget: a statement expressing the Council's policies and service levels in financial terms for a particular financial year. In its broadest sense it includes both the revenue budget and capital programme and any authorised amendments to them.</p> <p>Treasury Management: the Council has adopted the Chartered Institute</p>

of Public Finance Accountants (CIPFA) Treasury Management in the Public Services: Code of Practice. Treasury Management is conducted in accordance with the Council's Treasury Management Policy and Strategy Statement and Treasury Management Practices which are both reviewed annually. All borrowing and long term financing is made in accordance with CIPFA's Prudential Code.

Major Repairs Allowance: Welsh Government grant paid to local authorities in Wales who still manage and maintain their council housing.

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Appendix A

HRA Proposed Average Rent Charges		2022/23			
Property Type	No. of Properties	Target Rent 22/23 (assumes CPI at 1% + 1%)	Proposed 22/23 Transitional Rent	Variance to Target Rent	
G1Bedsit	22	£ 74.65	£ 72.93	£ (1.72)	
G1bungalow	12	£ 92.82	£ 90.74	£ (2.09)	
G1Flat	158	£ 83.98	£ 81.97	£ (2.01)	
GNB1Apartment	20	£ 88.18	£ 87.54	£ (0.64)	
G1House	3	£ 92.82	£ 81.04	£ (11.78)	
G2Bungalow	3	£ 103.14	£ 100.98	£ (2.15)	
GNB2Bungalow	8	£ 108.29	£ 106.99	£ (1.31)	
G2Flat	309	£ 93.31	£ 91.05	£ (2.26)	
GNB2Apartment	20	£ 97.98	£ 97.01	£ (0.97)	
G2House	704	£ 103.14	£ 99.89	£ (3.25)	
GNB2House	68	£ 108.29	£ 105.64	£ (2.65)	
G2Maisonette	9	£ 93.31	£ 91.14	£ (2.17)	
G3Bungalow	4	£ 113.45	£ 110.96	£ (2.49)	
G3Flat	35	£ 102.65	£ 100.15	£ (2.50)	
G3Maisonette	1	£ 102.65	£ 100.17	£ (2.48)	
G3House	3,110	£ 113.45	£ 108.58	£ (4.87)	
GNB3House	32	£ 119.12	£ 116.78	£ (2.34)	
G4House	136	£ 123.76	£ 116.50	£ (7.27)	
GNB4House	1	£ 129.95	£ 129.95	£ (0.00)	
G5House	6	£ 134.08	£ 122.10	£ (11.98)	
G6House	6	£ 140.78	£ 130.84	£ (9.95)	
M1Mini Group Bungalow	299	£ 92.82	£ 90.50	£ (2.32)	
M1Mini Group Flat	114	£ 83.98	£ 81.96	£ (2.03)	
M2Mini Group Bungalow	94	£ 103.14	£ 99.94	£ (3.19)	
M2Mini Group Flat	25	£ 93.31	£ 90.73	£ (2.58)	
M3Mini Group Bungalow	1	£ 113.45	£ 110.73	£ (2.72)	
S1Sheltered Bedsit	64	£ 74.65	£ 72.93	£ (1.72)	
S1Sheltered Bungalow	848	£ 92.82	£ 90.40	£ (2.43)	
S1Sheltered Flat	322	£ 83.98	£ 81.95	£ (2.03)	
S1Sheltered House	1	£ 92.82	£ 90.59	£ (2.23)	
S2Sheltered Bungalow	512	£ 103.14	£ 99.71	£ (3.43)	
SNB2Sheltered Bungalow	4	£ 108.29	£ 108.29	£ (0.00)	
S2Sheltered Flat	305	£ 93.31	£ 91.06	£ (2.25)	
S2Sheltered House	1	£ 103.14	£ 99.80	£ (3.34)	
S2Wardens Bungalow	3	£ 103.14	£ 100.65	£ (2.49)	
S2Wardens Flat	4	£ 93.31	£ 91.06	£ (2.25)	
S2Wardens House	1	£ 103.14	£ 100.80	£ (2.34)	
S3Sheltered Bungalow	2	£ 113.45	£ 111.19	£ (2.26)	
S3Wardens Bungalow	15	£ 113.45	£ 110.81	£ (2.64)	
S3Wardens Flat	1	£ 102.65	£ 100.17	£ (2.48)	
S3Wardens House	20	£ 113.45	£ 109.59	£ (3.86)	
S4Wardens Flat	1	£ 111.98	£ 109.28	£ (2.70)	
SO3Shared Ownership Houses	11	£ 113.45	£ 108.58	£ (4.87)	
Total	7,315	£ 103.70	£ 100.02	£ (3.68)	

Note

G = General Need

GNB = General Needs New Build

S = Sheltered

M = Mini Group (over 55s with no warden service)

SO = Shared Ownership - pro rata to % of ownership

The number equates to the number of bedrooms the property has for example a G3house is a general need 3 bed house.

N.B. Data based on week 39 2021/22

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Year		Income			Expenditure							Net Cost	Other Charges			Balances	Capital Funding					CapEx		
Yr	Financial Year	Net Rental Income	Total Other Income	Total Net Income	Estate Man	Landlord Svcs	R&M	Man & Support	Debt Man Expense	Bad Debts	Total Net Spend	Net Cost Of Services	Interest Charges	Payment of Loans	CERA	Surplus / (Deficit) for Year	CERA	MRA	Regen Works	New Build PB	Energy Feed in Tariff	Total Capital Funding	Total Capital Prog	
		£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
1	2022.23	37,233	1,478	38,711	2,342	1,572	10,908	2,839	45	571	18,277	20,434	5,088	1,590	10,898	2,858	10,898	4,968	1,000	7,808	400	25,074	25,074	
2	2023.24	38,289	1,464	39,753	2,380	1,534	11,074	2,844	45	585	18,463	21,290	5,397	1,726	11,385	2,782	11,385	4,968	2,200	8,565	400	27,519	27,519	
3	2024.25	40,362	1,395	41,757	2,416	1,544	11,278	2,912	45	615	18,809	22,948	5,734	1,888	11,731	3,596	11,731	4,968	4,000	6,581	400	27,680	27,680	
4	2025.26	40,935	1,373	42,309	2,464	1,575	11,575	3,019	46	621	19,300	23,009	6,103	2,051	12,072	2,782	12,072	4,968	4,000	8,793	400	30,234	30,234	
5	2026.27	42,170	1,386	43,556	2,513	1,606	11,861	3,116	47	638	19,782	23,774	6,462	2,243	12,319	2,750	12,319	4,968	4,000	6,415	400	28,102	28,102	
6	2027.28	43,315	1,399	44,714	2,564	1,638	12,095	3,206	48	654	20,205	24,509	6,767	2,411	12,722	2,609	12,722	4,968	4,000	6,255	400	28,345	28,345	
7	2028.29	44,488	1,412	45,900	2,615	1,671	12,359	3,298	49	670	20,663	25,238	7,064	2,580	13,136	2,457	13,136	4,968	4,000	6,380	400	28,885	28,885	
8	2029.30	45,691	1,426	47,117	2,667	1,705	12,629	3,393	50	687	21,131	25,986	7,359	2,755	13,544	2,328	13,544	4,968	4,000	6,508	400	29,419	29,419	
9	2030.31	47,803	1,445	49,248	2,721	1,739	12,905	3,490	51	717	21,623	27,625	7,653	2,934	13,922	3,116	13,922	4,968	4,000	6,638	400	29,928	29,928	
10	2031.32	48,189	1,454	49,643	2,775	1,773	13,217	3,590	52	721	22,128	27,514	7,945	3,119	14,313	2,138	14,313	4,968	4,000	6,771	400	30,452	30,452	
11	2032.33	49,319	1,468	50,787	2,831	1,809	13,463	3,677	53	737	22,570	28,217	8,103	3,308	14,750	2,055	14,750	4,968	4,000	0	400	24,118	24,118	
12	2033.34	50,305	1,483	51,788	2,887	1,845	13,733	3,751	54	752	23,022	28,766	8,051	3,422	15,350	1,943	15,350	4,968	0	0	400	20,718	20,718	
13	2034.35	51,311	1,498	52,809	2,945	1,882	14,007	3,826	55	767	23,482	29,327	7,920	3,490	15,836	2,081	15,836	4,968	0	0	400	21,204	21,204	
14	2035.36	53,318	1,519	54,837	3,004	1,920	14,287	3,902	56	797	23,967	30,870	7,786	3,560	16,332	3,191	16,332	4,968	0	0	400	21,700	21,700	
15	2036.37	53,384	1,529	54,913	3,064	1,958	14,607	3,980	57	798	24,465	30,448	7,650	3,631	16,630	2,537	16,630	4,968	0	0	400	21,998	21,998	
16	2037.38	54,452	1,545	55,997	3,125	1,997	14,865	4,060	58	814	24,920	31,077	7,510	3,704	17,146	2,717	17,146	4,968	0	0	400	22,514	22,514	
17	2038.39	55,541	1,561	57,102	3,188	2,037	15,162	4,141	60	830	25,418	31,684	7,368	3,778	17,673	2,865	17,673	4,968	0	0	400	23,041	23,041	
18	2039.40	56,652	1,578	58,229	3,251	2,078	15,465	4,224	61	847	25,926	32,303	7,223	3,853	18,212	3,014	18,212	4,968	0	0	400	23,580	23,580	
19	2040.41	57,785	1,594	59,379	3,317	2,119	15,775	4,308	62	864	26,445	32,934	7,075	3,930	18,764	3,165	18,764	4,968	0	0	400	24,132	24,132	
20	2041.42	60,045	1,618	61,662	3,383	2,162	16,129	4,394	63	898	27,030	34,633	6,924	4,009	19,328	4,371	19,328	4,968	0	0	400	24,696	24,696	
21	2042.43	60,119	1,629	61,748	3,450	2,205	16,412	4,482	65	899	27,513	34,235	6,771	4,089	19,822	3,554	19,822	4,968	0	0	400	25,190	25,190	
22	2043.44	61,322	1,647	62,969	3,520	2,249	16,740	4,572	66	917	28,063	34,905	6,614	4,171	20,567	3,554	20,567	4,968	0	0	400	25,935	25,935	
23	2044.45	62,548	1,665	64,213	3,590	2,294	17,075	4,663	67	935	28,625	35,589	6,453	4,254	21,085	3,795	21,085	4,968	0	0	400	26,453	26,453	
24	2045.46	63,799	1,684	65,483	3,662	2,340	17,416	4,757	69	954	29,197	36,286	6,290	4,340	21,614	4,042	21,614	4,968	0	0	400	26,982	26,982	
25	2046.47	65,075	1,703	66,778	3,735	2,387	17,810	4,852	70	973	29,827	36,951	6,124	4,426	21,898	4,503	21,898	4,968	0	0	400	27,266	27,266	
26	2047.48	67,620	1,482	69,102	3,810	2,435	18,120	4,949	71	1,011	30,395	38,707	5,954	4,515	22,444	5,794	22,444	4,968	0	0	400	27,812	27,812	
27	2048.49	67,704	1,495	69,199	3,886	2,483	18,482	5,048	73	1,012	30,984	38,215	5,781	4,605	23,000	4,829	23,000	4,968	0	0	400	28,368	28,368	
28	2049.50	69,058	1,515	70,573	3,964	2,533	18,852	5,149	74	1,033	31,604	38,969	5,604	4,697	23,567	5,101	23,567	4,968	0	0	400	28,935	28,935	
29	2050.51	70,439	1,536	71,975	4,043	2,584	19,229	5,252	76	1,053	32,236	39,739	5,424	4,791	24,146	5,378	24,146	4,968	0	0	400	29,514	29,514	
30	2051.52	71,848	1,557	73,405	4,124	2,635	19,666	5,357	77	1,074	32,933	40,471	5,240	4,887	24,735	5,609	24,735	4,968	0	0	401	30,104	30,104	

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HRA Capital Programme	£'m
Investment Works	
Renewables / Alternative Technology	0.510
	0.510
WHQS	
Internal Works	5.852
Envelope Works	5.756
Externals	0.888
Total WHQS	12.497
Non WHQS	
Disabled Facility Grants (DFG) - Mandatory/ Minor Adaps	1.114
Asbestos	0.561
Fire Risk Assessments Work	0.541
General DDA Work	0.185
	2.401
Fees	
Capitalised salaries @ 6%	0.858
	0.858
Regeneration of stock	
Estate remodelling	1.000
	1.000
	17.266
SHARP Programme	
Anticipated spend in 22/23	7.493
Capitalised salaries @ 4%	0.315
Total SHARP Programme	7.808
Total Capital Spend	25.074

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HRA Business Planning 22/23

Efficiencies/Use of one off funding

No	Section	Description	Recurring/ Non-recurring	2022/23 £m	Narrative
1	Management and Support	Apprentice Tax Levy	Recurring	-0.008	Budget adjustment
2	Rents	Write-Off/Bad Debt Budget	Recurring	-0.192	Budget adjustment
3	Rents	Review of Rents Team	Recurring	-0.035	Restructure
4	Rents	Increase in Leaseholder recharges	Recurring	-0.010	Income previously unbudgeted
5	Service Charge Income	Laundry service cancellation delayed	Non-Recurring	-0.033	Service withdrawal 2022/23 delayed
6	Estate Management	Review of Neighbourhood Housing Team	Recurring	-0.077	Restructure
7	Estate Management	Decoration Vouchers	Recurring	-0.010	Budget adjustment
		Total revisions to HRA Funding		-0.365	

Cost Pressures

No	Section	Description	Recurring/ Non-recurring	2022/23 £m	Narrative
1	All - Salaries	Increase in NI % and Pay Inflation	Recurring	0.167	1.25% NI increase & Pay Inflation 3.5%
2	Repairs and Maintenance	Sheltered Housing Review	Non-Recurring	0.040	Project Manager
3	Repairs and Maintenance	Material Costs Increase	Recurring	0.058	5% increase on certain materials
4	Repairs and Maintenance	Additional Senior Planner	Recurring	0.036	Dynamic Resource Scheduling
5	Repairs and Maintenance	Stores Re-Tender	Non-Recurring	0.020	Project support
6	Repairs and Maintenance	Additional Admin Support	Recurring	0.028	Restructure
7	Management and Support	Housemark Subscription	Recurring	0.010	Housemark
8	Management and Support	Chief Officer allocation	Recurring	0.028	Percentage allocation charged to HRA
9	Management and Support	Review of IT Team	Recurring	0.009	Restructure
10	Management and Support	Common Housing Register	Recurring	0.040	Increased contribution
11	Estate Management	Review of ASB and Neighbourhood Housing	Recurring	0.329	Restructure
12	Estate Management	Increased cleaning costs	Recurring	0.011	Additional cleaning costs
13	Estate Management	Increased cleaning hours	Recurring	0.015	Additional cleaning required
14	Landlord Services	Review of Estate Caretaker Service	Recurring	0.061	Restructure
15	Landlord Services	Laundry Service	Non-Recurring	0.037	Service withdrawal 2022/23 delayed
16	Rents	Service charge increases	Non-Recurring	0.068	Impact of delaying increase to service charges
17	Rents	Review of Rents Team	Recurring	0.087	Restructure
18	Rents	Garage voids	Recurring	0.078	Increase void percentage to 50% to reflect current rates
		Total revisions to HRA Expenditure		1.122	
		Net Revenue Pressure 2022/23		0.757	

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CABINET

Date of Meeting	Tuesday, 15 th February 2022
Report Subject	Treasury Management Strategy 2022/23 Treasury Management Policy Statement, Practices and Schedules 2022 to 2025
Cabinet Member	Cabinet Member for Finance, Social Value and Procurement
Report Author	Corporate Finance Manager
Type of Report	Strategic

EXECUTIVE SUMMARY

The report presents the draft Treasury Management Strategy 2022/23 for approval and recommendation to Council, in conjunction with:

- Draft Treasury Management Policy Statement 2022 to 2025
- Draft Treasury Management Practices and Schedules 2022 to 2025

The report was considered in detail by Governance and Audit Committee on 26th January 2022.

This report is supplemented by training provided for all Members of the Council on treasury management on 8th December 2021.

RECOMMENDATIONS

1	<p>Cabinet approves for recommendation to the Council the following documents:</p> <ul style="list-style-type: none"> • Draft Treasury Management Strategy 2022/23 • Draft Treasury Management Policy Statement 2022 to 2025 • Draft Treasury Management Practices and Schedules 2022 to 2025
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REPORT DETAILS

1.00	EXPLAINING THE CHANGES TO THE POLICY STATEMENT, STRATEGY AND PRACTICES
	<u>BACKGROUND</u>
1.01	The Local Government Act 2003 requires all local authorities to have due regard to both the Chartered Institute of Public Finance and Accountancy's Treasury Management in Public Services: Code of Practice (The CIPFA Code of Practice) and Welsh Government guidance on Local Authority Investments.
1.02	<p>In April 2019 the Council adopted the Chartered Institute of Public Finance and Accountancy's <i>Treasury Management in the Public Services: Code of Practice 2017 Edition</i> (the CIPFA Code) which requires the Council to approve a treasury management strategy before the start of each financial year.</p> <p>The CIPFA Code of Practice (2017 edition) requires:-</p> <ul style="list-style-type: none">• The Council to create and maintain a Treasury Management Policy Statement which states the Council's policies, objectives and approach to risk management of its treasury management activities.• The Council to create and maintain suitable Treasury Management Practices (TMPs) and accompanying schedules, stating how those policies and objectives will be achieved and prescribing how those activities will be managed and controlled.• The Council to receive reports on its treasury management policies, practices and activities, including, as a minimum, an annual strategy and plan in advance of the year, a mid-year review and an annual report after its close, in the form prescribed in its TMPs.• Responsibility for treasury management to be clearly defined. The Council delegates responsibility for the implementation and regular monitoring of its treasury management policies and practices to the Cabinet, and for the execution and administration of treasury management decisions to the Corporate Finance Manager, who will act in accordance with the organisation's policy statement and TMPs and, CIPFA's <i>Standard of Professional Practice on Treasury Management</i>.• A body to be responsible for the scrutiny of Treasury Management Policy, Strategy and Practices. The Council has nominated the Governance and Audit Committee to be responsible for ensuring effective scrutiny of the treasury management function. The Governance and Audit Committee has previously agreed to include treasury management as a standing item on each quarterly agenda to receive an update.

1.03	The Welsh Government issues guidance on local authority investments that requires the Council to prepare an investment strategy before the start of each financial year. The guidance was updated in November 2019 and came into force from 1 st April 2020.
1.04	In preparation for approving the 2022/23 Treasury Management Strategy, training for all Members was held on 8 th December 2021. The workshop, presented by Arlingclose, the Council's treasury management advisors, covered the regulatory framework and the role of the elected Member in scrutinising the treasury management function, an overview of the Council's treasury position and plans with regard to treasury management, a section on risk management, alongside in depth presentations on financing capital spending and investment management.
	<u>CONSIDERATIONS</u>
	2022/23 Treasury Management Policy Statement, Strategy and Practices
1.05	The previous Treasury Management Policy Statement was approved by Council in February 2019 and covered the 3 year period from 2019 to 2022. The updated Treasury Management Policy 2022 to 2025 is attached at Appendix 2. This document defines the Council's treasury management activities, sets out the Council's criteria to measure the effectiveness of treasury management activities and includes the Council's high level policies for borrowing and investments. Once approved, the document will only be reported to Members during its lifetime in the event of any significant changes. The document has not changed significantly from the 2019 version.
1.06	<p>The Treasury Management Practices (TMPs) and accompanying schedules to cover the 3 year period from 2019 to 2022 were approved by Council in February 2019. The updated TMPs for 2022 to 2025 are attached as Appendices 3 and 4.</p> <p>The TMPs and schedules state how treasury management policies and objectives will be achieved and give specific details of the systems and routines employed and the records to be maintained, including:</p> <ul style="list-style-type: none"> • TMP 1 Treasury risk management • TMP 2 Performance measurement • TMP 3 Decision-making and analysis • TMP 4 Approved instruments, methods and techniques • TMP 5 Organisation, clarity and segregation of responsibilities, and dealing arrangements • TMP 6 Reporting requirements and management information arrangements • TMP 7 Budgeting, accounting and audit arrangements • TMP 8 Cash and cash flow management • TMP 9 Money laundering • TMP 10 Staff training and qualifications • TMP 11 Use of external service providers • TMP 12 Corporate governance

	<p>It was agreed that these operational documents will only be reported to Members during their lifetime in the event of any significant changes. Some minor changes have been made to bring the practices and schedules in line with the draft 2022/23 Strategy.</p>
	<p>Treasury Management Strategy 2022/23</p>
1.07	<p>The 2022/23 Treasury Management Strategy is attached at Appendix 1 for review and discussion. The Strategy is updated and reported annually to Members in accordance with the CIPFA Code of Practice and Welsh Government guidance.</p> <p>The Treasury Management Strategy details the approach the Council will take for investing and borrowing over the next year, including the budgetary implications of the planned investment and borrowing strategy, and a number of treasury management indicators that the CIPFA Code requires.</p>
1.08	<p>The main body of the 2022/23 Strategy has not changed significantly from that of the 2021/22 Strategy. Matters that merit the attention of Members are summarised below:-</p> <ul style="list-style-type: none"> • Section 2 – Economic context, provided by Arlingclose, highlights that the major external influences on the Strategy will be the ongoing impact of the COVID-19 pandemic, together with higher inflation, higher interest rates, and the country's trade position post-Brexit. The Bank of England (BoE) increased Bank Rate to 0.25% in December 2021 while maintaining its Quantitative Easing programme at £895 billion. Arlingclose forecasts that interest rates will continue to rise in early 2022. Gilt yields are expected to remain broadly at current levels over the medium-term, with the 5, 10 and 20 year gilt yields expected to average around 0.65%, 0.90%, and 1.15% respectively (the Council's borrowing costs are linked to gilt yields). • Section 4 – Local context. This section summarises the Council's anticipated treasury position in 2022/23. Activity in 2022/23, as it has in previous years, will focus more on borrowing and less on investing as the Council's requirement to borrow is forecast to grow due to a planned increase in capital expenditure. • Section 5 – Treasury Investment Strategy. This section is largely a continuation of the Council's 2021/22 strategy, the aim being to invest its funds prudently and to have regard to the security and liquidity of its investments before seeking the highest rate of return or yield. The counterparty limits for local authorities and other government entities and for money market funds have been increased from £3m to £4m, and for banks and building societies have been increased from £2m to £3m. This is considered necessary due to the higher levels of surplus cash held by the Council resulting from the receipt of additional COVID-19 funding in 2020/21 and 2021/22. Arlingclose were consulted and supported this change.

	<ul style="list-style-type: none"> Section 6 - Borrowing strategy. Again, this section is largely a continuation of the 2021/22 strategy. The Council continues to forecast a significant long term borrowing requirement. The required amounts need to be confirmed before a commitment to long term borrowing is made and the use of short term borrowing will be used to assist during this period.
1.09	The Welsh Government introduced changes in investment guidance in 2019, and the majority of the changes required were made in the Treasury Management Strategy 2020/21. Changes that still remain to be fully addressed are in respect of climate change. The Council is currently reviewing with Arlingclose and with fund managers, what options are available for investments that support a low carbon economy.
1.10	<p>In December 2021 CIPFA published a new versions of its Treasury Management Code. The Code clarifies what constitutes prudential borrowing activities to help stop a number of authorities from misinterpreting the Code's provisions. The Code includes clarification to better define commercial activity and investment, and a requirement to incorporate an assessment of risk against levels of resources.</p> <p>Changes are to be included in the 2023/24 financial year. However, the initial view of the Council is that we are largely compliant with the revised Code.</p>
1.11	The Governance and Audit Committee reviewed the draft Treasury Management Strategy, Policy and Practices at its meeting on 26 th January 2022. Questions raised at the Committee were all answered to members satisfaction. There were no issues raised by the Committee for Cabinet.

2.00	RESOURCE IMPLICATIONS
2.01	Financial implications are set out within this report and supporting appendices; there are no other resource implications directly as a result of this report.

3.00	IMPACT ASSESSMENT AND RISK MANAGEMENT						
3.01	Risk Management directly addressed within the report and appendices including identification of risks and measures to mitigate likelihood and impact of risks identified.						
3.02	<p>Ways of Working (Sustainable Development) Principles Impact</p> <table border="1"> <tr> <td>Long-term</td> <td>Positive. The Treasury Management Strategy considers the long-term impact of investing and borrowing decisions.</td> </tr> <tr> <td>Prevention</td> <td>No change</td> </tr> <tr> <td>Integration</td> <td>No change</td> </tr> </table>	Long-term	Positive. The Treasury Management Strategy considers the long-term impact of investing and borrowing decisions.	Prevention	No change	Integration	No change
Long-term	Positive. The Treasury Management Strategy considers the long-term impact of investing and borrowing decisions.						
Prevention	No change						
Integration	No change						

	Collaboration	No change
	Involvement	No change
3.03	Well-being Goals Impact	
	Prosperous Wales	No impact
	Resilient Wales	No impact
	Healthier Wales	No impact
	More equal Wales	No impact
	Cohesive Wales	No impact
	Vibrant Wales	No impact
	Globally responsible Wales	No impact

4.00	CONSULTATIONS REQUIRED / CARRIED OUT
4.01	Arlingclose Ltd, being the Council's treasury management advisors.

5.00	APPENDICES
5.01	<ol style="list-style-type: none"> 1. Draft Treasury Management Strategy 2022/23 2. Draft Treasury Management Policy 2022 to 2025 3. Draft Treasury Management Practices and Schedules 2022 to 2025 – part 1 4. Draft Treasury Management Practices and Schedules 2022 to 2025 – part 2

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	None.

7.00	CONTACT OFFICER DETAILS
7.01	Contact Officer: Chris Taylor – Strategic Finance Manager Telephone: 01352 703309 E-mail: Christopher.taylor@flintshire.gov.uk

8.00	GLOSSARY OF TERMS
8.01	Authorised Limit: A statutory limit that sets the maximum level of external debt for the Council.

Balances and Reserves: Accumulated sums that are held, either for specific future costs or commitments (known as earmarked) or generally held to meet unforeseen or emergency expenditure.

Bank Rate: The official interest rate set by the Bank of England's Monetary Policy Committee and what is generally termed at the "base rate".

Basis Point: A unit of measure used in finance to describe the percentage change in the value or rate of a financial instrument. One basis point is equivalent to 0.01% (1/100th of a percent). In most cases, it refers to changes in interest rates and bond yields. For example, if interest rates rise by 25 basis points, it means that rates have risen by 0.25% percentage points.

Bond: A certificate of debt issued by a company, government, or other institution. The bond holder receives interest at a rate stated at the time of issue of the bond. The price of a bond may vary during its life.

Capital Expenditure: Expenditure on the acquisition, creation or enhancement of capital assets.

Capital Financing Requirement (CFR): The Council's underlying need to borrow for capital purposes representing the cumulative capital expenditure of the local authority that has not been financed.

Certificates of Deposits (CD's): A savings certificate entitling the bearer to receive interest. A CD bears a maturity date, a specified fixed interest rate and can be issued in any denomination. CDs are generally issued by commercial banks. The term of a CD generally ranges from one month to five years.

Consumer Price Index (CPI): The UK's main measure of inflation (along with Retail Price Index or 'RPI') The Monetary Policy Committee of the Bank of England set the Bank Rate in order to try and keep CPI at or close to the target set by the Government. The calculation of CPI includes many items of normal household expenditure but excludes some items such as mortgage interest payments and Council Tax.

Corporate Bonds: Corporate bonds are bonds issued by companies. The term is often used to cover all bonds other than those issued by governments in their own currencies and includes issues by companies, supranational organisations and government agencies.

Cost of Carry: The "cost of carry" is the difference between what is paid to borrow compared to the interest which could be earned. For example, if one takes out borrowing at 5% and invests the money at 1.5%, there is a cost of carry of 3.5%.

Counterparty List: List of approved financial institutions with which the Council can place investments.

Credit Rating: Formal opinion by a registered rating agency of a counterparty's future ability to meet its financial liabilities; these are opinions only and not guarantees.

Debt Management Office (DMO): The DMO is an Executive Agency of Her Majesty's Treasury and provides direct access for local authorities into a government deposit facility known as the Debt Management Account Deposit Facility (DMADF). All deposits are guaranteed by HM Government and therefore have the equivalent of a sovereign credit rating.

Federal Reserve: The US central bank, the equivalent of the Bank of England. (Often referred to as "the Fed").

Financial Instruments: Financial instruments are tradable assets of any kind. They can be cash, evidence of an ownership interest in an entity, or a contractual right to receive or deliver cash or another financial instrument.

Gilts: Gilts are bonds issued by the UK Government. They take their name from 'gilt-edged'. They are deemed to be very secure as the investor expects to receive the full face value of the bond to be repaid on maturity.

IFRS: International Financial Reporting Standards.

LIBID: The London Interbank Bid Rate (LIBID) is the rate bid by banks on Eurocurrency deposits (i.e. the rate at which a bank is willing to borrow from other banks).

LIBOR: The London Interbank Offered Rate (LIBOR) is the rate of interest that banks charge to lend money to each other. The British Bankers' Association (BBA) work with a small group of large banks to set the LIBOR rate each day. The wholesale markets allow banks who need money to borrow from those with surplus amounts. The banks with surplus amounts of money are keen to lend so that they can generate interest which it would not otherwise receive.

LOBO: Stands for Lender Option Borrower Option. The underlying loan facility is typically very long-term - for example 40 to 60 years - and the interest rate is fixed. However, in the LOBO facility the lender has the option to call on the facilities at pre-determined future dates. On these call dates, the lender can propose or impose a new fixed rate for the remaining term of the facility and the borrower has the 'option' to either accept the new imposed fixed rate or repay the loan facility.

Maturity: The date when an investment or borrowing is repaid.

Maturity Structure / Profile: A table or graph showing the amount (or percentage) of debt or investments maturing over a time period.

MiFID II (Markets in Financial Instruments Directive): EU legislation that regulates firms who provide services to clients linked to 'financial instruments'. As a result of MiFID II, from 3rd January 2018 local authorities will be treated as retail clients but can "opt up" to professional

client status, providing that they meet certain qualitative and quantitative criteria.

Minimum Revenue Provision (MRP): An annual provision that the Council is statutorily required to set aside and charge to the Revenue Account for the repayment of debt associated with expenditure incurred on capital assets.

Monetary Policy Committee (MPC): A committee of the Bank of England, which meets to decide the Bank Rate. Its primary target is to keep CPI inflation within 1% of a central target of 2%. Its secondary target is to support the Government in maintaining high and stable levels of growth and employment.

Money Market Funds (MMF): Pooled funds which invest in a range of short term assets providing high credit quality and high liquidity.

Non Specified Investment: Investments which fall outside the WG Guidance for Specified investments (below).

Operational Boundary: This linked directly to the Council's estimates of the CFR and estimates of other day to day cash flow requirements. This indicator is based on the same estimates as the Authorised Limit reflecting the most likely prudent but not worst case scenario but without the additional headroom included within the Authorised Limit.

Premiums and Discounts: In the context of local authority borrowing, (a) the premium is the penalty arising when a loan is redeemed prior to its maturity date and (b) the discount is the gain arising when a loan is redeemed prior to its maturity date.

Prudential Code: Developed by CIPFA and introduced in April 2004 as a professional code of practice to support local authority capital investment planning within a clear, affordable, prudent and sustainable framework and in accordance with good professional practice.

Prudential Indicators: Indicators determined by the local authority to define its capital expenditure and asset management framework. They are designed to support and record local decision making in a manner that is publicly accountable; they are not intended to be comparative performance indicators.

Public Works Loans Board (PWLB): The PWLB is a statutory body operating within the United Kingdom Debt Management Office, an Executive Agency of HM Treasury. The PWLB's function is to lend money from the National Loans Fund to local authorities and other prescribed bodies, and to collect the repayments.

Quantitative Easing (QE): QE is a form of monetary policy where a Central Bank creates new money electronically to buy financial assets, like government bonds. This cash injection lowers the cost of borrowing and boosts asset prices to support spending.

Retail Price Index (RPI): A monthly index demonstrating the movement in the cost of living as it tracks the prices of goods and services including mortgage interest and rent.

Revenue Expenditure: Expenditure to meet the continuing cost of delivery of services including salaries and wages, the purchase of materials and capital financing charges.

Specified Investments: Term used in the Welsh Assembly Guidance for Local Authority Investments. Investments that offer high security and high liquidity, in sterling and for no more than one year. UK government, local authorities and bodies that have a high credit rating.

Supported Borrowing: Borrowing for which the costs are supported by the government or third party.

Supranational Bonds: Instruments issued by supranational organisations created by governments through international treaties (often called multilateral development banks). The bonds carry an AAA rating in their own right. Examples of supranational organisations are the European Investment Bank, the International Bank for Reconstruction and Development.

Temporary Borrowing: Borrowing to cover peaks and troughs of cash flow, not to fund capital spending.

Term Deposits: Deposits of cash with terms attached relating to maturity and rate of return (Interest).

Treasury Bills (T-Bills): Treasury Bills are short term Government debt instruments and, just like temporary loans used by local authorities, are a means to manage cash flow. They are issued by the Debt Management Office and are an eligible sovereign instrument, meaning that they have an AAA-rating.

Treasury Management Code: CIPFA's Code of Practice for Treasury Management in the Public Services, initially brought in 2003, subsequently updated in 2009 and 2011.

Treasury Management Practices (TMP): Treasury Management Practices set out the manner in which the Council will seek to achieve its policies and objectives and prescribe how it will manage and control these activities.

Unsupported Borrowing: Borrowing which is self-financed by the local authority. This is also sometimes referred to as Prudential Borrowing.

Yield: The measure of the return on an investment instrument.



FLINTSHIRE COUNTY COUNCIL

**DRAFT
TREASURY MANAGEMENT
STRATEGY**

2022/23

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Treasury Management Strategy Report 2022/23

The Council is recommended to:

- approve the Treasury Management Strategy for 2022/23
- approve the Treasury Management Indicators for 2022/23

1.0 Introduction

In April 2019 the Council adopted the Chartered Institute of Public Finance and Accountancy's *Treasury Management in the Public Services: Code of Practice, 2017 Edition* (the CIPFA Code) which requires the Council to approve a Treasury Management Strategy before the start of each financial year.

In addition, the Welsh Government (WG) issues guidance on local authority investments that requires the Council to approve an investment strategy before the start of each financial year. WG updated this guidance in November 2019.

This report fulfils the Council's legal obligation under the Local Government Act 2003 to have regard to both the CIPFA Code and WG Guidance.

The successful identification, monitoring and control of risk are central to the Council's Treasury Management Strategy as the Council has borrowed and invested substantial sums of money and is therefore exposed to financial risks, including the loss of invested funds and the revenue impact of changing interest rates.

In accordance with WG Guidance, the Council will be asked to approve a revised Treasury Management Strategy should the assumptions on which this report is based change significantly. Such circumstances would include, for example, a large unexpected change in interest rates, in the Council's capital programme or in the level of its investment balance.

2.0 Economic Context (including interest rate forecast) – as provided by Arlingclose Ltd, December 2021

Economic background: The ongoing impact on the UK from coronavirus, together with higher inflation, higher interest rates, and the country's trade position post-Brexit, will be major influences on the Authority's treasury management strategy for 2022/23.

The Bank of England (BoE) increased Bank Rate to 0.25% in December 2021 while maintaining its Quantitative Easing programme at £895 billion. The Monetary Policy Committee (MPC) voted 8-1 in favour of raising rates, and unanimously to maintain the asset purchase programme.

Within the announcement the MPC noted that the pace of the global recovery was broadly in line with its November Monetary Policy Report. Prior to the emergence of the Omicron coronavirus variant, the Bank also considered the UK economy to be evolving in line with expectations, however with the increased uncertainty and risk to activity the new variant presents, the Bank revised down its estimates for Q4 GDP growth to 0.6% from 1.0%. Inflation was projected to be higher than previously forecast, with CPI likely to remain above 5% throughout the winter and peak at 6% in April 2022. The labour market was generally performing better than previously forecast and the BoE now expects the unemployment rate to fall to 4% compared to 4.5% forecast previously, but notes that Omicron could weaken the demand for labour.

UK CPI for November 2021 registered 5.1% year on year, up from 4.2% in the previous month. Core inflation, which excludes the more volatile components, rose to 4.0% y/y from 3.4%. The most recent labour market data for the three months to October 2021 showed the unemployment rate fell to 4.2% while the employment rate rose to 75.5%.

In October 2021, the headline 3-month average annual growth rates for wages were 4.9% for total pay and 4.3% for regular pay. In real terms, after adjusting for inflation, total pay growth was up 1.7% while regular pay was up 1.0%. The change in pay growth has been affected by a change in composition of employee jobs, where there has been a fall in the number and proportion of lower paid jobs.

Gross domestic product (GDP) grew by 1.3% in the third calendar quarter of 2021 according to the initial estimate, compared to a gain of 5.5% q/q in the previous quarter, with the annual rate slowing to 6.6% from 23.6%. The Q3 gain was modestly below the consensus forecast of a 1.5% q/q rise. During the quarter, activity measures were boosted by sectors that reopened following pandemic restrictions, suggesting that wider spending was flat. Looking ahead, while monthly GDP readings suggest there had been some increase in momentum in the latter part of Q3, Q4 growth is expected to be soft.

GDP growth in the euro zone increased by 2.2% in calendar Q3 2021 following a gain of 2.1% in the second quarter and a decline of -0.3% in the first. Headline inflation has been strong, with CPI registering 4.9% year-on-year in November, the fifth successive month of inflation. Core CPI inflation was 2.6% y/y in November, the fourth month of successive increases from July's 0.7% y/y. At these levels, inflation is above the European Central Bank's target of 'below, but close to 2%', putting some pressure on its long-term stance of holding its main interest rate of 0%.

The US economy expanded at an annualised rate of 2.1% in Q3 2021, slowing sharply from gains of 6.7% and 6.3% in the previous two quarters. In its December 2021 interest rate announcement, the Federal Reserve continued to maintain the Fed Funds rate at between 0% and 0.25% but outlined its plan to reduce its asset purchase programme earlier than previously stated and signalled they are in favour of tightening interest rates at a faster pace in 2022, with three 0.25% movements now expected.

Credit outlook: Since the start of 2021, relatively benign credit conditions have led to credit default swap (CDS) prices for the larger UK banks to remain low and had steadily edged down throughout the year up until mid-November when the emergence of Omicron has caused them to rise modestly. However, the generally improved economic outlook during 2021 helped bank profitability and reduced the level of impairments many had made as provisions for bad loans. However, the relatively recent removal of coronavirus-related business support measures by the government means the full impact on bank balance sheets may not be known for some time.

The improved economic picture during 2021 led the credit rating agencies to reflect this in their assessment of the outlook for the UK sovereign as well as several financial institutions, revising them from negative to stable and even making a handful of rating upgrades.

Looking ahead, while there is still the chance of bank losses from bad loans as government and central bank support is removed, the institutions on the Authority's counterparty list are well-capitalised and general credit conditions across the sector are expected to remain benign. Duration limits for counterparties on the Authority's lending list are under regular review and will continue to reflect economic conditions and the credit outlook.

Interest rate forecast: The Authority's treasury management adviser Arlingclose is forecasting that Bank Rate will continue to rise in calendar Q1 2022 to subdue inflationary pressures and the perceived desire by the BoE to move away from emergency levels of interest rates.

Investors continue to price in multiple rises in Bank Rate over the next forecast horizon, and Arlingclose believes that although interest rates will rise again, the increases will not be to the extent predicted by financial markets. In the near-term, the risks around Arlingclose's central case are to the upside while over the medium-term the risks become more balanced.

Yields are expected to remain broadly at current levels over the medium-term, with the 5, 10 and 20 year gilt yields expected to average around 0.65%, 0.90%, and 1.15% respectively. The risks for short and medium-term yields are initially to the upside but shift lower later, while for long-term yields the risk is to the upside. However, as ever there will almost certainly be short-term volatility due to economic and political uncertainty and events.

Table 1: Interest rate forecast

	Bank Rate	3 month Money Market Rate	5 year Gilt Yield	20 year Gilt Yield	50 year Gilt Yield
Q1 2022	0.25	0.25	0.60	1.00	0.70
Q2 2022	0.50	0.55	0.60	1.05	0.75
Q3 2022	0.50	0.55	0.60	1.10	0.80
Q4 2022	0.50	0.60	0.60	1.10	0.85
Q1 2023	0.50	0.60	0.60	1.10	0.90
Q2 2023	0.50	0.60	0.60	1.10	0.95
Q3 2023	0.50	0.60	0.60	1.15	1.00
Q4 2023	0.50	0.65	0.60	1.15	1.05
Q1 2024	0.50	0.65	0.60	1.15	1.05
Q2 2024	0.50	0.65	0.65	1.20	1.10
Q3 2024	0.50	0.65	0.70	1.20	1.10
Q4 2024	0.50	0.65	0.75	1.20	1.15

For the purpose of setting the budget, it has been assumed that new investments will be made at an average rate of 0.10%, and that new long-term loans will be borrowed at an average rate of 2.5%.

3.0 Current Treasury Portfolio

The Council's treasury portfolio as at 31st December 2021 was as follows:

Table 2: Current Treasury Portfolio

	Principal £m	Interest rate %
Investments:		
Call accounts	2.1	0.01
Money market funds	20.2	0.07
Short-term deposits	5.0	0.09
Long-term deposits	0.0	n/a
Total Investments	27.3	
Borrowing:		
Short-term loans	20.0	0.02
Long-term PWLB loans (fixed)	262.5	4.69
Long-term market loans (LOBOs)	18.9	4.53
Other Government loans	4.7	0.00
Total Borrowing	306.1	
Net Borrowing	278.8	

4.0 Local Context

Forecast changes in the sums in section 3 are shown in the balance sheet analysis in the table below.

Table 3: Balance Sheet Summary and Forecast

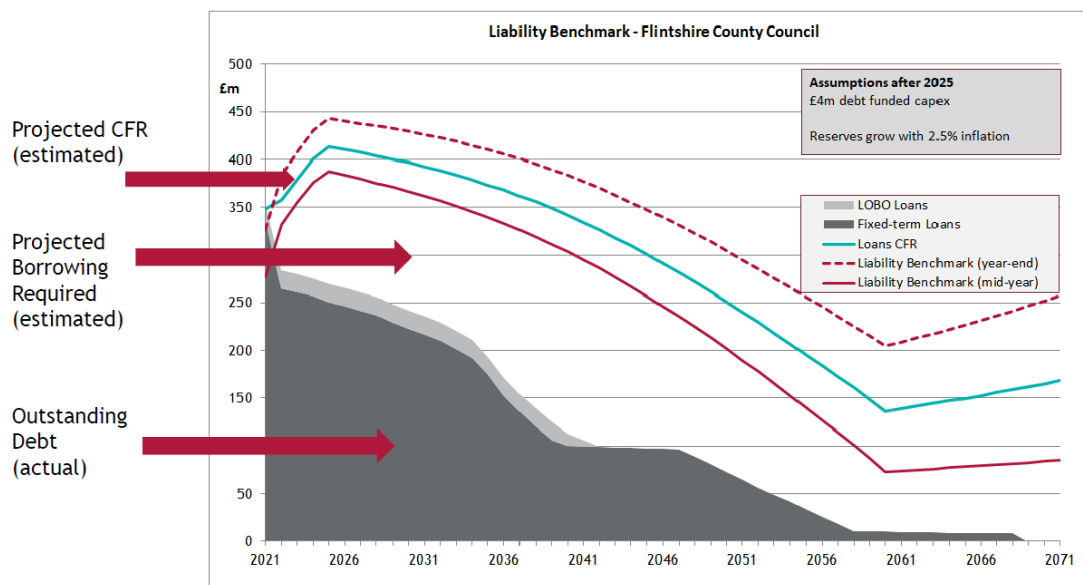
	31.3.21 Actual £m	31.3.22 Estimate £m	31.3.23 Estimate £m	31.3.24 Estimate £m	31.3.25 Estimate £m
Council Fund Capital Financing Requirement (Borrowing only)	216	222	230	253	263
Housing Revenue Account Capital Financing Requirement (Borrowing only)	132	131	139	150	159
Capital Financing Requirement (Borrowing only)	348	353	369	403	422
Less: Current ST borrowing	(58)	(285)	(280)	(276)	(270)
Less: Current LT borrowing	(289)				
Funding Required	1	68	89	127	152
Less: Usable reserves	(75)	(39)	(34)	(31)	(28)
Adj: Working capital	35	26	25	25	25
Investments / (New borrowing)	39	(55)	(80)	(121)	(149)

The underlying need to borrow for capital purposes is measured by the Capital Financing Requirement (CFR), while usable reserves and working capital are the underlying resources available for investment. The Council's current strategy is to maintain borrowing below the CFR, sometimes known as internal borrowing. Internal borrowing is currently cheaper and incurs lower credit risk than external long term borrowing.

Table 3 shows the Council's CFR increases during 2022/23, this is linked with the capital programme (examples of schemes funded by borrowing include the 21st century schools building programme and the HRA capital programme, which includes building new social housing). The level of reserves the Council has is expected to fall in 2021/22 as funding earmarked for specific purposes falls due for payment. The combination of the increase in capital expenditure and a reduction in reserves, results in a sustained requirement for new borrowing over the medium term.

The graph in Table 4 shows the Council's anticipated liability benchmark over the next 50 years, being the net requirement for borrowing after considering resources available from reserves and working capital. The rise in the liability benchmark corresponds with the need to borrow to fund the increase in capital expenditure described above. The strategy in 2022/23, the same as in previous years, is to ensure that any new borrowing undertaken does not exceed the liability benchmark and cause the council to borrow more than it needs.

Table 4: Liability Benchmark - Flintshire County Council (December 2021)



Budget implications

The budget for investment income in 2022/23 is £10k, based on an average investment portfolio of £10m at an average interest rate of 0.1%. The budget for interest on long-term loans in 2022/23 is £13.7m, based on long-term loans of £318m at an average interest rate of 4.46%. The budget for interest on short-term loans is £0.206m based on an average of the costs for the last 3 years. Interest paid will be apportioned between the Council Fund and the HRA. If levels of investments, borrowing and interest rates differ from those forecast, performance against budget will be correspondingly different.

5.0 Treasury Investment Strategy

The Council holds surplus funds, representing income received in advance of expenditure, plus balances and reserves held. In the past 12 months, the Council's treasury average investment balance was £42m with similar or slightly lower levels expected to be maintained in the forthcoming year.

Non-treasury investments, including loans to subsidiaries and purchases of investment property, are not normally considered to be treasury investments, and these are therefore covered separately in Appendix B.

Both the CIPFA Code and the WG Guidance require the Council to invest its treasury funds prudently, and to have regard to the security and liquidity of its investments before seeking the highest rate of return, or yield. The Council's objective when investing money is to strike an appropriate balance between risk and return, minimising the risk of incurring losses from defaults and the risk of receiving unsuitably low investment income.

Strategy

Given the increasing risk and very low returns from short-term unsecured bank investments, the Council continues its aim to diversify into more secure and/or higher yielding asset classes during 2022/23, so far as cash liquidity requirements allow. This is especially the case if any medium to longer-term investments are made. This represents a continuation of the strategy adopted in recent years.

Investment criteria and limits

The Council may invest its surplus funds with any of the counterparties in the following table, subject to the monetary and time limits shown.

Table 5: Treasury investment counterparties and limits

This table must be read in conjunction with the notes below

Sector	Time limit	Counterparty limit	Sector limit
The UK Government	50 years	Unlimited	n/a
Local authorities & other government entities	25 years	£4m	Unlimited
Secured investments *	25 years	£3m	Unlimited
Banks (unsecured) *	13 months	£3m	Unlimited
Building societies (unsecured) *	13 months	£3m	Unlimited
Registered providers (unsecured) *	5 years	£2m	Unlimited
Money market funds *	n/a	£4m	Unlimited
Strategic pooled funds	n/a	£1m	£5m
Real estate investment trusts	n/a	£1m	£1m
Other investments *	5 years	£2m	£10m

*** Minimum credit rating:** Treasury investments in the sectors marked with an asterisk will only be made with entities whose lowest published long-term credit rating is no lower than A-. Where available, the credit rating relevant to the specific investment or class of investment is used, otherwise the counterparty credit rating is used. However, investment decisions are never made solely based on credit ratings, and all other relevant factors, including external advice, will be taken into account.

For entities without published credit ratings, investments may be made either (a) where external advice indicates the entity to be of similar credit quality; or (b) to a maximum of £100k per counterparty as part of a diversified pool.

Government: Loans to, and bonds and bills issued or guaranteed by, national governments, regional and local authorities and multilateral development banks. These investments are not subject to bail-in, and there is generally a lower risk of insolvency, although they are not zero risk. Investments with the UK Government are deemed to be zero credit risk due to its ability to create additional currency and therefore may be made in unlimited amounts for up to 50 years.

Secured investments: Investments secured on the borrower's assets, which limits the potential losses in the event of insolvency. The amount and quality of the security will be a key factor in the investment decision. Covered bonds and reverse repurchase agreements with banks and building societies are exempt from bail-in. Where there is no investment specific credit rating, but the collateral upon which the investment is secured has a credit rating, the higher of the collateral credit rating and the counterparty credit rating will be used. The combined secured and unsecured investments with any one counterparty will not exceed the cash limit for secured investments.

Banks and building societies (unsecured): Accounts, deposits, certificates of deposit and senior unsecured bonds with banks and building societies, other than multilateral development banks. These investments are subject to the risk of credit loss via a bail-in should the regulator determine that the bank is failing or likely to fail. See below for arrangements relating to operational bank accounts.

Registered providers (unsecured): Loans to, and bonds issued or guaranteed by, registered providers of social housing or registered social landlords, formerly known as housing associations. These bodies are regulated by the Regulator of Social Housing (in England), the Scottish Housing Regulator, the Welsh Government and the Department for Communities (in Northern Ireland). As providers of public services, they retain the likelihood of receiving government support if needed.

Money market funds: Pooled funds that offer same-day or short notice liquidity and very low or no price volatility by investing in short-term money markets. They have the advantage over bank accounts of providing wide diversification of investment risks, coupled with the services of a professional fund manager in return for a small fee. Although no sector limit applies to money market funds, the Authority will take care to diversify its liquid investments over a variety of providers to ensure access to cash at all times.

Strategic pooled funds: Bond, equity and property funds that offer enhanced returns over the longer term but are more volatile in the short term. These allow the Authority to diversify into asset classes other than cash without the need to own and manage the underlying investments. Because these funds have no defined maturity date, but are available for withdrawal after a notice period, their performance and continued suitability in meeting the Authority's investment objectives will be monitored regularly.

Real estate investment trusts (REITs): Shares in companies that invest mainly in real estate and pay the majority of their rental income to investors in a similar manner to pooled property funds. As with property funds, REITs offer

enhanced returns over the longer term, but are more volatile especially as the share price reflects changing demand for the shares as well as changes in the value of the underlying properties.

Other investments: This category covers treasury investments not listed above, for example unsecured corporate bonds and company loans. Non-bank companies cannot be bailed-in but can become insolvent placing the Authority's investment at risk.

Operational bank accounts: The Authority may incur operational exposures, for example through current accounts, collection accounts and merchant acquiring services, to any UK bank with credit ratings no lower than BBB- and with assets greater than £25 billion. These are not classed as investments but are still subject to the risk of a bank bail-in, and balances will therefore be kept as low as possible. The Bank of England has stated that in the event of failure, banks with assets greater than £25 billion are more likely to be bailed-in than made insolvent, increasing the chance of the Authority maintaining operational continuity.

Risk assessment and credit ratings

Credit ratings are obtained and monitored by the Authority's treasury advisers, who will notify changes in ratings as they occur. The credit rating agencies in current use are listed in the Treasury Management Practices document.

Where an entity has its credit rating downgraded so that it fails to meet the approved investment criteria then:

- no new investments will be made,
- any existing investments that can be recalled or sold at no cost will be, and
- full consideration will be given to the recall or sale of all other existing investments with the affected counterparty.

Where a credit rating agency announces that a rating is on review for possible downgrade (also known as "rating watch negative" or "credit watch negative") so that it is likely to fall below the above criteria, then no further investments will be made in that organisation until the outcome of the review is announced. This policy will not apply to negative outlooks, which indicate a long-term direction of travel rather than an imminent change of rating.

Other information on the security of investments

The Council understands that credit ratings are good, but not perfect, predictors of investment default. Full regard will therefore be given to other available information on the credit quality of the organisations in which it invests, including credit default swap prices, financial statements, information on potential government support, reports in the quality financial press and analysis and advice from the Council's treasury management adviser. No investments will be made with an organisation if there are substantive doubts about its credit quality, even though it may otherwise meet the above criteria.

When deteriorating financial market conditions affect the creditworthiness of all organisations, as in 2008 and 2020, this is not generally reflected in credit ratings, but can be seen in other market measures. In these circumstances, the Council will restrict its investments to those organisations of higher credit quality and reduce the maximum duration of its investments to maintain the required level of security. The extent of these restrictions will be in line with prevailing financial market conditions. If these restrictions mean that insufficient commercial organisations of “high credit quality” are available to invest the Council’s cash balances, then the surplus will be deposited with the UK Government, via the Debt Management Office for example, or with other local authorities. This will cause investment returns to fall but will protect the principal sum invested.

Specified investments

The WG Guidance defines specified investments as those:

- denominated in pound sterling,
- due to be repaid within 12 months of arrangement unless the counterparty is a local authority,
- not defined as capital expenditure by legislation, and
- invested with one of:
 - the UK Government,
 - a UK local authority, parish council or community council, or
 - a body or investment scheme of ‘high credit quality’.

The Council defines ‘high credit quality’ organisations as those having a credit rating of A- or higher that are, domiciled in the UK, or a foreign country with a sovereign rating of AA+ or higher. For money market funds and other pooled funds ‘high credit quality’ is defined as those having a credit rating of A- or higher.

Non-Specified Investments

Any financial investment not meeting the definition of a specified investment is classed as non-specified. The Council does not intend to make any investments in foreign currencies. Given the wide definition of a loan, this category only applies to units in pooled funds and shares in companies. Limits on non-specified investments are shown in the table below. The Authority confirms that its current non-specified investments remain within these limits.

Table 6: Non-Specified Investment Limits

	Cash Limit
Total invested in pooled funds without credit rating	£5m
Shares in real estate investment trusts	£1m
Shares in local organisations	£1m
Total non-specified investments	£7m

Foreign countries

Investments in foreign countries will be limited to a maximum of £5 million per foreign country. Investments in countries whose lowest sovereign rating is not AAA will be limited to one year's duration. No country limit will apply to investments in the UK, irrespective of the sovereign credit rating.

Liquidity management

The Council uses purpose-built cash flow forecasting software to determine the maximum period for which funds may prudently be committed. The forecast is compiled on a prudent basis, with receipts under-estimated and payments over-estimated to minimise the risk of the Council being forced to borrow on unfavourable terms to meet its financial commitments. Limits on long-term investments are set by reference to the Council's medium term financial plan and cash flow forecast.

Negative Interest Rates

The COVID-19 pandemic has increased the risk that the Bank of England will set its Bank Rate at or below zero, which is likely to feed through to negative interest rates on all low risk, short-term investment options. Since investments cannot pay negative income, negative rates will be applied by reducing the value of investments. In this event, security will be measured as receiving the contractually agreed amount at maturity, even though this may be less than the amount originally invested.

Business models

Under the new International Financial Reporting Standard (IFRS) 9, the accounting for certain investments depends on the Council's 'business model' for managing them. The Council aims to achieve value from its internally managed treasury investments by a business model of collecting the contractual cash flows and therefore, where other criteria are also met, these investments will continue to be accounted for at amortised cost.

6.0 Borrowing Strategy

As at 31st December 2021, the Council held £286.1m of long-term loans, as part of its strategy for funding previous years' capital programmes, which includes £0.582m of new long-term borrowing undertaken to date during 2021/22. The balance sheet forecast in section 4 shows that the Council expects to need to undertake new borrowing during the remainder of 2021/22 and 2022/23.

The Council's chief objective when borrowing money is to strike an appropriately low risk balance between securing low interest costs and achieving cost certainty over the period for which the funds are required. The flexibility to renegotiate loans, should the Council's long-term plans change, is a secondary objective.

The Council's capital expenditure plans will continue to be monitored throughout 2022/23 to inform and confirm the Council's long term borrowing need (figures in section 4 are an estimate). This is to ensure that the Council does not commit to long term borrowing too early and borrow unnecessarily which will be costly. The use of short-term borrowing will assist with such. This will be balanced against securing low long term interest rates currently being forecast.

Given the significant cuts to public expenditure and in particular to local government funding, the Council's borrowing strategy continues to address the key issue of affordability without compromising the longer-term stability of the debt portfolio. With short-term interest rates currently lower than long-term rates, it is likely to be more cost effective in the short-term to use internal resources and to borrow short-term instead.

By doing so, the Council is able to reduce net borrowing costs (despite forgone investment income) and reduce overall treasury risk, credit risk as a result of bail-in legislation in particular. The benefit of internal and short term borrowing will be monitored regularly against the potential for incurring additional costs by deferring borrowing into future years when the long term borrowing rates are forecast to rise modestly. Arlingclose will assist the Council with this 'cost of carry' and breakeven analysis. Its output may determine whether the Council borrows additional sums at long-term fixed rates in 2022/23 with a view to keeping future interest costs low, even if this causes additional costs in the short-term.

The Authority has previously raised the majority of its long-term borrowing from the PWLB but will consider long-term loans from other sources including banks, pensions and local authorities, and will investigate the possibility of issuing bonds and similar instruments, in order to lower interest costs and reduce over-reliance on one source of funding in line with the CIPFA Code. PWLB loans are no longer available to local authorities planning to buy investment assets primarily for yield; the Authority intends to avoid this activity in order to retain its access to PWLB loans.

Alternatively, the Council may arrange forward starting loans, where the interest rate is fixed in advance, but the cash is received in later years. This would enable certainty of cost to be achieved without suffering a cost of carry in the intervening period.

In addition, the Council may borrow for short periods of time to cover unexpected cash flow shortages.

Sources of borrowing

The approved sources of long-term and short-term borrowing will be:

- HM Treasury's PWLB lending facility (formerly the Public Works Loan Board)
- any institution approved for investments (see above)
- any other bank or building society authorised to operate in the UK
- any other UK public sector body

- UK public and private sector pension funds (except Clwyd Pension Fund)
- insurance companies
- capital market bond investors
- UK Municipal Bonds Agency plc and other special purpose companies created to enable local authority bond issues

In addition, capital finance may be raised by the following methods that are not borrowing, but may be classed as other debt liabilities:

- leasing
- hire purchase
- Private Finance Initiative
- sale and leaseback
- WG Mutual Investment Model

Municipal Bonds Agency: UK Municipal Bonds Agency plc was established in 2014 by the Local Government Association as an alternative to the PWLB. It issues bonds on the capital markets and lends the proceeds to local authorities. This is a more complicated source of finance than the PWLB for two reasons: borrowing authorities will be required to provide bond investors with a guarantee to refund their investment in the event that the agency is unable to for any reason; and there will be a lead time of several months between committing to borrow and knowing the interest rate payable. Any decision to borrow from the Agency will therefore be the subject of a separate report to full Council

LOBOs

The Council holds £18.95m of LOBO (Lender's Option Borrower's Option) loans where the lender has the option to propose an increase in the interest rate at set dates, following which the Council has the option to either accept the new rate or to repay the loan at no additional cost. All of these LOBOs have options during 2022/23, and although the Council understands that lenders are unlikely to exercise their options in the current low interest rate environment, there remains an element of refinancing risk. The Council will take the option to repay LOBO loans at no cost if it has the opportunity to do so.

Short-term and Variable Rate loans

As at 31st December 2021, the Council held £20m of short term (temporary) loans with an average rate of 0.02% and no variable rate loans.

These loans leave the Council exposed to the risk of short-term interest rate rises and are therefore subject to the limit on the net exposure to variable interest rates in the treasury management indicators in section 10.

Debt Rescheduling

The PWLB allows authorities to repay loans before maturity and either pay a premium or receive a discount according to a set formula based on current interest rates. Other lenders may also be prepared to negotiate premature

redemption terms. The Council may take advantage of this and replace some loans with new loans, or repay loans without replacement, where this is expected to lead to an overall cost saving or a reduction in risk.

Planned borrowing strategy for 2022/23

The Corporate Finance Manager will:

- Manage the Council's debt maturity profile, i.e. to leave no one future year with a high level of repayments that could cause problems in re-borrowing with the limits stated in this Strategy Statement. Appendix A analyses the debt portfolio of the Council as at 31st December 2021.
- Effect any borrowing that may be required in 2022/23 at the cheapest cost commensurate with future risk based on interest rate forecasts.
- Monitor and review the level of variable interest rate loans in order to take greater advantage of interest rate movements, within the limits stated in this Strategy.
- Continue to monitor options for debt-restructuring and debt re-payment.

The Corporate Finance Manager will monitor the interest rate market and adopt a pragmatic approach to any changing circumstances, reporting any decisions and actions taken under delegated powers to Cabinet via the Governance and Audit Committee.

7.0 Policy on Use of Financial Derivatives

In the absence of any explicit legal power to do so, the Council will not use standalone financial derivatives (such as swaps, forwards, futures and options). Derivatives embedded into loans and investments, including pooled funds and forward starting transactions, may be used, and the risks that they present will be managed in line with the overall treasury risk management strategy.

8.0 Policy on Apportioning Interest to HRA

The Council has adopted a single pool of loans which funds the capital expenditure of both Council Fund and HRA activities. The interest payable and other costs/income arising from long term loans (e.g. premiums and discounts on early redemption) is apportioned between the revenue accounts using the average Capital Financing Requirement (which measures the underlying need to borrow to fund capital expenditure) during the year.

Given that the HRA has minimal level of reserves compared to the total level of reserves held by the Council, any interest received on investments will be credited to the Council Fund revenue account.

9.0 Markets in Financial Instruments Directive

The Council has opted up to professional client with its providers of financial services, including advisers, banks, and brokers, allowing it access to a range of services but without the greater regulatory protections afforded to individuals and small companies. Given the size and range of the Council's treasury management activities, the Corporate Finance Manager believes this to be the most appropriate status.

10.0 Treasury Management Indicators

The Council measures and manages its exposures to treasury management risks using the following indicators. The Council is asked to approve the following indicators:

Interest rate exposures

This indicator is set to control the Council's exposure to interest rate risk. The upper limits on fixed and variable rate interest rate exposures, expressed as an amount of net principal borrowed will be:

	2022/23	2023/24	2024/25
Upper limit on fixed interest rate exposures	£411m	£433m	£448m
Upper limit on variable interest rate exposures	£100m	£100m	£100m

Fixed rate investments and borrowings are those where the rate of interest is fixed for at least 12 months, measured from the start of the financial year or the transaction date if later. All other instruments are classed as variable rate.

Maturity structure of borrowing

This indicator is set to control the Council's exposure to refinancing risk. The upper and lower limits on the maturity structure of fixed rate borrowing will be:

	Lower	Upper
Under 12 months	0%	20%
12 months and within 24 months	0%	20%
24 months and within five years	0%	30%
Five years and within 10 years	0%	50%
10 years and above	0%	100%

Time periods start on the first day of each financial year. The maturity date of borrowing is the earliest date on which the lender can demand repayment.

Principal sums invested for periods longer than 364 days

The purpose of this indicator is to control the Council's exposure to the risk of incurring losses by seeking early repayment of its investments. The limits on the long term principal sum invested to final maturities beyond the period end will be:

	2022/23	2023/24	2024/25
Limit on total principal invested beyond year end	£5m	£5m	£5m

Any long term investments carried forward from previous years will be included in each years limit.

Borrowing limits

The Council is being asked to approve these Prudential Indicators as part of the Capital Strategy report. However they are repeated here for completeness.

	2022/23	2023/24	2024/25
Operational boundary – borrowing	£391m	£413m	£428m
Operational boundary – other long-term liabilities	<u>£20m</u>	<u>£20m</u>	<u>£20m</u>
Operational boundary – TOTAL	£411m	£433m	£448m
Authorised limit – borrowing	£411m	£433m	£448m
Authorised limit – other long-term liabilities	<u>£35m</u>	<u>£35m</u>	<u>£35m</u>
Authorised limit – TOTAL	£446m	£468m	£483m

11.0 Other Matters

The WG Investment Guidance requires the Council to note the following matters each year as part of the investment strategy:

Treasury Management Advisers

The Council's treasury management adviser, Arlingclose continues to provide advice and information on the Council's investment and borrowing activities, although responsibility for final decision making remains with the Council and its officers. The services received include:

- advice and guidance on relevant policies, strategies and reports,
- advice on investment decisions,
- notification of credit ratings and changes,
- other information on credit quality,
- advice on debt management decisions,
- accounting advice,
- reports on treasury performance,
- forecasts of interest rates, and
- training courses.

The quality of this service is controlled by Financial Procedure Rules and Contract Procedure Rules.

Capacity and skills training

The needs of the Council's treasury management team for training in treasury management are assessed as part of the employee appraisal process, and

additionally when the responsibilities of individual members of the treasury team change.

Employees regularly attend training courses, seminars and conferences provided by Arlingclose and CIPFA. Relevant employees are also encouraged to study professional qualifications from CIPFA and other appropriate organisations.

Training for elected Members is provided by Arlingclose on an annual basis and by the treasury management team on an ongoing basis.

Training ensures that those elected members and statutory officers involved in the investments decision-making process have appropriate capacity, skills and information to enable them to: 1. take informed decisions as to whether to enter into a specific investment; 2. assess individual investments in the context of the strategic objectives and risk profile of the Council; and 3. understand how the quantum of these decisions have changed the overall risk exposure of the Council.

The Council is reviewing steps taken to ensure that those negotiating commercial deals are aware of the core principles of the prudential framework and of the regulatory regime within which local authorities operate.

Investment of Money Borrowed in Advance of Need

Welsh Government guidance states that local authorities must not borrow more than or in advance of their needs purely in order to profit from the investment of the extra sums borrowed.

The Council will not borrow more than or in advance of their needs to profit from the investment but may, from time to time, borrow in advance of need, where this is expected to provide the best long term value for money for example in a climate of rising interest rates. Since amounts borrowed will be invested until spent, the Council is aware that it will be exposed to the risk of loss of the borrowed sums, and the risk that investment and borrowing interest rates may change in the intervening period. These risks will be managed as part of the Council's overall management of its treasury risks.

The total amount borrowed will not exceed the authorised borrowing limit of £446 million. The maximum period between borrowing and expenditure is expected to be two years, although the Council is not required to link particular loans with particular items of expenditure.

Climate change

WG has set out its legal commitment to achieve net zero emissions by 2050 and work towards a net zero public sector in Wales by 2030. One of the Council's key priorities within the Council Plan is to become a net zero carbon Council by 2030 and to support wider decarbonisation actions across the County.

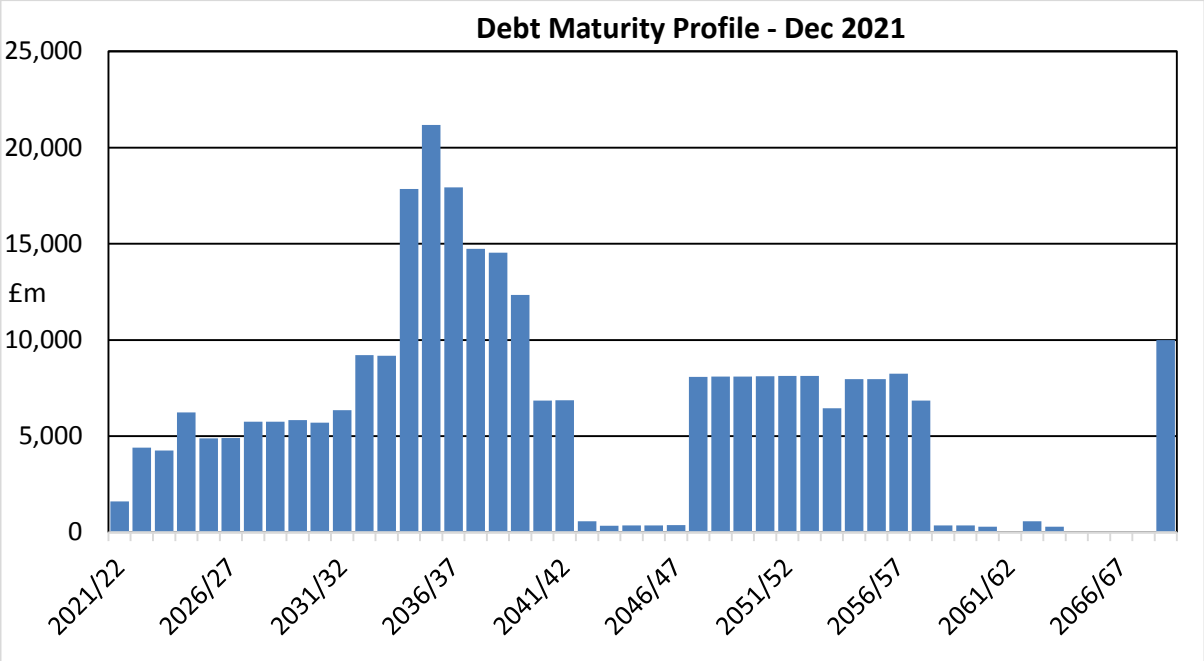
The Council is currently reviewing with Arlingclose and with fund managers how the money market funds the Council invests in take account of environmental, social and governance (ESG) factors, and what options are available for investments that support a low carbon economy.

Other Options Considered

The WG Investment Guidance and the CIPFA Code of Practice do not prescribe any particular treasury management strategy for local authorities to adopt. The Corporate Finance Manager believes that the above strategy represents an appropriate balance between risk management and cost effectiveness. Some alternative strategies, with their financial and risk management implications, are listed in the following table.

Alternative	Impact on income and expenditure	Impact on risk management
Invest in a narrower range of counterparties and/or for shorter periods.	Interest income will be lower	Reduced risk of losses from credit related defaults, but any such losses may be greater
Invest in a wider range of counterparties and/or for longer periods.	Interest income will be higher	Increased risk of losses from credit related defaults, but any such losses may be smaller
Borrow additional sums at long-term fixed interest rates	Debt interest costs will rise; this is unlikely to be offset by higher investment income	Higher investment balance leading to a higher impact in the event of a default; however long-term interest costs will be more certain
Borrow short-term or variable loans instead of long-term fixed rates	Debt interest costs will initially be lower	Increases in debt interest costs will be broadly offset by rising investment income in the medium term, but long term costs will be less certain
Reduce level of borrowing	Saving on debt interest is likely to exceed lost investment income	Reduced investment balance leading to a lower impact in the event of a default; however long-term interest costs will be less certain

APPENDIX A – DEBT MATURITY PROFILE



APPENDIX B: Additional requirements of Welsh Government Investment Guidance – Non-Treasury Investments

The Welsh Government (WG) published revised Investment Guidance in November 2019 which places additional reporting requirements upon local authorities and covers investments that are not part of treasury management. In this appendix the Council sets out the information required to comply with the WG guidance for non-treasury investments.

The Council has given loans to wholly owned companies for service purposes and has historical non-financial investments in property defined as Investment Properties within the Council's Statement of Accounts. The Council considers both to be non-treasury investments.

Loans to Wholly Owned Subsidiaries

The WG guidance defines a loan as a written or oral agreement where the Council temporarily transfers cash to a third party, joint venture, subsidiary or associate who agrees a return according to the terms and conditions of receiving the loan, except where the third party is another local authority.

Contribution

The Council's investments in the form of loans to wholly owned companies contribute to its service delivery objectives and/or to promote wellbeing as follows:

The Council has embarked on an ambitious house building programme as part of its Strategic Housing and Regeneration Programme (SHARP). Over a 5 year period 500 new homes will be built at a range of sites across the county, a mixture of new council houses and affordable homes, alongside commissioning a range of linked regeneration initiatives and community benefits.

Affordable homes are being developed through the Council's wholly owned subsidiary North East Wales Homes Limited (NEW Homes) in partnership with the Council. Affordable homes for rent are built or purchased by NEW Homes funded by loans from the Council. New affordable homes for rent have been built in Flint, Penyffordd (Holywell), Dobshell, Bryn-y-Baal, Northop, Saltney and are under construction in Gronant, and Mold.

Controls and Limits

The Council considers that its financial exposure to loans to wholly owned companies is proportionate and has set the limits in table B1. The Council's loan book is currently within these self-assessed limits.

NEW Homes was established on 3rd April 2014 to own, lease and manage properties with the aim of increasing the quantity and quality of affordable housing across the county.

NEW Homes is a company limited by shares, wholly owned by the Council (1 at £1 par value), established under section 95 of the Local Government Act 2003. The

Council has a high level of control over NEW Homes as the single shareholder, approving:

- the issue of share capital
- the distribution of trading surplus
- the annual business plan
- any asset disposals
- any borrowing against assets
- appointment of directors to the board

Table B1: Loan limits

Borrower	Cash Limit
Wholly owned companies	£40m
Treasury management investments meeting the definition of a loan	Unlimited

The Council, as required, has considered allowing for an ‘expected credit loss’ model for loans and receivables as set out in IFRS 9: *Financial Instruments*, as adopted by proper practices, to measure the credit risk of its loan portfolio. When calculated, the expected credit loss was very small. Given the high level of control the Council has over NEW Homes and the security arrangements, the Council decided against setting up a provision for expected credit loss from the loans to NEW Homes.

Appropriate consideration is given to state aid rules and competition law. The Council sought specific legal and finance advice to ensure existing and future loans are compliant with State Aid regulations. The rates applied are below what NEW Homes would receive on the open market, and therefore are granted to NEW Homes under the Services of General Economic Interest Decision (a State Aid exemption). Arrangements are in place to monitor and ensure that the amount of aid granted through the loan does not exceed the net cost of providing the Service of General Economic Interest. A deed of entrustment is in place to clearly set out the requirements of both parties.

Liquidity

The Council has borrowed from the PWLB to on-lend at a small margin to NEW Homes on the same terms and conditions, therefore the impact on the Council’s Treasury Management activities is limited.

The length of the loans has been determined by assessing the cash flow of each housing development scheme to ensure over the long term affordable rents are sufficient to repay borrowing, interest, management costs, cyclical maintenance costs and reasonable allowances for voids and bad debts. Most schemes require an annuity loan commitment of 45 years, the maximum the Council would commit to is 50 years.

Agreements are in place ensuring that the Council has security on all NEW Homes properties which includes properties built using the loan funding and also other properties that NEW Homes owns outright (acquired from developers as part of Section 106 Planning Act agreements to provide affordable housing). In the event of a default, the Council could either sell the properties to repay its borrowing, or include them within the Housing Revenue Account and continue to rent at social housing rent levels.

Compared with other investment types, property is relatively difficult to sell and convert to cash at short notice and can take a considerable period to sell in certain market conditions. The Council accepts that the invested funds have been invested in NEW Homes for the length of the loans – approx. 45 years – and cannot readily be accessed for other purposes.

Yield (net profit)

The loans generate a small income for the Council as there is a margin of approx. 0.25% charged to NEW Homes on the Council’s borrowing rate from the PWLB. The income makes a very small contribution to achieving a balanced revenue budget. The yield as a proportion of net revenue budget is less than 0.01%.

Investment Properties

The Welsh Government guidance includes an investment category covering non-financial assets held primarily or partially to generate a profit, primarily investment property. Proper accounting practice defines an investment property as those that are held solely to earn rent and / or for capital appreciation.

The Council has a portfolio of investment properties, in the form of agricultural property and industrial units. Although these are classified as investment properties, they are legacy assets and the council is managing down its agricultural portfolio and is reviewing its position in regard to industrial units.

Contribution

The Council’s investments, in the form of investment properties, contribute to its service delivery objectives and/or to promote wellbeing by providing a net financial surplus that is reinvested into local public services.

Security

The Welsh Government guidance requires that security is determined by comparing each asset’s purchase price to its fair value using the model in International Accounting Standard 40: *Investment Property*, as adapted by proper practices.

As the Council’s investment portfolio is of a historic nature, built up over many years, property purchase prices are not readily available to compare with current fair values. The table below shows the fair values of the current portfolio over the last 5 years demonstrating that the historic capital invested has remained stable over the past 5 years.

Table B2: Fair Value of Investment Properties

	31.3.2021 £m	31.3.2020 £m	31.3.2019 £m	31.3.2018 £m	31.3.2017 £m
Fair Value Inv. Properties	25.2	25.0	25.2	25.2	24.8

Liquidity

The Council's investment properties are historical investment decisions and therefore will have limited impact on the Council's liquidity. No recent investment has taken place in investment properties, and therefore there is no recent borrowing associated.

Yield (net profit)

The profit generated by investment activity makes a small contribution to achieving a balanced revenue budget. Table B3 below details the extent to which funding expenditure to meet the service delivery objectives and or promote wellbeing in the Council is dependent on achieving the expected yield over the life cycle of the Medium Term Financial Plan.

Table B3: Proportionality of Investment Properties

	2020/21 Actual £m	2021/22 Budget £m	2022/23 Budget £m
Net Revenue Budget	285.987	297.457	322.853
Net Investment income	1.31	1.50	1.50
Proportion	0.46%	0.50%	0.46%

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FLINTSHIRE COUNTY COUNCIL

**TREASURY MANAGEMENT
POLICY STATEMENT**

2022 – 2025

1.0 TREASURY MANAGEMENT POLICY STATEMENT

The Council defines the policies and objectives of its treasury management activities as follows: -

- 1.1 "The management of the Council's investments and cash flows, its banking, money market and capital market transactions; the effective control of the risks associated with those activities; and the pursuit of optimum performance consistent with those risks".
- 1.2 The Council regards the successful identification, monitoring and control of risk to be the prime criteria by which the effectiveness of its treasury management activities will be measured. Accordingly, the analysis and reporting of treasury management activities will focus on their risk implications for the Council, and any financial instruments entered into to manage these risks.
- 1.3 The Council acknowledges that effective treasury management will provide support towards the achievement of its business and service objectives. It is therefore committed to the principles of achieving value for money in treasury management, and to employing suitable comprehensive performance measurement techniques, within the context of effective risk management.
- 1.4 The Council greatly values revenue budget stability and will therefore borrow the majority of its long-term funding needs at long-term fixed rates of interest. Short-term and variable rate loans will only be borrowed to the extent that they either offset short-term and variable rate investments or can be shown to produce revenue savings.
- 1.5 The Council will set an affordable borrowing limit each year in compliance with the *Local Government Act 2003*, and will have regard to the *CIPFA Prudential Code for Capital Finance in Local Authorities* when setting that limit. It will also set limits on its exposure to changes to interest rates and limits on the maturity structure of its borrowing in the treasury management strategy report each year.
- 1.6 The Council's primary objectives for the investment of its surplus funds are to protect the principal sums invested from loss, and to ensure adequate liquidity so that funds are available for expenditure when needed. The generation of investment income to support the provision of local authority services is an important, but secondary, objective.
- 1.7 The Council will have regard to Welsh Government Guidance on Local Government Investments and will approve an investment strategy each year as part of the treasury management strategy. The strategy will set criteria to determine suitable organisations in which cash may be invested, limits on the maximum duration of such investments and limits on the amount of cash that may be invested with any one organisation.
- 1.8 The Council has adopted the 2017 edition of the Chartered Institute of Public Finance and Accountancy's *Treasury Management in Public Services: Code of Practice* and its required clauses in section 2 below.

2.0 CLAUSES FORMALLY ADOPTED

CIPFA recommends that all public service organisations adopt, as part of their formal policy documents the following four clauses.

- 2.01 The Council will create and maintain, as the cornerstones for effective treasury management:
- a treasury management policy statement, stating the policies, objectives and approach to risk management of its treasury management activities
 - suitable treasury management practices (TMPs), setting out the manner in which the Council will seek to achieve those policies and objectives, and prescribing how it will manage and control those activities.

The content of the policy statement and TMPs will follow the recommendations contained in the Code, subject only to amendment where necessary to reflect the particular circumstances of the Council. Such amendments will not result in the Council materially deviating from the Code's key principles.

- 2.02 The Council will receive reports on its treasury management policies, practices and activities, including, as a minimum, an annual strategy in advance of the year, a mid-year review and an annual report after its close, in the form prescribed in its TMPs.
- 2.03 The Council delegates responsibility for the implementation and regular monitoring of its treasury management policies and practices to the Cabinet, and for the execution and administration of treasury management decisions to the Chief Finance Officer, who will act in accordance with the Council's policy statement, TMPs and, CIPFA's Standard of Professional Practice on Treasury Management.
- 2.04 The Council nominates the Governance and Audit Committee to be responsible for ensuring effective scrutiny of the treasury management strategy and policies.

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TREASURY MANAGEMENT PRACTICES

Part 1: Main Principles

2022 - 2025

Flintshire County Council

Treasury Management Practices 2022 - 2025

TREASURY MANAGEMENT PRACTICES

Treasury Management Practices (TMPs) set out the manner in which the Council will seek to achieve its treasury management policies and objectives and how it will manage and control those activities.

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Treasury Management Practices 2022 - 2025

TMP1 TREASURY RISK MANAGEMENT

The Council regards a key objective of its treasury management activities to be the security of the principal sums it invests. Accordingly it will ensure that robust due diligence procedures cover all external investments.

The Chief Finance Officer will design, implement and monitor all arrangements for the identification, management and control of treasury management risk, will report at least annually on the adequacy/suitability thereof, and will report, as a matter of urgency, the circumstances of any actual or likely difficulty in achieving the Council's objectives in this respect, all in accordance with the procedures set out in TMP6 reporting requirements and management information arrangements.

In respect of each of the following risks, the arrangements which seek to ensure compliance with these objectives are set out in the schedule to this document.

[1] Credit and counterparty risk management

The Council will ensure that its counterparty lists and limits reflect a prudent attitude towards organisations with whom funds may be deposited, and will limit its investment activities to the instruments, methods and techniques referred to in TMP4 Approved instruments, methods and techniques and listed in the schedule to this document. It also recognises the need to have, and will therefore maintain, a formal counterparty policy in respect of those organisations from which it may borrow, or with whom it may enter into other financing or derivative arrangements.

[2] Liquidity risk management

The Council will ensure it has adequate though not excessive cash resources, borrowing arrangements, overdraft or standby facilities to enable it at all times to have the level of funds available to it which are necessary for the achievement of its business/service objectives.

The Council will only borrow in advance of need where there is a clear business case for doing so and will only do so for the current capital programme or to finance future debt maturities.

[3] Interest rate risk management

The Council will manage its exposure to fluctuations in interest rates with a view to containing its interest costs, or securing its interest revenues, in accordance with the amounts provided in its budgetary arrangements as amended in accordance with TMP6 Reporting requirement and management information arrangements.

It will achieve this by the prudent use of its approved instruments, methods and techniques, primarily to create stability and certainty of costs and revenues, but at the same time retaining a sufficient degree of flexibility to take advantage of unexpected, potentially advantageous changes in the level or structure of interest rates. This should be subject at all times to the consideration and, if required, approval of any policy or budgetary implications.

Treasury Management Practices 2022 - 2025

It will ensure that any hedging tools such as derivatives are only used for the management of risk and the prudent management of financial affairs and that the policy for the use of derivatives is clearly detailed in the annual strategy.

[4] Exchange rate risk management

The Council will manage its exposure to fluctuations in exchange rates so as to minimise any detrimental impact on its budgeted income/expenditure levels.

[5] Inflation risk management

The Council will keep under review the sensitivity of its treasury assets and liabilities to inflation, and will seek to manage the risk accordingly in the context of the whole Council's inflation exposures.

[6] Refinancing risk management

The Council will ensure that its borrowing, private financing and partnership arrangements are negotiated, structured and documented, and the maturity profile of the monies so raised are managed, with a view to obtaining offer terms for renewal or refinancing, if required, which are competitive and as favourable to the Council as can reasonably be achieved in the light of market conditions prevailing at the time.

It will actively manage its relationships with its counterparties in these transactions in such a manner as to secure this objective, and will avoid over-reliance on any one source of funding if this might jeopardise achievement of the above.

[7] Legal and regulatory risk management

The Council will ensure that all of its treasury management activities comply with its statutory powers and regulatory requirements. It will demonstrate such compliance, if required to do so, to all parties with whom it deals in such activities. In framing its credit and counterparty policy under TMP1.1 credit and counterparty risk management, it will ensure that there is evidence of counterparties' powers, authority and compliance in respect of the transactions they may effect with the Council, particularly with regard to duty of care and fees charged.

The Council recognises that future legislative or regulatory changes may impact on its treasury management activities and, so far as it is reasonably able to do so, will seek to minimise the risk of these impacting adversely on it.

[8] Fraud, error and corruption, and contingency management

The Council will ensure that it has identified the circumstances which may expose it to the risk of loss through fraud, error, corruption or other eventualities in its treasury management dealings. Accordingly, it will employ suitable systems and procedures, and will maintain effective contingency management arrangements, to these ends.

Treasury Management Practices 2022 - 2025

[9] Market risk management

The Council will seek to ensure that its stated treasury management policies and objectives will not be compromised by adverse market fluctuations in the value of the principal sums it invests, and will accordingly seek to protect itself from the effects of such fluctuations.

TMP2 PERFORMANCE MEASUREMENT

The Council is committed to the pursuit of value for money in its treasury management activities, and to the use of performance methodology in support of that aim, within the framework set out in its treasury management policy statement.

Accordingly, the treasury management function will be the subject of ongoing analysis of the value it adds in support of the Council's stated business or service objectives. It will be the subject of regular examination of alternative methods of service delivery, of the availability of fiscal or other grant or subsidy incentives, and of the scope for other potential improvements. The performance of the treasury management function will be measured using the criteria set out in the schedule to this document.

TMP3 DECISION-MAKING AND ANALYSIS

The Council will maintain full records of its treasury management decisions, and of the processes and practices applied in reaching those decisions, both for the purposes of learning from the past, and for demonstrating that reasonable steps were taken to ensure that all issues relevant to those decisions were taken into account at the time. The issues to be addressed and processes and practices to be pursued in reaching decisions are detailed in the schedule to this document.

TMP4 APPROVED INSTRUMENTS, METHODS AND TECHNIQUES

The Council will undertake its treasury management activities by employing only those instruments, methods and techniques detailed in the schedule to this document, and within the limits and parameters defined in TMP1, Risk management.

Where the Council intends to use derivative instruments for the management of risks, these will be limited to those set out in its annual treasury strategy. The Council will seek proper advice (to include that of its Treasury Management advisors) and will consider that advice when entering into arrangements to use such products to ensure that it fully understands those products.

The Council has reviewed its classification with financial institutions under MIFID II and has set out in the schedule to this document those organisations with which it is registered as a professional client and those with which it has an application outstanding to register as a professional client.

Treasury Management Practices 2022 - 2025

TMP5 ORGANISATION, CLARITY AND SEGREGATION OF RESPONSIBILITIES, AND DEALING ARRANGEMENTS

The Council considers it essential, for the purposes of the effective control and monitoring of its treasury management activities, and for the reduction of the risk of fraud or error, and for the pursuit of optimum performance, that these activities are structured and managed in a fully integrated manner, and that there is at all times a clarity of treasury management responsibilities.

The principle on which this will be based is a clear distinction between those charged with setting treasury management policies and those charged with implementing and controlling these policies, particularly with regard to the execution and transmission of funds, the recording and administering of treasury management decisions, and the audit and review of the treasury management function.

If and when the Council is required, as a result of lack of resources or other circumstances, to depart from these principles, the Chief Finance Officer will ensure that the reasons are properly reported in accordance with TMP6 Reporting requirements and management information arrangements, and the implications properly considered and evaluated.

The Chief Finance Officer will ensure that there are clear written statements of the responsibilities for each post engaged in treasury management, and the arrangement for absence cover. The Chief Finance Officer will also ensure that at all times those engaged in treasury management will follow the policies and procedures set out. The present arrangements are detailed in the schedule to this document.

The Chief Finance Officer will ensure there is proper documentation for all deals and transactions, and that procedures exist for the effective transmission of funds. The present arrangements are detailed in the schedule to this document.

The delegations to the Chief Finance Officer in respect of treasury management are set out in the schedule to this document. The Chief Finance Officer will fulfil all such responsibilities in accordance with the Council's policy statement and TMPs and, if a CIPFA member, the Standard of Professional Practice on Treasury Management.

TMP6 REPORTING REQUIREMENTS AND MANAGEMENT INFORMATION ARRANGEMENTS

The Council will ensure that regular reports are prepared and considered on the implementation of its treasury management policies; on the effects of decisions taken and the transactions executed in pursuit of those policies; on the implications of changes, particularly budgetary, resulting from regulatory, economic, market or other factors affecting its treasury management activities; and on the performance of the treasury management function.

As a minimum:

The County Council will receive:

Treasury Management Practices 2022 - 2025

- An annual report on the strategy and plan to be pursued in the coming year
- A mid-year review
- An annual report on the performance of the treasury management function, on the effects of the decisions taken and the transactions executed in the past year, and on any circumstances of non-compliance with the Council's treasury management policy statement and TMPs.

In addition to the above, the Governance and Audit Committee will receive regular monitoring reports on treasury management activities and risks. Governance and Audit Committee will also have responsibility for the scrutiny of treasury management policies and practices.

Treasury management indicators will be reported in the strategy report. The present arrangements and the form of these reports are detailed in the schedule to this document.

TMP7 BUDGETING, ACCOUNTING AND AUDIT ARRANGEMENTS

The Chief Finance Officer will prepare, and the Council will approve and, if necessary, from time to time amend, an annual budget for treasury management, which will bring together all of the costs involved in running the treasury management function, together with associated income. The matters to be included in the budget will at minimum be those required by statute or regulation, together with such information as will demonstrate compliance with TMP1 Risk management, TMP2 Performance measurement, and TMP4 Approved instruments, methods and techniques. The Chief Finance Officer will exercise effective controls over this budget, and will report upon and recommend any changes required in accordance with TMP6 Reporting requirements and management information arrangements.

The Council will account for its treasury management activities, for decisions made and transactions executed, in accordance with appropriate accounting practices and standards, and with statutory and regulatory requirements in force for the time being.

TMP8 CASH AND CASH FLOW MANAGEMENT

Unless statutory or regulatory requirements demand otherwise, all monies in the hands of the Council will be under the control of the Chief Finance Officer, and will be aggregated for cash flow and investment management purposes. Cash flow projections will be prepared on a regular and timely basis, and the Chief Finance Officer will ensure that these are adequate for the purposes of monitoring compliance with TMP1 [2] liquidity risk management. The present arrangements for preparing cash flow projections, and their form, are set out in the schedule to this document.

TMP9 MONEY LAUNDERING

The Council is alert to the possibility that it may become the subject of an attempt to involve it in a transaction involving the laundering of money. Accordingly, it will

Treasury Management Practices 2022 - 2025

maintain procedures for verifying and recording the identity of counterparties and reporting suspicions, and will ensure that staff involved in this are properly trained. The present arrangements are detailed in the schedule to this document.

TMP10 STAFF TRAINING AND QUALIFICATIONS

The Council recognises the importance of ensuring that all staff involved in the treasury management function are fully equipped to undertake the duties and responsibilities allocated to them. It will therefore seek to appoint individuals who are both capable and experienced and will provide training for staff to enable them to acquire and maintain an appropriate level of expertise, knowledge and skills. The Chief Finance Officer will recommend and implement the necessary arrangements.

The Chief Finance Officer will ensure that committee/council members tasked with treasury management responsibilities, including those responsible for scrutiny, have access to training relevant to their needs and those responsibilities.

Those charged with governance recognise their individual responsibility to ensure that they have the necessary skills to complete their role effectively.

The present arrangements are detailed in the schedule to this document.

TMP11 USE OF EXTERNAL SERVICE PROVIDERS

The Council recognises that responsibility for treasury management decisions remains with it at all times. It recognises that there may be potential value in employing external providers of treasury management services, in order to acquire access to specialist skills and resources. When it employs such service providers, it will ensure it does so for reasons which have been submitted to a full evaluation of the costs and benefits. It will also ensure that the terms of their appointment and the methods by which their value will be assessed are properly agreed and documented, and subjected to regular review. And it will ensure, where feasible and necessary, that a spread of service providers is used, to avoid over reliance on one or a small number of companies. Where services are subject to formal tender or re-tender arrangements, legislative requirements will always be observed. The monitoring of such arrangements rests with the Chief Finance Officer, and details of the current arrangements are set out in the schedule to this document.

TMP12 CORPORATE GOVERNANCE

The Council is committed to the pursuit of proper corporate governance throughout its businesses and services, and to establishing the principles and practices by which this can be achieved. Accordingly, the treasury management function and its activities will be undertaken with openness and transparency, honesty, integrity and accountability.

The Council has adopted and has implemented the key principles of the Code. This, together with the other arrangements detailed in the schedule to this document, are

Treasury Management Practices 2022 - 2025

considered vital to the achievement of proper corporate governance in treasury management, and the Chief Finance Officer will monitor and, if and when necessary, report upon the effectiveness of these arrangements.

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TREASURY MANAGEMENT PRACTICES

Part 2: Schedules

2022 - 2025

Flintshire County Council

Treasury Management Practice Schedules 2022 - 2025

TREASURY MANAGEMENT PRACTICES - SCHEDULES

This section contains the schedules which set out the details of how the Treasury Management Practices (TMPs) are put into effect by the Council

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TMP1 RISK MANAGEMENT

1 Credit & Counterparty Policies

1. Criteria to be used for creating/managing approved counterparty lists/limits -
 - The Chief Finance Officer will formulate suitable criteria for assessing and monitoring the credit risk of investment counterparties and shall construct a lending list comprising time, type, sector and specific counterparty limits.
 - Treasury management staff will add or delete counterparties to/from the approved counterparty list in line with the policy on criteria for selection of counterparties. The complete list is available in the Technical Accountancy Section. It should be noted that not all of these counterparties will be used. This depends on whether they are in the market at the time of investment and whether they are offering competitive rates.
 - The Council will use credit criteria in order to select creditworthy counterparties for placing investments.
 - Credit ratings will be used as supplied from a selection of credit rating agencies.
 - The minimum level of credit rating for an approved counterparty will be as follows: -

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Sector	Time limit	Counterparty limit	Sector limit
The UK Government	50 years	Unlimited	n/a
Local authorities & other government entities	25 years	£4m	Unlimited
Secured investments *	25 years	£3m	Unlimited
Banks (unsecured) *	13 months	£3m	Unlimited
Building societies (unsecured) *	13 months	£3m	Unlimited
Registered providers (unsecured) *	5 years	£2m	Unlimited
Money market funds *	n/a	£4m	Unlimited
Strategic pooled funds	n/a	£1m	£5m
Real estate investment trusts	n/a	£1m	£1m
Other investments *	5 years	£2m	£10m

A definition of the ratings can be found in Appendix A.

* **Minimum credit rating:** Treasury investments in the sectors marked with an asterisk will only be made with entities whose lowest published long-term credit rating is no lower than A-. Where available, the credit rating relevant to the specific investment or class of investment is used, otherwise the counterparty credit rating is used. However, investment decisions are never made solely based on credit ratings, and all other relevant factors including external advice will be taken into account.

For entities without published credit ratings, investments may be made either (a) where external advice indicates the entity to be of similar credit quality; or (b) to a maximum of £100k per counterparty as part of a diversified pool.

Government: Loans to, and bonds and bills issued or guaranteed by, national governments, regional and local authorities and multilateral development banks. These investments are not subject to bail-in, and there is generally a lower risk of insolvency, although they are not zero risk. Investments with the UK Government are deemed to be zero credit risk due to its ability to create additional currency and therefore may be made in unlimited amounts for up to 50 years.

Secured investments: Investments secured on the borrower's assets, which limits the potential losses in the event of insolvency. The amount and quality of the security will be a key factor in the investment decision. Covered bonds and reverse repurchase agreements with banks and building societies are exempt from bail-in. Where there is no investment specific credit rating, but the collateral upon which the investment is secured has a credit rating, the higher

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of the collateral credit rating and the counterparty credit rating will be used. The combined secured and unsecured investments with any one counterparty will not exceed the cash limit for secured investments.

Banks and building societies (unsecured): Accounts, deposits, certificates of deposit and senior unsecured bonds with banks and building societies, other than multilateral development banks. These investments are subject to the risk of credit loss via a bail-in should the regulator determine that the bank is failing or likely to fail. See below for arrangements relating to operational bank accounts.

Registered providers (unsecured): Loans to, and bonds issued or guaranteed by, registered providers of social housing or registered social landlords, formerly known as housing associations. These bodies are regulated by the Regulator of Social Housing (in England), the Scottish Housing Regulator, the Welsh Government and the Department for Communities (in Northern Ireland). As providers of public services, they retain the likelihood of receiving government support if needed.

Money market funds: Pooled funds that offer same-day or short notice liquidity and very low or no price volatility by investing in short-term money markets. They have the advantage over bank accounts of providing wide diversification of investment risks, coupled with the services of a professional fund manager in return for a small fee. Although no sector limit applies to money market funds, the Authority will take care to diversify its liquid investments over a variety of providers to ensure access to cash at all times.

Strategic pooled funds: Bond, equity and property funds that offer enhanced returns over the longer term but are more volatile in the short term. These allow the Authority to diversify into asset classes other than cash without the need to own and manage the underlying investments. Because these funds have no defined maturity date, but are available for withdrawal after a notice period, their performance and continued suitability in meeting the Authority's investment objectives will be monitored regularly.

Real estate investment trusts: Shares in companies that invest mainly in real estate and pay the majority of their rental income to investors in a similar manner to pooled property funds. As with property funds, REITs offer enhanced returns over the longer term, but are more volatile especially as the share price reflects changing demand for the shares as well as changes in the value of the underlying properties.

Other investments: This category covers treasury investments not listed above, for example unsecured corporate bonds and company loans. Non-bank companies cannot be bailed-in but can become insolvent placing the Authority's investment at risk.

Operational bank accounts: The Authority may incur operational exposures, for example through current accounts, collection accounts and merchant acquiring services, to any UK bank with credit ratings no lower than BBB- and

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with assets greater than £25 billion. These are not classed as investments but are still subject to the risk of a bank bail-in, and balances will therefore be kept as low as possible. The Bank of England has stated that in the event of failure, banks with assets greater than £25 billion are more likely to be bailed-in than made insolvent, increasing the chance of the Authority maintaining operational continuity.

Specified investments

The WG Guidance defines specified investments as those:

- denominated in pound sterling,
- due to be repaid within 12 months of arrangement unless the counterparty is a local authority,
- not defined as capital expenditure by legislation, and
- invested with one of:
 - the UK Government,
 - a UK local authority, parish council or community council, or
 - a body or investment scheme of “high credit quality”.

The Council defines ‘high credit quality’ organisations as those having a credit rating of A- or higher that are, domiciled in the UK, or a foreign country with a sovereign rating of AA+ or higher. For money market funds and other pooled funds “high credit quality” is defined as those having a credit rating of A- or higher.

Non-Specified Investments

Any financial investment not meeting the definition of a specified investment is classed as non-specified. The Council does not intend to make any investments in foreign currencies. Given the wide definition of a loan, this category only applies to units in pooled funds and shares in companies. Limits on non-specified investments are shown in the table below. The Authority confirms that its current non-specified investments remain within these limits.

	Cash Limit
Total invested in pooled funds without credit rating	£5m
Shares in real estate investment trusts	£1m
Shares in local organisations	£1m
Total non-specified investments	£7m

Foreign countries

Investments in foreign countries will be limited to a maximum of £5 million per foreign country. Investments in countries whose lowest sovereign rating is not AAA will be limited to one year’s duration. No country limit will apply to investments in the UK, irrespective of the sovereign credit rating.

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2. Approved methodology for changing limits and adding/removing counterparties

Credit ratings for individual counterparties can change at any time. The Chief Finance Officer is responsible for applying the stated credit rating criteria in 1.1 for selecting approved counterparties, and will add or delete counterparties as appropriate to / from the approved counterparty list when there is a change in the credit ratings of individual counterparties or in banking structures e.g. on mergers or take-overs. The Chief Finance Officer will also adjust lending limits and periods when there is a change in the credit ratings of individual counterparties or in banking structures e.g. on mergers or take-overs in accordance with the criteria in 1.1.

3. Details of Credit Rating Agencies' services or other services which provide current credit ratings and updates on changes.

- Ratings from Fitch, Moody's or Standard & Poor's are updated monthly by the Council's treasury management adviser; however, they will provide immediate notification of any changes which affect Flintshire County Council counterparties. If a counterparty no longer meets the investment criteria, no further investments will be made with that counterparty and consideration will be given to recalling the monies. If a counterparty is being reviewed for a possible downgrade outside the criteria no more investments will be made.
- The Council's treasury management adviser will also inform the Chief Finance Officer of any other market information that they have (e.g. Credit Default Swap prices, news reports and opinion, balance sheet analysis in the absence of credit ratings) which may require credit ratings to be overridden and no further investment to be made with that counterparty.

1.2 Liquidity

1. Amounts of approved minimum cash balances and short-term investments

- The Council manages its cash balances on a daily basis, dependent upon cash flow demands. The objective is to achieve a zero cash balance each day unless it is uneconomic to do so (e.g. it may cost more to send an investment to a counterparty and recall the next day than to keep the funds in the account overnight to cover the following days payments). Otherwise, a zero balance will be achieved as far as possible by means of temporary investments, borrowing or use of call accounts. Temporary investments are cash flow driven with the objective of ensuring that future temporary borrowing is minimised.

2. Details of:

- Standby facilities - short-term borrowing undertaken.
- Short-term borrowing facilities - short term borrowing will be arranged for any overdrawn balance through the money market if no call money is

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available.

- Insurance/guarantee facilities - not required.
- Other contingency arrangements - negotiations with the Council's bankers.
- Call accounts and money market funds (subject to ratings and sector limits).

1.3 Interest Rate

1. Details of approved interest rate exposure limits -

- The upper limit on fixed interest rate exposures is £411 million.
- The upper limit on variable interest rate exposures is £100 million.

2. Trigger points and other guidelines for managing changes to interest rate levels

- This is monitored in conjunction with the Council's treasury advisers through the London money market on a daily basis.
- The management of a balanced investment portfolio which retains a mix of long term investments (fixed rate) and shorter term (variable rate) investments which are variable to protect against interest risk.

1.4 Exchange Rate

Approved criteria for managing changes in exchange rate levels -

- The Council does not make payments or receive foreign currency in sufficient levels that warrant currency management e.g. hedging

1.5 Inflation

Guidelines for managing changes to inflation rate levels

- This is monitored in conjunction with the Council's treasury advisers through monthly economic updates.

1.6 Refinancing

1. Debt/other capital financing maturity profiling, policies and practices.

- To manage the Council's debt maturity profile i.e. to leave no one future year with a high level of repayments that could cause problems in re-borrowing.

2. Projected capital investment requirements.

- The borrowing requirement is determined as part of the Capital Programme.

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3. Policy concerning limits on revenue consequences of capital financing.
 - This is part of the ongoing budget monitoring process
4. Policy where the Council provides financial guarantees to third parties.
 - These are recorded and regularly reassessed as to the probability they will be called upon.

1.7 Legal & Regulatory

References to relevant statutes and regulations

- Prior to entering into any capital financing, lending or investment transaction, it is the responsibility of the Chief Finance Officer to be satisfied, by reference to the Monitoring Officer, the Authority's legal department and external advisors as appropriate, that the proposed transaction does not breach statute, external regulations or the Authority's Financial Procedures.
- The Council's legal powers and regulatory requirements come from –
 - ❖ Local Government Act 2003 http://www.opsi.gov.uk/acts/acts2003/pdf/ukpga_20030026_en.pdf
 - ❖ Local Authorities (Capital Finance and Accounting) (Wales) Regulations 2003 (and subsequent amending regulations) http://www.opsi.gov.uk/legislation/wales/wsi2003/wsi_20033239_en.pdf
 - ❖ Welsh Government "Guidance on Local Government Investments" <https://gov.wales/local-government-investments-guidance>
 - ❖ CIPFA "Treasury Management in the Public Services Code of Practice"
 - ❖ CIPFA "Prudential Code for Capital Finance in Local Authorities"

Hard copies are available in Technical Accountancy.

1.8 Fraud, error and corruption, and contingency management

1. Details of systems and procedures to be followed, including internet services.
 - These are documented in the Treasury Management Operational Guidelines.
2. Emergency and contingency planning arrangements
 - The Council's treasury management processes are fully digital. Principal Accountants and Strategy Finance Managers have Council issued iPads allowing treasury management to be done anywhere with internet connection.

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3. Fraud, Error & Corruption.

- There is a system of internal control in place to prevent and identify fraud and error.
- Any issue identified will be immediately reported to the Chief Finance Officer and Head of Internal Audit and subsequently to Governance and Audit Committee and Council.

1.9 Market Value of Investments

Details of approved procedures and limits for controlling exposure to investments whose capital value may fluctuate (Government Issue Long Term Stock - GILTS, Certificates of Deposit - CDs, etc.)

- No limits are set, current criteria for these investments does not allow exposure to high fluctuations in value.

TMP2 PERFORMANCE MEASUREMENT

2.1 Performance Measurement

1. In the annual Treasury Management Outturn Report, investment and borrowing rates are analysed against the budget and previous year's data.
2. Health checks are undertaken by the Council's treasury management advisers.

2.2 Value for Money

Frequency for reviewing and tendering for the following services:

- Banking services - tendered every 5 years.
- Money-broking services - annual review.
- Treasury advisers services – tendered every 3 years.
- External Cash Managers - none currently employed but this will be analysed as part of a continuous review.

2.3 Methods to be employed for measuring the performance of the Council's Treasury Management activities

1. The Chief Finance Officer will receive a monthly update on treasury management from the Strategic Finance Manager – Capital, Technical and Financial Systems.
2. The performance of treasury management will be reported quarterly to the Governance and Audit Committee and then to Cabinet and Council in the Mid-year Report and Annual Outturn Report using the performance measures outlined in 2.1.

TMP3 DECISION-MAKING AND ANALYSIS

3.1 Funding, borrowing, lending and new instruments/techniques:

1. Records to be kept:

- These are documented in the Treasury Management Operational Guidelines. All records are kept on-line to provide a full audit trail for all treasury decisions.

2. Processes to be pursued:

- All reports on treasury management issues are submitted to the Chief Finance Officer for decision making

3. Issues to be addressed:

- In respect of every decision made the Council will:
 - a. Above all be clear about the nature and extent of the risks to which the Council may become exposed
 - b. Be certain about the legality of the decision reached and the nature of the transaction, and that all authorities to proceed have been obtained
 - c. Be content that the documentation is adequate both to deliver the Council's objectives and protect its interests, and to deliver good housekeeping
 - d. Ensure that third parties are judged satisfactory in the context of the Council's creditworthiness policies, and that limits have not been exceeded
 - e. Be content that the terms of any transactions have been fully checked against the market, and have been found to be competitive.
- In respect of borrowing and other funding decisions, the Council will:
 - a. Evaluate the economic and market factors that might influence the manner and timing of any decision to fund.
 - b. Consider the merits and demerits of alternative forms of funding, including funding from revenue, leasing and private partnerships.
 - c. Consider the alternative interest rate bases available, the most appropriate periods to fund and repayment profiles to use.
 - d. Consider the ongoing revenue liabilities created, and the implications for the Council's future plans and budgets.
- In respect of investment decisions, the Council will:
 - a. Consider the optimum period, in the light of cash flow availability and prevailing market conditions.
 - b. Consider the alternative investment products and techniques

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available, especially the implications of using any which may expose the Council to changes in the value of its capital.

4. Considerations to be made before each temporary borrowing and investment decision.
 - Borrowing
 - a. Are funds available in call accounts?
 - b. Arrange temporary borrowing through a broker for the shortest period of time at the lowest rate of interest available.
 - Investing
 - a. Establish funds available to be invested
 - b. Establish a maturity date using cash flow.
 - c. Using the Ratings spreadsheet – Headroom available with each counterparty
 - d. Check the credit ratings and other market information available for the chosen counterparty.
 - e. Use a broker to find the highest rate of interest for the requirements above
 - f. If after the above, funds still cannot be placed and call accounts and money market funds are full, then invest with Debt Management Office (DMO).

TMP4 APPROVED INSTRUMENTS, METHODS AND TECHNIQUES

4.1 Approved activities of the treasury management operation

All borrowing is undertaken in accordance with the Local Government Act 2003 section 1 and all investments undertaken in accordance with section 12.

The approved activities are:

- borrowing;
- lending;
- debt repayment and rescheduling;
- consideration, approval and use of new financial instruments and treasury management techniques;
- managing the underlying risk associated with the Council's capital financing and surplus funds activities;
- managing cash flow;
- banking activities;
- leasing.

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4.2 Approved Instruments for Borrowing

The approved sources of long-term and short-term borrowing will be:

- HM Treasury's PWLB lending facility (formerly the Public Works Loan Board)
- any institution approved for investments
- any other bank or building society authorised to operate in the UK
- any other UK public sector body
- UK public and private sector pension funds (except Clwyd Pension Fund)
- insurance companies
- capital market bond investors
- UK Municipal Bonds Agency plc and other special purpose companies created to enable local authority bond issues

In addition, capital finance may be raised by the following methods that are not borrowing, but may be classed as other debt liabilities:

- leases
- hire purchase
- Private Finance Initiative
- sale and leaseback
- WG Mutual Investment Model

4.3 Approved Instruments for Investments

The annual Treasury Management Strategy provides details of specified and non-specified investments and the maximum limits for each, as is required under Guidance issued by the Welsh Government. The approved investment instruments are -

- Fixed term deposits
- Certificates of Deposit
- Bank accounts (Instant Access & Notice Accounts)
- Pooled Investment Vehicles (Such as money market funds)
- U.K. Treasury Bills
- Loans
- Bonds
- Reverse Repurchase Agreements
- Commercial Papers

4.4 Approved Techniques

- Forward dealing up to 364 days;
- Callable deposits.

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4.5 Approved methods and sources of raising capital finance

Finance will only be raised in accordance with the Prudential Code for Capital Finance, and within this limit the Council has a number of approved methods and sources of raising capital finance. These are:

On Balance Sheet

Public Works Loan Board (PWLB)
European Investment Bank (EIB)
Local authorities
Banks
Building societies
Pension funds
Stock issues
Negotiable Bonds
Internal sources (capital receipts & revenue balances)
Sterling commercial paper
Sterling medium term notes
Leases

Off Balance Sheet

Deferred Purchase

Other Methods of Financing

Government and EC Capital Grants
Lottery monies
Private Finance Initiative (PFI)
WG Mutual Investment Model

All forms of funding will be considered dependent on the prevailing economic climate, regulations and local considerations. The Chief Finance Officer has delegated powers through this Policy and the Strategy to take the most appropriate form of borrowing from approved sources.

4.6 Register of financial institutions who have approved the Council as “professional clients” under the provisions of MiFID II

Financial Institution:	Relationship with the Council:
Arlingclose Limited	Treasury management advisors
Martin Brokers Ltd	Broker
Tradition (UK) Ltd	Broker
ICAP plc	Broker
Tullet Prebon (UK) Ltd	Broker
Imperial Treasury Services	Broker
BGC Partners	Broker
King & Shaxson Limited	Broker & Custodians
Institutional Cash Distributors (ICD)	Money market funds
Federated Investors (UK) LLP	Money market funds
Aberdeen/Standard Life	Money market funds

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Insight Investment	Money market funds
Coventry Building Society	Building society

TMP5 ORGANISATION, CLARITY AND SEGREGATION OF RESPONSIBILITIES, AND DEALING ARRANGEMENTS

5.1 Limits to responsibilities/discretion at committee/Cabinet levels

1. County Council

The Council is responsible for:-

- Receiving and reviewing reports on treasury management policies, practices and activities.
- Approval of annual Policy and Strategy.
- Approval of/amendments to the Council's adopted clauses, Treasury Management Policy and Strategy.
- Budget consideration and approval.
- Approval of the division of responsibilities.

2. Cabinet

The Cabinet is responsible for:

- Receiving reports from the Chief Finance Officer informed by the deliberations of the Governance and Audit Committee on the implementation and regular monitoring of its Treasury Management Policy, Strategy and Practices.
- Consideration of Treasury Policy and Strategy for approval by Council.

3. Governance and Audit Committee

The Governance and Audit Committee is responsible for –

- Reviewing the Treasury Management Policy and Practices and making recommendations to Cabinet.
- Receiving and reviewing regular monitoring reports.

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5.2 Principles and practices concerning segregation of duties

Procedure	Regular	Trained in Absence
Cash balances	Accounting Technician	Accounting Technician/Technical Principal Accountant/FSO
Dealing and limit calculations	Accounting Technician	Accounting Technician/Technical Principal Accountant/FSO
Logotech	Accounting Technician	Accounting Technician/Technical Principal Accountant/FSO
Dealing check	Accounting Technician	Accounting Technician/Technical Principal Accountant/FSO
Dealing authorisation	6 Authorised Bank Signatories - Corporate Finance Manager, 5 Strategic Finance Managers	
Funds transfer operators	Finance Support Officer (FSO)	4 Accounting Technicians/Technical Principal Accountant
Funds transfer approval	6 Principal Accountants	
Bankline system administrators	Principal Accountant (Systems)	Accounting Technician

5.3 Statement of duties/responsibilities of each Treasury post

1. Chief Finance Officer

- Recommending clauses, Treasury Management Policy/Practices for approval, reviewing the same regularly, and monitoring compliance.
- Submitting regular Treasury Management Policy and Strategy reports.
- Submitting budgets and budget variations.
- Receiving and reviewing management information reports.
- Reviewing the performance of the treasury management.
- Ensuring the adequacy of treasury management resources and skills and the effective division of responsibilities within the treasury management function.
- Ensuring the adequacy of internal audit and liaising with external audit.
- Approving the selection of external service providers (within the Council's Contract Procedure Rules) and agreeing terms of appointment.

2. Strategic Finance Manager - Capital, Technical and Financial Systems

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- To deputise for the Chief Finance Officer.
- To advise the Chief Finance Officer in the discharge of his/her duties.
- Regularly review the Treasury Management function.
- Submitting management information reports to the Chief Finance Officer.
- Drafting reports for Governance and Audit Committee, Cabinet and Council.
- Review a monthly report from the Technical Principal Accountant on the performance of the Treasury Management function.

3. Technical Principal Accountant

- Supervise treasury management staff.
- Review the draft report on the performance of the Treasury Management function.
- Identify and recommend opportunities for improved practices.
- Ensure that the day to day activities accord with the Treasury Management Policy Statement and Practices.

4. Accounting Technician

- Execution of transactions.
- Adhere to agreed policies and practices on a day-to-day basis.
- Maintain relationships with counterparties and external service providers.
- Draft reports for Governance and Audit Committee, Cabinet and Council.
- Produce cash flow projections and monitor performance.
- Report on the performance of the Treasury Management function.

5. Other Officers

- To deputise as necessary for the above posts, adhering to their duties and responsibilities.

5.4 Dealing Limits

As outlined in 1 - Credit and Counterparty Policies

5.5 List of Approved Brokers

Six approved brokers are currently used by the Council (see 11.2).

- ICAP Limited
- Martin Brokers (UK) Plc
- Prebon Marshall Yamane (UK) Limited
- Tradition (UK) Ltd
- Imperial Treasury Services
- BGC Sterling

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5.6 Policy on Brokers' Services

Reviewed annually.

5.7 Policy on taping conversations

No conversations are currently taped

5.8 Direct Dealing Practices

This is undertaken as and when required to maximise investment return

5.9 Settlement transmission procedures

Standard Settlement Instructions

5.10 Documentation Requirements

- Flintshire CC Treasury Management Policy Statement.
- Flintshire CC Treasury Management Annual Strategy.
- Flintshire CC Treasury Management Annual Outturn Report.
- Flintshire CC Treasury Management Mid-Year Report
- Treasury Management Health checks.
- Loans and Treasury Management System Manual (LOGOTECH).
- Cash Flow Statement (LOGOTECH).
- Money Market Dealing Form.
- Loans and Investments Outstanding / Limit Calculations.
- List of Brokers and Telephone Numbers.
- Approved Counterparties (Regular update from TM Advisers).
- Arlingclose Consultancy Services Correspondence (TM Advisers).
- Treasury Management Operational Guidelines.
- Treasury Management (Long Term Borrowing) Operational Guidelines.
- Treasury Management Procedures

5.11 Arrangements concerning the management of third-party funds.

Third party funds are included in the net daily bank balance and the funds are utilised by the Council on that basis. Interest is paid as follows -

- Optec Youth Exchange Fund – average monthly rate, quarterly.
- Insurance Fund – average seven day rate, annually.

TMP6 REPORTING REQUIREMENTS AND MANAGEMENT INFORMATION ARRANGEMENTS

6.1 Annual Treasury Management Strategy Statement

1. The Treasury Management Strategy sets out the specific expected treasury activities for the forthcoming financial year. This Strategy will be scrutinised by Governance and Audit Committee, submitted to the Cabinet and then to the County Council Committee for approval before the commencement of each financial year.
2. The formulation of the annual Treasury Management Strategy involves determining the appropriate borrowing and investment decisions in the light of the anticipated movement in both fixed and shorter-term variable interest rates. For instance, the Council may decide to postpone borrowing if fixed interest rates are expected to fall, or borrow early if fixed interest rates are expected to rise.
3. The Treasury Management Strategy is concerned with the following elements:
 - the prospects for interest rates;
 - the limits placed by the Council on treasury activities
 - the expected borrowing strategy;
 - the expected investment strategy;
 - the expectations for debt rescheduling;
 - any extraordinary treasury issue.
 - Treasury Management Indicators.
4. The Treasury Management Strategy will establish the expected move in interest rates (using all available information such as published interest rate forecasts where applicable).

6.2 Prudential Code for Capital Finance

1. In accordance with legislation, the Council is required to approve key indicators and limits for the Prudential Code for Capital Finance. These are listed below and reported in the Prudential Indicators Report.
 - Estimates of capital expenditure
 - Ratio of financing costs to net revenue stream
 - Incremental impact of capital investment decisions on council tax/housing rents
 - Capital financing requirement
 - Authorised limit for external debt
 - Operational Boundary for external debt

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The following are within the Treasury Management Code.

- Upper limit on fixed interest rate exposures
 - Upper limit on variable interest rate exposures
 - Upper and lower limits for maturity structure of borrowing
 - Limit for principal sums invested for periods longer than 364 days
2. The Chief Finance Officer is responsible for putting forward for approval the relevant limits for the Treasury Management Code into the annual Treasury Management Strategy, and for ensuring compliance with the limits. Should it prove necessary to amend these limits, the Chief Finance Officer shall submit the changes for scrutiny by the Governance and Audit Committee and recommendation by the Cabinet before submission to County Council for approval.

6.3 Annual Investment Strategy

The Welsh Government requires the documentation of an Annual Investment Strategy including the following:

- Specified Investments – Investments offering high security and liquidity
- Non-specified Investments – Investments with greater potential risk
- Investments which can be prudently committed for longer than 1 year.
- Credit Risk Assessment.
- Use of Investment Consultants.
- Investment Training.
- Investment money borrowed in advance of need.

6.4 Annual Report on Treasury Management Activity

An annual report will be presented to the Governance and Audit Committee, Cabinet and then the County Council at the earliest practicable meeting after the end of the financial year. This report will include the following: -

- a comprehensive picture for the financial year of all treasury policies, plans, activities and results
- transactions executed and their revenue (current) effects
- report on risk implications of decisions taken and transactions executed
- monitoring of compliance with approved policy, practices and statutory / regulatory requirements
- monitoring of compliance with powers delegated to officers
- degree of compliance with the original strategy and explanation of deviations
- explanation of future impact of decisions taken on the Council
- measurements of performance
- report on compliance with CIPFA Code recommendations

The report will be subject to review by the Governance and Audit Committee

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6.5 Mid-Year Review

A mid-year report will be presented to the Governance and Audit Committee, Cabinet and County Council, which will include the following:

- activities undertaken
- variations (if any) from agreed policies/practices
- interim performance report
- regular monitoring
- monitoring of treasury management indicators for local authorities.

The report will be subject to review by the Governance and Audit Committee

6.6 Management Information Reports

The Technical Principal Accountant will report management information to the Strategic Finance Manager - Capital, Technical and Financial Systems monthly for review. The Strategic Finance Manager will report monthly to the Chief Finance Officer.

6.7 Presentation of Reports

As a minimum:

The County Council will receive:

- An annual report on the strategy and plan to be pursued in the coming year
- A mid-year review
- An annual report on the performance of the treasury management function, on the effects of the decisions taken and the transactions executed in the past year, and on any circumstances of non-compliance with the Council's Treasury Management Policy Statement and TMPs.

In addition to the above, the Governance and Audit Committee and Cabinet will receive regular monitoring reports on treasury management activities and risks. Governance and Audit Committee will also have responsibility for the scrutiny of treasury management policies and practices.

Treasury Management Indicators will be reported in the strategy.

TMP7 BUDGETING, ACCOUNTING AND AUDIT ARRANGEMENTS

7.1 Statutory/ Regulatory Requirements

The treasury management part of the statement of accounts has been prepared in accordance with the accounting policies applicable to local authorities.

Treasury Management Practice Schedules 2022 - 2025

7.2 Accounting Practices and Standards

The accounts are prepared in accordance with the CIPFA Treasury Management in the Public Sector Code of Practice, supported by guidance notes on the application of accounting standards.

7.3 Budget Monitoring

The budget for treasury management activities is monitored on a monthly basis through the Central Loans and Investment Account (CLIA).

TMP8 CASH AND CASH FLOW MANAGEMENT

8.1 Arrangements for preparing/submitting cash flow statements

Annual cash flow prepared before the start of the financial year and updated throughout the year.

8.2 Content and frequency of cash flow budgets

All known cash flow factors are included for the coming financial year.

8.3 Listing of sources of information

Correspondence from external organisations and internal departments, together with various information extracted from the Annual Budget Book.

External –

- Welsh Government
- North Wales Police
- North Wales Fire Authority

Internal –

- Payroll
- Pensions
- Council Tax
- Creditors

8.4 Bank statement procedures

All bank statement information is obtained electronically from the NatWest Bankline website.

8.5 Procedures for banking of funds

All day to day treasury management transactions are paid and received by the Clearing House Automated Payments System (CHAPS).

Treasury Management Practice Schedules 2022 - 2025

8.6 Cash Flow Management

Arrangements as detailed in section 3.1.4

8.7 Debtors and Creditors

Debtors and creditors are monitored so that any significant moves can be prepared for. Creditors provide warning of payments 2 days in advance.

TMP9 MONEY LAUNDERING

9.1 Procedures for establishing identity/authenticity of Lenders

1. The Council does not accept loans from individuals. All loans are obtained from the PWLB or from authorised institutions on the FCA Register which is a public record of financial service firms, individuals and other bodies which fall under its regulatory jurisdiction as defined in the Financial Services & Markets Act 2000 (FSMA). This Act came into force on 1st December 2001.
2. Any borrowing undertaken from the money markets is through money brokers, who are also authorised and regulated by the Financial Conduct Authority. This adds a further layer of protection as the broker vets the institutions involved in any transactions.
3. Appropriate consideration will be given to identify and verify SMEs when undertaking any lending to SMEs.

TMP10 STAFF TRAINING AND QUALIFICATIONS

10.1 Details of approved training courses

1. Reviewed as part of the annual employee appraisal process. The Council's treasury advisers also provide training on treasury issues to staff when required.

10.2 Records of training received by Treasury staff

All training is recorded on a departmental database.

10.3 Approved qualifications for Treasury staff

All treasury officers are qualified to Association of Accounting Technicians level as a minimum.

10.4 Training of Members

Treasury Management Practice Schedules 2022 - 2025

Governance and Audit Committee Members will receive a quarterly treasury management report and training will be given as required. Other Members will be invited to attend training and receive treasury reports as outlined in these practices.

10.5 Statement of Professional Practice (SOPP)

1. Where the Chief Finance Officer is a member of CIPFA, there is a professional need for the Chief Finance Officer to be seen to be committed to professional responsibilities through both personal compliance and by ensuring that relevant staff are appropriately trained.
2. Other staff involved in treasury management activities who are members of CIPFA must also comply with the SOPP.

TMP11 USE OF EXTERNAL SERVICE PROVIDERS

11.1 Details of contracts with Service Providers, including Bankers, Brokers, Consultants & Advisers

1. Banking services:

- National Westminster Bank Plc
- Contract commenced January 2020 to run for 5 years
- Cost of core service - £33,000 p.a.
- Payments due on an ongoing basis throughout the year

2. Money-broking services:

The following money market brokers' services are utilised for day to day transactions as and when required.

- ICAP plc
- Martin Brokers (UK) plc
- Prebon Marshall Yamane (UK) Limited
- Tradition UK Limited
- BGC Sterling
- Imperial Treasury Services

3. Treasury Consultant services:

- Arlingclose Consultancy Services
- Contract commenced 10th September 2021 for 3 years, with the option to extend for a further 2 years.
- Cost of service - £11,750 plus VAT per annum, increasing by £750 each year
- Payments due annually

Treasury Management Practice Schedules 2022 - 2025

11.2 Procedures and frequency for tendering services

See TMP2 Performance Measurement section (2.2) for full details of services tendered. The process must comply with the Council's Contract Procedure rules.

TMP12 CORPORATE GOVERNANCE

12.1 List of documents to be made available for public inspection

- 12.1.1 Treasury Management Policy Statement
- 12.1.2 Treasury Management Strategy
- 12.1.3 Treasury Management Practices
- 12.1.4 Treasury Management Mid-Year Report
- 12.1.5 Treasury Management Annual Outturn Report

APPENDIX A

Definition of Ratings

Fitch Long Term

- **AAA** - Highest credit quality. Rating denotes the lowest expectation of credit risk. They are assigned only in case of exceptionally strong capacity for payment of financial commitments. The capacity is highly unlikely to be adversely affected by foreseeable events.
- **AA** - Very high credit quality. Rating denotes expectations of very low credit risk. They indicate very strong capacity for payment of financial commitments. This capacity is not significantly vulnerable to foreseeable events.
- **A** - High credit quality. Rating denotes expectation of low credit risk. The capacity for payment of financial commitments is considered strong. The capacity may, nevertheless, be more vulnerable to changes in circumstances or in economic conditions than is the case for higher ratings.
- **BBB** - Good quality rating. 'BBB' ratings indicate that there are currently expectations of low credit risk. The capacity for payment of financial commitments is considered adequate but adverse changes in circumstances and economic conditions are more likely to impair this capacity. This is the lowest investment grade category.

The modifiers "+" & "-" may be appended to any of the ratings above to denote a relative status within major categories.

Moody's Long Term

- **Aaa** - Judged to be one of the highest quality, with minimal credit risk
- **Aa** - Judged to be of high quality and are subject to very low credit risk

Treasury Management Practice Schedules 2022 - 2025

- **A** - Considered upper-medium grade and are subject to low credit risk
- **Baa** - Offers adequate credit quality. However, certain protective elements may be lacking or may be characteristically unreliable over any great length of time.

Moody's appends numerical modifiers 1, 2 and 3 to each rating classification. 1 indicates that the obligation ranks in the higher end of its category, 2 mid-range and 3 a ranking in the lower end of that category.

Standard & Poor's Long Term

- **AAA** - An obligor rated 'AAA' has the highest rating assigned by Standard & Poor's. The obligor's capacity to meet its financial commitment on the obligation is extremely strong.
- **AA** - An obligor rated 'AA' differs from the highest-rated obligations only to a small degree. The obligor's capacity to meet its financial commitment on the obligation is very strong.
- **A** - An obligor rated 'A' is somewhat more susceptible to the adverse effects of changes in circumstances and economic conditions than obligations in higher-rated categories. However, the obligor's capacity to meet its financial commitment on the obligation is still strong.
- **BBB** - An obligor rated 'BBB' has adequate capacity to meet its financial commitments. However, adverse economic conditions or changing circumstances are more likely to lead to a weakened capacity of the obligor to meet its financial commitments.

Plus (+) or minus (-) the ratings from 'AA' to 'CCC' may be modified by the addition of a plus (+) or minus (-) sign to show relative standing within the major rating categories



CABINET

Date of Meeting	Tuesday, 15 th February 2022
Report Subject	Housing Support Programme (HSP) Strategy 2022/2026
Cabinet Member	Cabinet Member for Housing
Report Author	Chief Executive
Type of Report	Strategic

EXECUTIVE SUMMARY

This report provides an overview of the Housing Support Programme (HSP) Strategy requirements and the approach taken in Flintshire to develop and adopt the HSP Strategy by the end of March 2022. The HSP Strategy is attached for final review along with details for delivery and monitoring of the HSP Strategy and supporting Action Plan for the period 2022-2026.

RECOMMENDATIONS

1	That Cabinet consider and approve the HSP Strategy attached at Appendix 1 of this report.
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REPORT DETAILS

1.00	EXPLAINING THE HOUSING SUPPORT GRANT (HSG) AND THE HOUSING SUPPORT PROGRAMME STRATEGY
1.01	<p>Background to the Housing Support Programme Strategy</p> <p>Welsh Government now require Local Authorities to develop a Housing Support Programme (HSP) Strategy every four years, with a mid-point review every two years. The HSP Strategy should outline the strategic direction of the local authority for housing related support services. This should provide a single strategic view of the local authority’s approach to homelessness prevention and housing support services. As such, it would include both statutory homelessness functions funded through the revenue settlement and non-statutory preventative services funded through the Housing Support Grant (HSG).</p> <p>Local authorities must ensure the Strategy, as the single strategic document on housing support and homelessness prevention, also satisfies the existing statutory requirements for a homelessness strategy under Part 2 of the Housing (Wales) Act 2014. There is no requirement to produce a separate strategy. Effectively the current Homelessness Strategy (North Wales Homelessness Strategy 2018 - 2022: People, homes and services “A regional approach to tackling homelessness in North Wales” – see accessible document 6.01) comes to an end 9 months early and will be replaced by the new HSP Strategy which will run April 2022 – March 2026.</p> <p>The HSP Strategy should take into account how it can support delivery of the Welsh Government’s vision and aims for the prevention of homelessness and the transformational shift required to move to a rapid re-housing approach. Welsh Government guidance on the development of the HSP Strategy has been issued through a number of national briefings and workshops and detailed guidance has been issued (Appendix 2).</p>
1.02	<p>Background to the Housing Support Grant</p> <p>In April 2019 Welsh Government introduced the new Housing Support Grant (HSG). This is an early intervention housing related support programme targeted at people in housing need and at increased risk of homelessness. The HSG programme brings the historic funding streams for Supporting People, Homelessness Prevention and Rent Smart Wales grants into one single funding stream.</p> <p>For several years, there had been a standstill budget with Flintshire receiving £5,950,818 each year. In an effort to bolster resources for this agenda, Welsh Government announced a further £40m would be put into the national award for HSG for 2021-2022 onwards. Flintshire have since received an annual award of £7,828,610. This is a significant increase of £1,877,792 and reflects the priority that Welsh Government place on this funding stream and the importance of housing related support and the prevention of homelessness. Recent announcement of a 3 year settlement for this funding stream enables longer term planning and again supports ongoing commitment to this area of work as we focus on recovery from the Covid pandemic.</p>

	<p>Additional services have been identified for Flintshire and activity undertaken to mobilise increased service delivery through this additional funding. However significant workforce challenges and other operational issue sees Flintshire and many other Council's in a position where they are projecting underspends on this year's increased allocation (2021/2022). Welsh Government accept that this has been a transitional year but require the development of the HSP Strategy and annual delivery plan to ensure the additional resources are targeted and fully utilised at the local level.</p>
1.03	<p>Current Housing Support Grant Services</p> <p>Examples of services delivered by Flintshire County Council and commissioned through other housing support partners include but not limited to:</p> <p><u>Supported Housing</u></p> <p>A range of supported housing for those people who require short to medium term housing and intensive support (up to two years). Services and accommodation made available for a range of household types, singles, couples, families. Examples but not limited to:</p> <ul style="list-style-type: none"> • Plas Belin Family Supported Housing Scheme (Local Solutions) • Llys Emlyn young persons Supported Housing (Clwyd Alyn) <p><u>Refuge Accommodation</u></p> <p>Male and Female Refuge provision for those fleeing domestic abuse and needing access to specialist support and safe accommodation. Example but not limited to:</p> <ul style="list-style-type: none"> • Male Refuge (Domestic Abuse Service Unit) • Women & Children Refuge (Clwyd Alyn Women's Aid) <p><u>Emergency Bed Provision</u></p> <p>The Homeless Hub in Queensferry is run by The Wallich and provides temporary accommodation and support with a range of partners accessing the Homeless Hub in order to engage with residents. Many of these residents often struggle to sustain engagement for a variety of reasons associated with the complexity of their needs and vulnerabilities.</p> <p><u>Tenancy Related Support</u></p> <p>Short term Housing related support and advice services that help people set up and sustain their tenancies across social and private rented sector properties. This can assist people with a wide range of housing issues to prevent these escalating to a risk of homelessness. Examples include but not limited to:</p> <ul style="list-style-type: none"> • CBASS Community Based Accommodation Support Service for Older People (Flintshire Council) • Generic Tenancy Support (Shelter Cymru) • Offender Focused Housing Support (Kaleidoscope) <p><u>Financial Inclusion & Debt Advice Services</u></p> <p>Access to timely financial inclusion and debt advice is an important intervention when considering risks to homelessness which are often related to rent arrears and other household debt issues. With significant strain on various debt services and often lengthy waiting times it is</p>

	<p>important that we have a fast track route into services for people with housing related debts. Examples include:</p> <ul style="list-style-type: none"> • Specialist Debt Advisor linked to Housing & Prevention Service (Flintshire Council) • Specialist Debt Caseworker (Flintshire Citizens Advice) <p><u>Housing First</u></p> <p>An intensive support service, targeted at people with highly complex needs and often with a significant history of rough sleeping. Elected Members from the Community Housing & Assets Overview and Scrutiny Committee received a briefing about the roll out of Housing First in January 2021 and the service will be developed further in 2022 onwards.</p>
1.04	<p>Developing the Housing Support Programme Strategy</p> <p>Local Authorities are required to identify local needs and ensure that resources are targeted at areas of growing need and demand. The needs analysis pulls on specific data sets relevant to housing related support such as service requests via the Housing Support Gateway (the single point of access for Housing Support) and other data such as homeless presentations, Citizens Advice Gateway, Domestic Abuse referrals etc.</p> <p>Consultation with service users and with local stakeholders who deliver services and support people to access Housing Support is also drawn upon to inform our needs analysis. A number of consultation activities have informed the development of the HSP Strategy and are outlined within Section 4 of this report.</p> <p>A robust needs assessment is also required and will bring together a number of existing data sets along with local service demand information. This data will drive the detailed work within the action plan and priorities for the HSP Strategy along with informing the Spend Plan for Housing Support Grant. High Levels Needs Assessments and data sets to be referenced within the Strategy will include but not limited to:</p> <ul style="list-style-type: none"> • Population Needs Assessment • Local Authority Wellbeing Assessment • Homelessness statistics and other housing data such as waiting lists • Welsh index of multiple deprivation • Regional VAWDASV needs assessment • Housing Support Grant Outcomes data • Needs data from providers, gateway panels • Unmet needs data over the 12 months from providers, homelessness reviews <p>A detailed Project Plan was developed to ensure the successful delivery of the HSP Strategy within deadline. Key milestones include:</p> <ul style="list-style-type: none"> • Final draft in place by end December 2021 and submitted to Welsh Government • Feedback from Welsh Government expected mid-January 2022 • Final Strategy to be signed off by cabinet by end of February 2022.

	<p>Once finalised and approved by Cabinet the HSP Strategy and Statement of Need must be published on the local authority website and available in both Welsh and English.</p>
1.05	<p>HSP Strategy Vision, Principles and Priorities</p> <p>Adopting a vision for the strategy provides a clear focus for all partners in terms of our shared ambition to tackle homelessness and housing related support issues. A vision should be bold and ambitious and set a clear aspiration for the future that inspires action. Flintshire’s HSP Strategy vision is:</p> <p style="text-align: center;"><i>“Ending homelessness, overcoming housing problems and delivering person centred support that meets the needs of people in Flintshire, through partnership working and early intervention”</i></p> <p>In delivering this vision the following core principles will be adopted by the Council and its partners:</p> <ul style="list-style-type: none"> - <i>We will ensure that all Council services are committed to ending homelessness in Flintshire</i> - <i>We will work with partners to prevent homelessness, and where it cannot be prevented we will ensure it is rare, brief and unrepeatable</i> - <i>We will support the people of Flintshire to live healthy and independent lives within safe homes and resilient communities</i> - <i>We will deliver quality support services that are person centred and are informed through service user involvement</i> - <i>We will promote honesty, respect and dignity between the people who deliver our services and the people who benefit from our services</i> - <i>We will celebrate the successes of our services and invest in our workforce to deliver the highest levels of support</i> - <i>We will work with partners across the North Wales region on shared challenges and where opportunities for collaboration arise</i> <p>Following analysis of the Needs Assessment and service user and service provider feedback, the following priority areas have been identified to provide focus when delivering the HSP Strategy. The Action Plan supporting the Strategy captures the high level tasks required to deliver against these priority areas.</p> <ul style="list-style-type: none"> - <i>Priority 1 – Adopting Early Intervention and Targeted Prevention Activities</i> - <i>Priority 2 – Strengthening Person Centred Approaches and Responding to Complex Needs</i> - <i>Priority 3 – Developing the TrACE Agenda</i> - <i>Priority 4 – Supporting Workforce Development and Resilience</i>

	<ul style="list-style-type: none"> - <i>Priority 5 – Reviewing and improving Flintshire’s Housing Offer</i> - <i>Priority 6 – Moving towards a “Rapid Rehousing” approach</i>
1.06	<p>HSP Strategy Local Action Plan</p> <p>The additional funding for 2022 onwards and the development of the HSP Strategy provides a significant opportunity to enhance the current housing support and homeless prevention offer for Flintshire. It is also important to ensure resources and collective focus across partners is coordinated and delivers on the Local Delivery Plan Priorities. Detailed below are some of the additional activities and service enhancements that will be delivered for 2022 and beyond and captured through the Action Plan</p> <p><u>Early Intervention and Preventative Approaches</u></p> <p>The additional funding enables increased capacity within local housing support related services. Whilst this is positive and provides more intensive support to be targeted at people at risk of homelessness and those struggling to live independently, there also needs to be a clear commitment from all services working within Flintshire to deliver services that enable people to have a good quality of life and reduce poverty, hardship and in turn mitigate risks related to housing and homelessness services.</p> <p><u>Exploring the potential for a Young Persons Homeless Hub</u></p> <p>Flintshire aim to develop a Young Persons Homeless Hub with self-contained temporary supported accommodation, providing the opportunity for young people to develop independent living skills and lay the foundation for positive tenancies in adulthood. This facility could also provide open access to a range of other housing support and young person services under one roof. Model to be developed further. No location identified.</p> <p><u>Homeless Hub - Emergency Bed Provision</u></p> <p>There is a need to develop an alternative to the current Homeless Hub at Glanrafon in Queensferry. Whilst it is necessary to sustain the current 24/7 delivery model at Glanrafon and support people onto alternative forms of longer term housing, there will continue to be a need for emergency housing. The future offer will however need to ensure a range of self-contained accommodation is available along with a multi-agency support model that builds on the lessons learnt service delivery during the Covid pandemic. No site for this provision has been identified.</p> <p><u>Opening up the Private Rented Sector</u></p> <p>Limited social housing, increasing demand, and lengthier waiting times, mean that supporting people to access the private rental sector is more important than ever. Having dedicated officers working with landlords, letting agencies and prospective private renters to remove barriers to securing a privately rented home in Flintshire will support the move towards a “rapid rehousing approach” and seek to increase the supply of affordable homes across all tenures.</p>

	<p><u>Additional training, welfare and support for frontline staff</u> It is important there is an acknowledgement that responding to the current and future demand for housing support and homelessness services is a significant challenge. Investing in the people who deliver these critical services will be important to ensure the workforce is skilled, resilient and ready for the challenges ahead. A range of training, development and support across all service providers, along with attractive terms and conditions will ensure the sector can retain and attract an appropriately skilled workforce.</p> <p><u>Developing a Rapid Rehousing Transition Plan</u> Welsh Government have identified the need to move to a “Rapid Rehousing” approach to enable people to exit homelessness promptly. Within the broader vision to ensure homelessness is “rare, brief and non-repeated” all Councils will need to develop local plans that identify how services will be transformed and enable the “Rapid Rehousing Model”. This approach encompasses the Housing First model and ensures that not only are outcomes for homeless people “housing led”, but that tailored packages of support enable people to sustain their housing without instances of repeat homelessness.</p>
1.07	<p>Regional Working North Wales Local Authorities have previously worked together to adopt the North Wales Homelessness Strategy 2018 - 2022: People, homes and services “A regional approach to tackling homelessness in North Wales” Accessible Document 6.01)</p> <p>Whilst each Local Authority is now adopting their own HSP Strategy for 2022-2026, there remains a clear commitment to joint working across the region. Partnership working through the development of the HSP Strategies has been incredibly positive and North Wales continues to be respected for its joined up activities and collaborative working by Welsh Government and other regions.</p> <p>Forums such as the Regional Housing Support Collaborative Group (RHSCG) continue to push for opportunities to collaborate and share best practice and resources and the RHSCG has identified regional priorities for its work plan. Within the HSG guidance regional working is categorised as:</p> <p>Cat 1) Development of specialist services for which there is not a critical mass locally Cat 2) Development of regional services where justified by economies of scale Cat 3) Delivery of improvements to be achieved by collaboration Cat 4) Collaboration with other public services.</p> <p>What are the RHSCG regional priority areas for 2021-22 onwards</p> <p>Cat 1: Development of specialist services for which there is not a critical mass locally. Our North Wales service user feedback questionnaire and the local authority HSG housing needs assessment data will highlight gaps in</p>

service provision. Priorities under this category to be progressed through the RHSCG for 2021/22 onwards are:

- Regional LGBTQ+ training
- LGBTQ+ regional project / dispersed unit
- Regional hoarding project
- Explore a regional dispersed unit / refuge for male survivors of domestic abuse

Cat 2: Development of regional services where justified by economies of scale

The RHSCG will continue funding the Phase 2 regional project commissioned jointly with the area planning board for the North Wales Collaborative Outreach service. The RHSCG has also agreed to contribute for another year to the jointly commissioned Independent Domestic Violence Advisors with the VAWDASV funding and OPCC. Another years funding has also been committed for target hardening and has increased in some local authorities. The RHSCG in unison with the VAWDASV commissioning group will explore the potential for a regional dual diagnosis domestic abuse refuge.

Cat 3: Delivery of improvements to be achieved by collaboration

The RHSCG will continue to build links where a housing support is an element of another regional agenda and ensure there is collaboration and partnership working at a regional level to deliver improvements to services. Bespoke training will be explored by the RHSCG for our Housing Support Grant providers, specifically looking at Mental Health First Aid training. The HSG leads will be exploring for the RHSCG how we can ensure services are operating a psychologically informed environment approach. This is essentially a culture shift we are prioritising to embed trauma informed provision. The RHSCG will continue to have Rapid Rehousing as a standard agenda item going forward. It is crucial we use this platform to share local authority knowledge in progressing towards Rapid Rehousing Hubs across North Wales.

Cat 4: Collaboration with other public services.

The RHSCG will continue to improve links with the RPB and other regional boards / partnerships where there is a housing linkage / agenda. RHSCG Vice Chair Sam Parry, Housing Services Manager for Conwy County Borough Council is the local authority housing rep at North Wales RPB.

The RHSCG will continue to formalise line of communication related to regional working. We need to make better connections with health and probation at the RHSCG to ensure the housing related agenda has formalised links and a communication pathway to address current issues.

A detailed work plan will be available at each RHSCG meeting addressing progression against the priorities, listed these are:

- Regional LGBTQ+ Training
- LGBTQ+ Regional Project / Dispersed Unit
- Regional Mental Health First Aid Training
- Regional Hoarding Project
- Regional Dispersed Unit / refuge for Male survivors of domestic abuse

	<ul style="list-style-type: none"> • Explore potential for a regional Dual Diagnosis Domestic Abuse Refuge • Explore regional opportunity to embed Psychological Trauma Informed approach • Rapid Rehousing
--	--

2.00	RESOURCE IMPLICATIONS
2.01	<p><u>Developing the HSP Strategy</u> The development of the Strategy sits with the Housing & Prevention Service. Engagement with service users, service providers and other public sector and third sector partners is key to ensuring that we not only listen to the experiences of people on the front line, but also gain buy in from services and extended partners through a clear acknowledgement that housing support and homelessness is a shared agenda.</p>
2.02	<p><u>Delivering on the HSP Strategy</u> Detailed below are the cost implications associated with the delivery of Housing Support Programme Strategy in Flintshire for 2022-2026:</p> <p>Revenue: The Housing Support Grant award is usually shared with Council's annually in December. The Welsh Government have now given a 3 year allocation award for 22/23, 23/24 and 24/25.</p> <p>Capital: Whilst HSG is a revenue grant, there are implications for Capital expenditure. Some services need to be delivered from specific housing settings and there will be a need to identify and potentially build new accommodation that will meet the needs of people who experience homeless. Both the Emergency Bed Provision and the Young Persons Homeless Hub referenced in Section 1.04 of this report will require significant capital investment and have been flagged early with in the Councils Capital Programme and Housing Prospectus which have been approved by the Council.</p> <p>Human Resources: The additional HSG funding provides an opportunity to increase capacity across a range of services and some of this additional capacity will be fulfilled through the Councils recruitment process. Despite the appetite to increase the workforce both internally and through commissioned services, there is a shortage of appropriately skilled people within the local labour market presently. This is not unique to Flintshire. We have explicitly referenced this as a priority issue through the HSP Strategy in regards to workforce development and resilience.</p>

3.00	IMPACT ASSESSMENT AND RISK MANAGEMENT									
3.01	<p>The following risks and mitigations have been identified by way of control measures:</p> <p>Risk: Failure to meet the deadline for completing the HSP Strategy and having it in place for 1st April 2022</p> <p>Mitigation: A detailed project plan and a timetable for “political sign off” was approved by Senior Management and Informal Cabinet in November 2021 and we are now approaching final stages of adoption of the HSP Strategy with Scrutiny Committee 9th February 2022 and Cabinet 15th February 2022.</p> <p>Risk: Failure to utilise the full award of Housing Support Grant in light of the significant increase in award</p> <p>Mitigation: A robust delivery plan, prompt commissioning of services along with monitoring spend against the delivery plan through financial controls</p> <p>Risk: Failure to secure enough people into posts in order to fulfil the aspirations of the HSP Strategy and local HSG Delivery Plan.</p> <p>Mitigations: Adopt “Workforce Development & Resilience” as a priority for the HSP Strategy and work collaboratively with partners in the sector to invest and retain existing staff and attract more staff</p> <p>An Integrated Impact Assessment (IIA) has been completed as required and submitted for review to Welsh Government alongside the Draft Strategy and has been shared with partners. The IIA will be published on the Councils Website when the HSP Strategy is launched.</p>									
3.02	<p>Ways of Working (Sustainable Development) Principles Impact</p> <table border="1" data-bbox="320 1384 1380 1951"> <tbody> <tr> <td data-bbox="320 1384 743 1532">Long-term</td> <td data-bbox="743 1384 1380 1532">Positive – Increase in targeted support and alternative delivery methods to ensure services are inclusive for all</td> </tr> <tr> <td data-bbox="320 1532 743 1715">Prevention</td> <td data-bbox="743 1532 1380 1715">Prevention - Preventing homelessness through ensuring there is adequate support and accommodation to cater for a range of peoples’ needs</td> </tr> <tr> <td data-bbox="320 1715 743 1827">Integration</td> <td data-bbox="743 1715 1380 1827">Positive – Increased integration between services and partner organisations</td> </tr> <tr> <td data-bbox="320 1827 743 1951">Collaboration</td> <td data-bbox="743 1827 1380 1951">Positive – Increased collaboration between services, partner organisations and service users</td> </tr> </tbody> </table>		Long-term	Positive – Increase in targeted support and alternative delivery methods to ensure services are inclusive for all	Prevention	Prevention - Preventing homelessness through ensuring there is adequate support and accommodation to cater for a range of peoples’ needs	Integration	Positive – Increased integration between services and partner organisations	Collaboration	Positive – Increased collaboration between services, partner organisations and service users
Long-term	Positive – Increase in targeted support and alternative delivery methods to ensure services are inclusive for all									
Prevention	Prevention - Preventing homelessness through ensuring there is adequate support and accommodation to cater for a range of peoples’ needs									
Integration	Positive – Increased integration between services and partner organisations									
Collaboration	Positive – Increased collaboration between services, partner organisations and service users									

Involvement	Positive – Service user involvement to help shape effective services so that support is timely and person centred
Well-being Goals Impact	
Prosperous Wales	Positive – With additional funding more jobs will be created to deliver housing related support on a greater scale within Flintshire. Opportunities to support the labour market through training and development opportunities are being considered in conjunction with colleagues from Communities for Work.
Resilient Wales	Positive – Creating services that are prevention focused and build resilience to avoid households becoming homeless
Healthier Wales	Positive – Reduction in rough sleeping, overcoming health inequalities associated with homelessness and poor housing conditions and investment to increase targeted support for people with housing issues and mental ill-health
More equal Wales	Positive – Services are delivered in a way that are inclusive for all. Consideration has been given to local and regional gaps in provision for often marginalised communities such as the homeless, those with mental health or substances issues and the LGBTQ+ community.
Cohesive Wales	No Impact
Vibrant Wales	No impact
Globally responsible Wales	No impact

4.00	CONSULTATIONS REQUIRED/CARRIED OUT
4.01	<p><u>Service User Engagement</u> A standardised consultation activity including questionnaire has been used across North Wales Local Authorities to inform the Strategy and ensure service user's insight informs strategic priorities.</p> <p>The standardised approach to engagement will enable key themes and issues to be considered both at the local and regional level. 112 responses received for Flintshire. Total responses for North Wales was</p>

	<p>428 so Flintshire engagement activity has been well supported by our service users. A copy of the Service User Feedback is attached as Appendix 3.</p> <p>Service User feedback has been of great benefit and has offered significant insight that has helped identify and shape the priorities outlined within the HSP Strategy.</p>
4.02	<p><u>Service Provider Feedback</u> Online survey responses from local service providers have been very beneficial and again a standardised approach for North Wales enables shared challenges and issues for the region to be identified and reflected through specific regional actions within the Strategy and Action Planning process.</p> <p>Again take up and engagement in the process from Flintshire has been positive, with 42 Flintshire services engaging in the process. A total of 111 responses were received across the whole of North Wales. A copy of the Service Provider Feedback can be found attached as Appendix 4.</p> <p>Service Provider feedback has been of great benefit and has offered significant insight that has helped identify and shape the priorities outlined within the HSP Strategy.</p>
4.03	<p><u>Stakeholder and Key Partners Feedback on the Strategy</u> In order to ensure partners across public services, third sector and other departments of the Council endorse the HSP Strategy and sign up to the vision, priorities and action plan, a Draft Strategy was shared with Partners in early January 2022 for comment.</p> <p>The overwhelming support for the HSP Strategy from partners has been greatly appreciated and will serve Flintshire well in regards to ensuring homelessness and housing related support is a multi-agency priority.</p> <p>Feedback from Stakeholders and Key Partners has been taken into account when fine tuning the Strategy and responses issued to those agencies who have contributed towards this final stage of consultation activity.</p>
4.04	<p><u>Welsh Government Feedback on the Strategy</u> A Draft Version of the HSP Strategy was required to be submitted to Welsh Government for review by the 31st December 2021 and feedback was received mid-January.</p> <p>Positive feedback from Welsh Government was welcomed with some minor amendments and suggested changes which have now been considered and actioned as felt appropriate by Housing & Prevention Service Manager and the Housing Support Planning Group.</p> <p>Local Authorities are not required to adopt all suggested amendments or required to accept or action feedback. The feedback received was constructive and was carefully considered as part of the final HSP Strategy revisions.</p>

	<p>Welsh Government are not required to “sign off” on the Strategy (this is a local issue for Members to adopt for Flintshire), but we are grateful for their observations and advice throughout, and have benefited from regular support and guidance from our designated Relationship Manager at Welsh Government.</p>
4.05	<p><u>Housing Support Planning Group</u> Flintshire’s Housing Support Planning Group (HSPG) is a multi-agency group with clear Terms of Reference and have Strategic oversight of the Housing Support Grant regime and now the HSP Strategy.</p> <p>This group will be key to monitoring the success of the HSP Strategy and is a multi-agency group made up of key public services and 3rd sector representation. The Group met on the 20th January 2022 and unanimously support the HSP Strategy and have offered support and guidance on minor amendments in light of the suggestions of trusted partners and Welsh Government as referenced in section 4.03 and 4.04 of this report.</p> <p>Regular progress updates on delivery of the HSP Strategy and Action Plan will be issued to the HSPG and the membership will be extended to engage more key partners who will help in the delivery of the HSP Strategy. This will ensure co-ordination and support for shared ownership of the agenda and Action Plan.</p>
4.06	<p>The report was presented to the Community, Housing and Assets Overview and Scrutiny Committee on the 9th February 2022.</p>

5.00	APPENDICES
5.01	Appendix 1: Flintshire’s Housing Support Programme Strategy 2022-2026 Draft as of 31 st December 2021
5.02	Appendix 2: Housing Support Programme LA Template: Guidance for developing the HSP Strategy
5.03	Appendix 3: Service User Insight for HSP Strategy Development Consultation
5.04	Appendix 4: Service Provider Insight for HSP Strategy Development Consultation

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	<p>North Wales Homelessness Strategy 2018 - 2022: People, homes and services “A regional approach to tackling homelessness in North Wales” https://www.cih.org/news/north-wales-regional-homelessness-strategy</p>

6.02	Welsh Government Programme for government https://gov.wales/programme-for-government-2021-to-2026-hml
6.03	Housing Support Grant Guidance https://gov.wales/housing-support-grant-practice-guidance

7.00	CONTACT OFFICER DETAILS
7.01	Contact Officer: Martin Cooil – Housing & Prevention Service Manager Telephone: 07880 423234 E-mail: martin.cooil@flintshire.gov.uk

8.00	GLOSSARY OF TERMS
8.01	<p>Housing Support Programme Strategy - the single strategic document on housing support and homelessness prevention.</p> <p>Regional Service User Questionnaire – this is a live online questionnaire where service users from the 6 Local Authorities can provide feedback for the service they have been provided through the HSG. Conwy host this questionnaire and provide annual reports for the region.</p> <p>Housing First – is a housing and support approach which gives people who have experienced homelessness and chronic health and social care needs a stable home from which to rebuild their lives. Provides intensive, person-centred, holistic support that is open-ended. Places no conditions on individuals; however, they should desire to have a tenancy.</p> <p>VAWDASV – Violence Against Women, Domestic Abuse and Sexual Violence is a fundamental violation of human rights, a cause and consequence of inequality and has far reaching consequences for families, children and society as a whole.</p> <p>Dual Diagnosis – (also referred to as co-occurring disorders) is a term for when someone experiences a mental illness and a substance use disorder simultaneously. Either disorder (substance use or mental illness) can develop first.</p> <p>Rapid Rehousing - Rapid rehousing is about taking a housing-led approach for rehousing people that have experienced homelessness, making sure they reach a settled housing option as quickly as possible rather than staying in temporary accommodation for too long.</p> <p>Relationship Manager – Each Local Authority now has a designated Relationship Manager linked to the housing support and homelessness agenda within the Housing Policy Division of Welsh Government.</p>



FLINTSHIRE COUNTY COUNCIL
HOUSING SUPPORT PROGRAMME
STRATEGY 2022 – 2026

#EndingHomelessness
#HousingSupport

#HousingMattersWales
#PreventionPreventionPrevention

February 2022

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Introduction

This Strategy outlines Flintshire’s strategic approach to housing support and homelessness prevention and satisfies the statutory requirements for the Local Authority to have a Homelessness Strategy under Part 2 of the Housing (Wales) Act 2014.

The Strategy has taken into account the Welsh Governments vision and aims for the prevention of homelessness and the transformational shift needed to move to a rapid rehousing approach and has been informed by the Welsh Government Housing Support Practice Guidance for Local Authorities from April 2020 (updated in March 2021).

The Strategy is ambitious and looks to build on the significant positives that have been achieved since March 2020 when the Covid health pandemic hit the UK and Welsh Government instructed all Councils to adopt the “Everyone In” approach to safeguard homeless people and those at risk of rough sleeping.

With more people in temporary housing and being supported to exit homelessness we know that we have done well to help people who have experienced homelessness during the Covid pandemic. As we now focus on the recovery from the pandemic, we know we must do more to tackle the causes of homelessness and remove barriers to people being able to move into long term safe and settled housing at a time when the housing market is changing and demand for affordable housing is increasing.

This Strategy demonstrates that ending homelessness is much more than just building more homes, but does acknowledge that the supply of high quality affordable housing is a key strand within all of our ambitions to end homelessness in Flintshire. Other key elements include a clear focus on partnership working, earlier interventions to reduce housing support needs and risk of homelessness and the development of a wide range of prevention activities including high quality housing related support services.

Preventing homelessness is not exclusively the Housing Support & Homeless Prevention Services responsibility; it is a shared issue and very much “everyone’s business”. This Strategy

provides a very clear vision of ending homelessness and overcoming housing problems, for all partners working to improve the lives of the people of Flintshire. By working together we can all achieve more.

The Strategy also focusses on the wellbeing of our workforce and the important services that our staff deliver for the people of Flintshire. The last 2 years have been incredibly tough for all the people of Flintshire and this includes staff who have worked under immense pressure due to Covid. We respect and value all of our colleagues and will invest in them so they feel valued and energized to deliver on our ambition of ending homelessness and overcoming housing problems in Flintshire.

1a. Purpose of the Strategy

Flintshire's Housing Support Programme Strategy sets out the strategic direction of Flintshire County Council in regards to homelessness prevention and housing related support services for the next four years (2022-2026). We will complete a mid-point review in 2 years (2024) and refresh our action plan in response to what we acknowledge is a challenging and changing landscape as we exit the covid pandemic..

This Strategy sets out the key priorities for the local authority and our partners when looking at our efforts to end homelessness and overcome housing problems and has been developed on the back of a comprehensive needs assessment process. We have also engaged with a wide range stakeholders and service users to ensure that the Strategy meets the needs of the people we serve and is informed by the views and intelligence of the partners we work with.

This Strategy satisfies the existing statutory requirement for the local authority to have a homeless strategy as required under Part of the Housing (Wales) Act 2014.

Flintshire County Council had previously adopted the North Wales Homelessness Strategy 2018-2022, but we are now delivering our own Housing Support Programme Strategy. Our commitment to regional working remains strong and we have reviewed the North Wales Homelessness Strategy 2018-2022 and elements of that Strategy have been incorporated into this Strategy.

1b. Legislation and policy context

The Well-being of Future Generations (Wales) Act 2015

The seven goals set out in the Well-being of Future Generations Act (Wales) 2015 has informed the development of the Housing Support Programme Strategy, by ensuring that we consider how we work better with people, communities and other organisations, as well as looking at how we prevent problems and take a more joined-up approach in the delivery of the strategy.

A prosperous Wales - An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing high quality employment.

A resilient Wales - A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).

A healthier Wales - A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.

A more equal Wales - A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).

A Wales of cohesive communities - Attractive, viable, safe and well-connected communities.

A Wales of vibrant culture and thriving Welsh language - A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.

A globally responsible Wales - A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.

National Context

The strategy satisfies the existing statutory requirements in the Housing (Wales) Act 2014. In developing it, the Local Authority has reviewed the Housing and Homelessness Strategy, incorporating the relevant aims and priorities. Flintshire County Council's Housing Support Programme Strategy, is underpinned by the following national legislation and policy:

- **Housing (Wales) Act 2014**

This Act sets to improve the supply, quality and standards of housing in Wales. Includes a strengthened duty on local authorities to prevent homelessness. The Housing Support Grant makes a significant contribution to the implementation of Part 2 of this Act. Part 2 is focused on homeless prevention. It also reduces or prevents the need for, often more costly intervention to other public services.

- **Well-being of Future Generations (Wales) Act 2015**

This Act aims to improve the social, economic, environmental and cultural wellbeing of Wales, by placing the sustainable development principle at the heart of all decision making. One key element of the sustainable development principle is a focus on prevention, which aligns closely with the central aims of the Housing Support Grant.

- **Social Services and Well-Being (Wales) Act 2014**

Aims to improve the wellbeing of people who need care and support, and carers who need support.

Part 9 of the Social Services and Well-being (Wales) Act 2014 ("the Act") requires local authorities to make arrangements to promote co-operation with their relevant partners and others, in relation to adults with needs for care and support, carers and children. It places a duty on relevant partners to co-operate with, and provide information to, the local authorities for the purpose of their social services functions.

- **Ending Homelessness: a high level Action Plan 2021 to 2026**

The Action Plan aims to direct activity at a high level, for the work required by the Welsh Government and its partners to end homelessness in Wales.

- **The Mental Health Act 2014**

The Mental Health Act came into effect on 1 July 2014. It sets out a framework intended to promote recovery-oriented practice, minimise compulsory treatment and protect and support the rights of people living with mental illness.

- **Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015**

This Act aims to improve the response within the public sector in Wales to all forms of violence against women, domestic abuse and sexual violence. Places a responsibility on public bodies to improve arrangements to promote awareness of, and prevent, protect and support victims of gender-based violence, domestic abuse, sexual violence and modern slavery.

- **Housing Support Grant Practice Guidance 2020**

The Housing Support Grant Guidance was published in April 2020. HSG (Housing Support Grant) is an amalgamation of three existing grants; Supporting People Programme, Homeless Prevention Grant and Rent Smart Wales Enforcement Grant. The grant is distributed to local authorities to deliver, administer and to commission services to meet the vision and core purpose of the grant.

HSG is an early intervention grant programme to support activity, which prevents people from becoming homeless, stabilises their housing situation, or helps potentially homeless people to find and keep accommodation.

HSG supports vulnerable people to address the, sometimes, multiple, problems they face, such as debt, employment, tenancy management, substance misuse, violent against women, domestic abuse and sexual violence, and mental health issues.

- **Equalities Act (Wales) 2010**

This Act requires all public bodies including the council to tackle discrimination, advance equality of opportunity and promote good relations. An equality impact assessment was undertaken to identify any potential inequalities arising from the development and delivery of this plan.

- **Allocation of Housing and Homelessness (Eligibility) (Wales) Regulations 2014**

These Regulations make provision for which persons from abroad will be eligible or ineligible for an allocation of housing accommodation under Part 6 of the Housing Act 1996 (“the Act”) and for housing assistance under Part 7 of the Act.

- **Welsh Government’s Code of Guidance for Local Authorities on the Allocation of Accommodation and Homelessness, 2016**

This Code is Guidance issued by the Welsh Ministers. Local Authorities must have regard to this Code when exercising their functions in connection with allocations and homelessness. The Code comes in two parts. Part 1 relates to the allocation of accommodation in accordance with Part 6 of the Housing Act 1996 and, although updated to reflect changes in the law and relevant case law, largely follows the same format as the 2012 edition of the Code.

Part 2 of the Code covers Part 2 of the Housing (Wales) 2014 Act, which amends and consolidates all previous homelessness legislation. It explains the new legislation, and places it in the context of current Welsh Government policy.

- **National Pathway for Homelessness Services to Children, Young People and Adults in the Secure Estate**

This document sets out the pathway for meeting the housing needs of children, young people and adults held in custody and who will be resettling in Wales.

- **Preventing Homelessness and Promoting Independence: A Positive Pathway to Adulthood**

A Positive Pathway to Adulthood Supporting young people on their journey to economic independence and success through housing advice, options and homelessness prevention.

- The Homelessness (Suitability of Accommodation) (Wales) Order 2015

Part 1 specifies additional matters which authorities must take into account. Part 2 specifies when B&B and shared accommodation are not suitable to be used for temporary accommodation. Part 3 specifies suitability of private rented sector accommodation for ending the section 75 duty to homeless applicants

- Renting Homes (Wales) Act 2016

This Act will make it simpler and easier to rent a home, replacing various and complex pieces of existing legislation with one clear legal framework.

People who find themselves in difficult circumstances will also benefit from the Act. It will help to prevent current homelessness situations where a joint tenant leaves the tenancy, thereby ending the tenancy for everyone else. Inequalities in how someone can succeed to a tenancy are also addressed, with a new succession right for carers created.

- Welsh Language (Wales) Measure 2011, and the Welsh Language Standards Regulations

The Welsh Language (Wales) Measure 2011 places the Welsh language on the same equal legal status with English and must not be treated less favourably.

Local/Regional Context

At a local level, this strategy contributes to the following areas of work:

- Flintshire County Councils Plan 2021 - 2023
- Flintshire Housing Strategy and Action Plan 2019-2024
- Flintshire's Prospectus 2021
- Flintshire Local Housing Market Assessment update 2018 (was clarified in the February 2020 addendum version).
- A Well-being Plan for Flintshire 2017 - 2023

1c. Vision and Principles

“Ending homelessness, overcoming housing problems and delivering person centred support that meets the needs of people in Flintshire, through partnership working and early intervention”

In working to deliver our vision of ending homelessness and overcoming housing problems in Flintshire, we have adopted a number of core principles that will help us and our partners to achieve our shared goals and enable the delivery of this strategy and action plan. These principles are:-

- We will ensure that all Council services are committed to ending homelessness in Flintshire.
- We will work with partners to prevent homelessness, and where it cannot be prevented we will ensure it is rare, brief and unrepeated.
- We will support the people of Flintshire to live healthy and independent lives within safe homes and resilient communities
- We will deliver quality support services that are person centred and are informed through service user involvement.
- We will promote honesty, respect and dignity between the people who deliver our services and the people who benefit from our services
- We will celebrate the successes of our services and invest in our workforce to deliver the highest levels of support
- We will work with partners across the North Wales region on shared challenges and where opportunities for collaboration arise

Needs Assessment

Needs Assessment Process

A range of engagement techniques were used to gather and analyse data to determine Flintshire’s Needs Assessment. This included consultation with a wide range of stakeholders including service users who use / or have used homelessness services, delivery partners including Third Sector Organisations. This was also supported by statistics and data from Flintshire’s Statutory Homelessness Service and the Housing Support Grant Gateway.

Key sources of information used to inform the Needs Assessment are listed below:

- Population Needs Assessment
- Flintshire County Councils Prospectus 2021
- Local Authority Well-being Assessment
- Homelessness statistics and other housing data such as waiting lists
- Welsh index of multiple deprivation
- Feedback from service users
- Regional VAWDASV needs assessments
- Any relevant research/national publication
- Outcomes data
- Needs Data from Housing Support Gateway
- Unmet needs data over the last 12 months from providers, homelessness reviews

Key Findings & Conclusions

There is an imbalance between single person accommodation and the numbers of single people presenting as homeless and staying in temporary accommodation for significant periods of time. To address the issue Flintshire have begun working to the Rapid Rehousing Model which will offer varied support levels to ensure households presenting get the correct support when it is needed.

Single homeless people under 35, people with mental health support needs and people with criminal offending issues represent a high proportion of presentations to the homelessness team. Support needs are more complex with mental health, criminal offending and domestic abuse increasing.

Homelessness is not just about housing and many of the people who experience housing issues and homelessness often have complex support needs. Improve pathways for support and ensure there is a multi-agency working approach to dealing with complex needs. This will also ensure people can access all services in a timely manner.

Access to Private rented Sector (PRS). Limited social housing, increasing demand, and lengthier waiting times, mean that supporting people to access the private rental sector is more important than ever. Having dedicated officers working with landlords, letting agencies and prospective private renters to remove barriers to securing a privately rented home in Flintshire

Recruitment issues due to short term contracts, pay scales. Staff wellbeing and to be able to retain staff with good terms and conditions across all commissioned projects. To ensure training in all areas is provided and staff are supporting individuals using a Trauma informed/multi agency approach.

Re-commissioning of all Housing Support Grant projects to ensure they meet the needs of the people accessing the services.

Statement of Need (attached)

Draft Flintshire County Councils Prospectus July 21



APPENDIX 1 draft
prospectus vers 4.pc

Strategic Priorities

Flintshire County Council and its partners have agreed the following strategic priorities for the delivery of the Housing Support Programme Strategy. These priorities have been developed in response to intelligence gathered through the needs assessment process and following stakeholder and service user engagement. The priorities also align with wider corporate and Welsh Government policy and guidance.

Priority 1 – Adopting Early Intervention and Targeted Prevention Activities

Welsh Governments ongoing commitment to tackling housing problems through the Housing Support Grant is welcomed and enables us to offer more intensive support, targeted at people

at risk of homelessness and at those who are struggling to live independently. There also needs to be a continued commitment from all public services and third sector groups working within Flintshire to deliver services that enable people to have a good quality of life and reduce poverty and hardship, as this will further reduce risks related to housing problems and prevent more people experiencing homelessness.

We know that the earliest interventions are the most cost effective and can have the most significant impact. We will strengthen systems for identifying people with housing problems and those who are at risk of homelessness earlier. We will ensure targeted support is put in place at the earliest opportunity. We know that certain groups of people are at greater risk of homelessness and we shall ensure the Council and our partners have appropriate pathways and protocols to demonstrate joint working and support for people at greater risk of housing hardship and homelessness.

Priority 2 – Strengthening Person Centred Approaches and Responding to Complex Needs

Many of the people we work with experience significant challenges around their personal well being and struggle due to unmet needs in their daily lives. These needs can be significant, complex and they often don't happen in isolation. Whilst housing support related services can support people to overcome many issues, there is a need for more effective partnership working and clearer pathways for support when dealing with some areas of peoples lives. This can include but is not be limited to offending behaviours, substance misuse, learning disabilities, mental health, history of exploitation or domestic abuse.

We know that homelessness is rarely just about housing and many of the people who experience housing hardship and homelessness often have complex support needs. We will improve pathways for support and ensure multi-agency working is at the heart of our approach to dealing with complex needs. We will listen to the people who need and use our services and we will use their feedback, to ensure our services are fit for purpose and meet the needs of the people of Flintshire.

Priority 3 – Developing the TrACE Agenda

There is a need for a more professions and organisations to be aware of the impact of trauma on the people we support and the significant and negative impact that adverse childhood experiences (ACE's) can have on our residents. All services and staff need to consider their role in preventing, mitigating and tackling ACEs, to ensure an integrated and innovative approach to health and wellbeing generally, that supports prevention work and early intervention. As such we want to support services to better understand this field of work and ensure services are helped to develop their approaches to the TrACE Agenda and that we commission high quality services that are trauma informed and ACE aware.

We know that housing problems and homelessness can be incredibly traumatic for people. We also know that many people in Flintshire will have experienced adverse childhood experiences (ACE's). We will work with our partners to ensure our support services are trauma informed and ACE aware and we will all learn from those services who are already delivering best practice in this area of work.

Priority 4 – Supporting Workforce Development and Resilience

It is important there is an acknowledgement that responding to the current and future demand for housing support and homelessness services in Flintshire is a significant challenge. Investing in the people who deliver these critical services will be important to ensure the workforce is skilled, resilient and ready for the challenges ahead. A range of training, development and support across all service providers, along with attractive terms and conditions will ensure the sector can retain and attract an appropriately skilled workforce.

We know that our workforce are our greatest asset and we will support them to deliver the highest standards of housing related support and homeless prevention services. We will all work positively and creatively towards ending homelessness and overcoming housing problems in Flintshire and will support and respect each other along the way.

Priority 5 – Reviewing and improving Flintshire's Housing Offer

Housing alone is not the solution to ending homelessness; but it is a key component. With ambitious plans to build more affordable housing, we will focus on providing more homes for the people of Flintshire. We also need to improve access to our local Private Rented Sector at a time when the local market is changing post Covid. People who use our services tell us they want to see more supported housing that not only provides excellent support services but also offers high quality accommodation for vulnerable people. Over time and with good access to other housing options, our reliance on temporary and emergency housing will reduce.

We know that ending homelessness is not just about building more housing, and we must make the best use of the wide range of housing we presently have in Flintshire. We will do this whilst also delivering ambitious build programmes to increase the supply of high quality affordable housing. We must ensure we can meet the diverse housing and accommodation needs of the local population.

Priority 6 – Moving towards a “Rapid Rehousing” approach

Rapid rehousing looks to provide people experiencing homeless with settled, secure, self-contained housing as quickly as possible before addressing their support needs. There is no requirement for people to be assessed before going into accommodation. The development of a “Transition Plan” will inform the approach that see’s Flintshire statutory and support services move towards rapid rehousing as the default position for the prevention and relief of homeless. The Transition Plan will provide a road map for this journey and ensure all Flintshire services embrace the opportunities for change in our approaches, whilst also building on current positive practices.

We know that the move to a Rapid Rehousing approach will take time, but we are committed to embracing this challenge and are focused on ensuring homelessness is rare, brief and non-repeated. We will develop and adopt our Rapid Rehousing Transition Plan with our partners support and ensure that the views of people who experience homelessness are placed at the heart of this process of change.

The actions needed to help us deliver on our local priorities and timelines for completion are outlined within our Housing Support Programme Action Plan which is attached as Appendix A.

Stakeholder Engagement

Internal and external partners and services were consulted with the process of developing the strategy, consultation has been undertaken in line with the duties set out in the Future Generations (Wales) Act 2015 and the five ways of working.

4a. Stakeholders Engaged with

Broader stakeholder engagement to be completed in Q4 of 21/22.

The following sources of engagement have been used:

- North Wales HSG Service User questionnaire accessed via:
<https://www.conwy.gov.uk/sep/snap/hsgstrategy/user/en/>
<https://www.conwy.gov.uk/sep/snap/hsgstrategy/user/cy/>
- North Wales HSG Provider questionnaire accessed via:
<https://www.conwy.gov.uk/sep/snap/hsgstrategy/provider/en/>
<https://www.conwy.gov.uk/sep/snap/hsgstrategy/provider/cy/>

4b. Stakeholder Feedback

Providers

A regional Provider questionnaire was sent out by each of the North Wales authorities and the Regional Development Co-ordinator compiled the responses for each authority. A copy of the findings is attached below.

The main themes coming out of the provider questionnaire:-

- More accommodation required to be able to move to a rapid rehousing approach
- More Affordable housing is required
- Access to PRS – support for tenants and landlords
- Supported housing for people with complex and or multiple issues
- Easier access to Mental Health services is required

- There are now longer waits for appointments at MH and substance misuse services
- Mental Health Awareness training
- More training/Awareness of what Rapid Rehousing is. Collective response.
- More PIE training for all staff
- Problems with recruitment of Support Staff – due to short term contracts, pay scales, little to no interest in job adverts
- Hoarding Officers in each authority

Link to the summary of the Provider Questionnaire feedback (+ copy of questionnaire)



HSP Strategy
Provider Questionnaire



HSG Programme
Strategy Questionnaire



HSG Programme
Strategy Questionnaire

Service Users

A regional Service User questionnaire was sent out by each of the North Wales authorities and the Regional Development Co-ordinator compiled the responses for each authority. (Copied in Needs Assessment). Flintshire received 112 responses from Service Users, note not all responses will equate back to 112 as not all questionnaires were mandatory.

Some themes identified from the Service User Questionnaire were:-

- 33% of responses said they did not know how to access support.
- The majority of people would prefer to receive support face to face.
- 53 people stated there were no barriers to them receiving support.
- 99% of responses said they are able to receive support in the language of their choice
- 72% of responses said public transport prevented them accessing support
- 38% of responses rated the quality of accommodation as excellent and 42% rated good.
- Of the responses received regarding affording current rental prices – 34% Maybe, 33% no and 33% yes.

Themes identified from partners and internal council departments were:

- Supply of accommodation does not meet the needs of people, such as single people
- Lack of Access to housing and affordable housing
- Accessing PRS is extremely difficult
- Recruitment; many vacancies are not attracting any applicants or the applicants are not suitable.

Impact Assessments

Impact Assessments undertaken:-

- An IIA Integrated Impact Assessment which includes equality, environment, health, human rights, socio-economic Duty, United Nations Conventions the Rights of the Child and the Welsh language. The Impact Assessment was completed by a HSG Officer with guidance from the Flintshire Equalities Policy Development Officer and Biodiversity Officer.
- Data Protection Impact Assessment – This was completed by a HSG Officer with guidance from a Flintshire Information Compliance Officer.

Links to the Data Protection and Integrated Impact Assessment below:-



HSP Impact
Assessment DP.docm



HSP Impact
Assessment Integrat

Key Findings

No negative impacts were identified from the Data Protection Impact Assessment or the Integrated Impact Assessment undertaken.

With regards to the Integrated Impact Assessment no one is excluded from any Housing Support/Homelessness project because of their protected characteristics, religion, beliefs, sexual orientation etc.

As a region, we commissioned LGBTQ+ training for all HSG/Homeless staff and are also looking at commissioning another regional LGTBQ+ project, we have consulted with this protected characteristic group to gain their views to ensure all needs are met.

Implementing, monitoring and reviewing the Strategy

Working with Partners

The council will work with Partners to ensure that the strategy and action plans are implemented and monitored accordingly, and to review and revise any plans where necessary based upon performance evaluations. There is also representation from these services on the Housing Support Planning Group and RHSCG.

Funding Sources

Housing Support Grant

Statutory Core Funding

Social Housing Grant

Children & Communities Grant

Monitoring, reviewing and Evaluation arrangements

The Housing Support Planning Group will have overall control of the priorities within the Strategy with updates provided by the HSG Team. Also reporting back to the Chief Officer of Housing and RHSCG.

An annual report will be submitted to Community Housing & Assets Overview and Scrutiny Committee detailing the progress made against the Action Plan (Annex A).

Annex A - Action Plan:

Priority 1 - Adopting Early Intervention and Prevention Activities

Action Ref	Action required to deliver the priority	Tasks	Timescales	Output
7.1.1	Develop a culture across all public services that enables early intervention and targeted prevention of homelessness.	<ol style="list-style-type: none"> 1. Review the Flintshire Housing Support Forum and schedule regular meeting with partners quarterly 2. Extend Membership and promote the positive networking, knowledge hub and communications opportunities available through the Housing Support Forum 3. Further roll out of the Housing Support and Homeless Prevention Training and Awareness sessions across a wide range of partners 	2022	Improve awareness of housing support and homeless prevention services and develop a community of best practice within Flintshire

7.1.2	Develop a range of pathways and protocols that clearly evidence joint working arrangements with key partners in regards to the prevention of homelessness as outlined in Housing (Wales) Act 2014	<ol style="list-style-type: none"> 1. Routine analysis of data to identify those cohorts of people who have significantly increased risk of housing hardship or homelessness 2. Identify all key partners where pathways and protocols required to document commitments and obligations for joint working on the prevention and relief of homelessness 3. Develop pathways and protocols as required to ensure accountability from all public services who contribute towards the prevention and relief of homelessness 	2023	Targeted support and interventions identified for groups of people at greatest risk of homelessness established and clear commitments from partners for joint working secured
7.1.3	Re-commission a wide range of housing related support and homelessness prevention services through the Housing Support Grant	<ol style="list-style-type: none"> 1. Build staff capacity within the Housing Support Grant Commissioning Team through service restructure 2. Complete a large scale commissioning process for all Housing Support Grant funded services in Flintshire 3. Ensure seamless transition to new contract arrangements with minimal impact on service delivery 	2023	Ensure Flintshire housing support services are strong and resilient for the challenges ahead and that a wide range of services are available to meet the needs of the people of Flintshire's

7.1.4	Offer support to local community groups who deliver activities that complement the Housing Support and Homeless Prevention Agenda	<ol style="list-style-type: none"> 1. Map out all local community groups who contribute to the housing support and homelessness agenda 2. Engage with local groups to ensure their work is complimentary to the vision of ending homelessness and overcoming housing problems as outlined in this Strategy 3. Offer advice and support to local groups to ensure their services are accessible, sustainable and of a high quality 	2023	Ensure local community groups are supported to deliver services that promote and enable independent living and reduce reliance on statutory services
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Priority 2 – Strengthening Person Centred Approaches and Responding to Complex Needs

Action Ref	Action required to deliver the priority	Tasks	Timescales	Output
7.2.1	Develop a coordinated approach to responding to customers with complex needs.	<ol style="list-style-type: none"> 1. Engage key partners and agree a format for a multi-agency Complex Needs Panel for early intervention and multi-agency support 2. Review the work of the Assertive Outreach Programme and learn lessons on how to manage complex needs and open up pathways into support 3. Develop Service Level Agreements with key public service areas to enable positive commitments for joint working on matters relating to complex needs 	2022	Ensure all partners working to support people with complex needs and engage effectively in positive person centred action planning
7.2.2	Develop a consistent approach to support young people to: (1) Avoid homelessness (2) Become tenancy ready. (3) Maintain their tenancy	<ol style="list-style-type: none"> 1. Develop a Youth Homelessness Action Plan in partnership with a wide range of local partners 2. Train up a range of frontline workers in Tenant Ready Training courses for young people 3. Extend the Housing First Project to enable capacity to offer a specific service for Young People in Flintshire 	2022	Offer robust personal plans for young people that include support to access training and employment opportunities, and resolve any debt and management money issues.

7.2.3	Ensure that nobody who has previously slept rough returns to a street based lifestyle	<ol style="list-style-type: none"> 1. Continue to support people who have previously slept rough and have been offered interim housing during the Covid pandemic to help them move on and exit homelessness 2. Build on the initial success of the Housing First Project and increase capacity to help more people 3. Learn from the success of the “homeless hub” and use this intelligence to further develop and inform future service delivery 	2022	Maintain positive outcomes and momentum regarding the relief of homelessness within the rough sleeper cohort post covid
7.2.4	Continue to provide Housing Solutions to prison leavers prior to release maximising opportunities to work in collaboration to ensure effective use of resources	<ol style="list-style-type: none"> 1. Increase staff and support service capacity linked to the Homeless Team for Prison Leavers and those with a history of offending who are homeless or at risk of homelessness 2. Continue to support the development of the North Wales Homeless Prevention Taskforce 3. Strengthen links with Probation service and explore opportunities for further collaborative work around accommodation and support services 	2022	Support more prison leavers to avoid homelessness or exit it quickly post release

7.2.5	Develop a knowledge base that builds on the Wales Audit Office Report “Rough Sleeping in Wales – Everyone’s Problem; No One’s Responsibility” to evidence cost benefit of addressing complex needs in Flintshire	<ol style="list-style-type: none"> 1. Engage key public service partners in discussions about developing the evidence base 2. Agree a methodology for capturing the data and costs for service delivery associated with complex needs cases 3. Capture the evidence associated with costs for managing complex needs and use this information to inform future service delivery and targeted interventions 	2023	Better understand the costs associated with homelessness and the cost benefits for all public services
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Priority 3 – Developing the TrACE Agenda

Action Ref	Action required to deliver the priority	Tasks	Timescales	Output
7.3.1	Work with housing support and homeless prevention services to develop Trauma informed and ACE aware service delivery	<ol style="list-style-type: none"> 1. Recruit a TrACE Champion and embed within Flintshire’s Housing Support Grant Commissioning team 2. Work with in-house and commissioned services to undertake the TrACE organisations self assessment process 3. Support services to respond to the findings of their self assessment 	2022	Local services work towards becoming more trauma informed and ACE aware in their service delivery
7.3.2	Ensure progress on the development of the TrACE Agenda is captured and celebrated within housing support and homeless prevention services	<ol style="list-style-type: none"> 1. Develop opportunities to review progress in regards to the TrACE Agenda through the Contracts and Reviewing process for Housing Support Grant commissioned services 2. Explore opportunities to recognise and celebrate the progress and impact of the TrACE Agenda in Flintshire 	2023	TrACE Agenda is working effectively and benefiting the people using the services. Ensure successes are celebrated.

Priority 4 – Supporting Workforce Development and Resilience

Action Ref	Action required to deliver the priority	Tasks	Timescales	Output
7.4.1	Explore opportunities to work with commissioned services to develop a consistent approach to terms and conditions of employment to ensure the Flintshire services can retain and attract an appropriately skilled workforce.	<ol style="list-style-type: none"> 1. Engage commissioned services in discussions about staff terms and conditions and workforce support 2. Work with commissioned services to develop shared messaging, communications plans opportunities for joint working for workforce recruitment 	2022	Retain and attract appropriately skilled workforce.
7.4.2	Develop a range of training, staff development and well being support across all housing related support and homeless prevention services	<ol style="list-style-type: none"> 1. Establish a “Workforce Wellbeing” sub group of the Housing Support Forum 2. Develop a shared action plan for “Workforce Wellbeing” across housing support and homeless prevention services in Flintshire 	2022	Staff are trained to the appropriate level to support the people coming through our services.
7.4.3	Recognise the quality of work and high standards of professionalism within the workforce and ensure staff commitments are rewarded	<ol style="list-style-type: none"> 1. Develop a Workforce Recognition Scheme for all housing support and homeless prevention services within Flintshire 2. Promote the successes of the housing support and homeless prevention sector in Flintshire and celebrate the achievements of our workforce 	2023	Retention and recognition of staff to improve workforce moral.

Priority 5 – Review and improve Flintshire’s Housing Offer

Action Ref	Action required to deliver the priority	Tasks	Timescale	Output
7.5.1	Complete a review of Flintshire’s Homeless accommodation offer and explore opportunities to develop a purpose built Homeless Hub.	<ol style="list-style-type: none"> 1. Deliver on the Temporary Accommodation Service Improvement Plan (Audit Response) 2. Progress plans for the development of a purpose built Homeless Hub with accommodation and support services under one roof (Glanrafon v.2.0) 	2023	Improve the quality of accommodation and property management within Flintshire’s Homeless accommodation portfolio
7.5.2	Improve the standard of accommodation within Flintshire’s Supported Housing portfolio.	<ol style="list-style-type: none"> 1. Work with existing services to identify opportunities for accommodation improvements and investment 2. Develop a Flintshire Standard for quality accommodation within Flintshire’s Supported Housing Portfolio 3. Ensure new services commissioned through Housing Support Grant have a high quality accommodation offer 4. Work up plans for the development of a young person’s housing hub offering a range of accommodation and support services 	2023	Raise the standards of accommodation in our Supported Housing Portfolio

7.5.3	Work with housing partners to ensure Flintshire’s social housing stock meets the needs of the residents of Flintshire.	<ol style="list-style-type: none"> 1. Explore opportunities to make best use of existing social housing with consideration given to re-designation of homes if required 2. Review approaches to “local lettings policies” to ensure they don’t create undue barriers to rehousing and meet the needs of all residents of Flintshire 3. Work with housing partners to look at shared housing models within social housing 4. Deliver the Social Housing Grant Programme and increase the supply of social housing 	2023	Increase supply of social housing and ensure the stock we have meets local demand
7.5.4	Develop Flintshire’s Private Rented Sector Offer.	<ol style="list-style-type: none"> 1. Create a specialist Private Sector Housing Team within the Housing Support and Homeless Prevention Service 2. Engage with Landlords to better understand their needs and aspirations for Flintshire’s PRS 3. Sign up to the National Private Rented Sector Leasing Scheme. 	2023	Offering more services and support for tenants and landlords within the local private rented sector

Priority 6 - Rapid Rehousing

Action Ref	Action required to deliver the priority	Tasks	Timescale	Output
7.6.1	Develop the Rapid Rehousing Transition Plan for Flintshire.	<ol style="list-style-type: none"> 1. Establish a multi-agency Rapid Rehousing Working Group 2. Consult with the people who use our services to ensure our Plans meet with their needs and are informed by lived experience 3. Adopt the Transition Plan and commence period of transformation 	2022	A clear plan for the move to Rapid Rehousing in Flintshire
7.6.2	Further develop the Housing First service for Flintshire	<ol style="list-style-type: none"> 1. Increase capacity within the Housing First service to support more people with complex needs and history of rough sleeping to exit homelessness 2. Develop a Young Persons Housing First model for Flintshire 	2022	Support more people into long term settled housing through the Housing First Model

Annex B – Rapid Rehousing Plan

It has been agreed by the Welsh Government the Rapid Rehousing Transition Plan can be submitted in June 2022.

Local Authority

Housing Support Programme
Strategy

April 2022- March 2026

Template

Content Page

Foreword (Optional)

Foreword from the Chief Executive of the local authority, Cabinet Leader, Cabinet Member, etc.

1. Introduction

Local authorities should develop a Housing Support Programme (HSP) Strategy (“the Strategy”) every four years, with a mid-point review every two years, which will outline the strategic direction of the local authority for housing related support services. This should provide a single strategic view of the local authority’s approach to homelessness prevention and housing support services. As such, it would include both statutory homelessness functions funded through the revenue settlement and non-statutory preventative services funded through the Housing Support Grant (HSG).

Local authorities must ensure the Strategy, as the single strategic document on housing support and homelessness prevention, also satisfies the existing statutory requirements for a homelessness strategy under Part 2 of the Housing (Wales) Act 2014. There is no requirement to produce a separate strategy.

The Strategy should take into account how it can support delivery of the Welsh Government’s vision and aims for the prevention of homelessness and the transformational shift required to move to a rapid re-housing approach as outlined in the specific guidance to be provided to local authorities in respect of this.

This section should set out the overall purpose and scope of the Strategy, including the legislative and policy context.

1a Purpose of the Strategy

Set out the purpose and scope of the Strategy, e.g.

- *Confirm that it sets out the single strategic direction of the local authority for homelessness prevention and housing related support services for the next four years (2022 – 2026).*
- *It identifies and sets out the key priorities for the local authority and its partners – based on findings from a comprehensive needs assessment and stakeholder engagement.*
- *Confirm that the Strategy satisfies the existing statutory requirements for a homelessness strategy under Part 2 of the Housing (Wales) Act 2014. State whether the local authority’s Homelessness Strategy 2018-2022, published in 2018, has been reviewed, updated and incorporated into this single Housing Support Programme Strategy.*

1b Legislative and policy context

National context

Provide a high level overview of relevant law and/or national policy relevant to the Strategy, e.g. Housing (Wales) Act 2014, Housing Support Grant Practice Guidance, Well-being of Future Generations (Wales) Act 2015, Renting Homes (Wales) Act 2016, The Social Services and Well-Being (Wales) Act 2014, Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015.

Evidence of how relevant provisions of legislation or policy has been applied or considered should be referenced in the relevant section within the Strategy. For example, consideration of the [Well-being of Future Generations \(Wales\) Act 2015](#) should run throughout all stages of developing your Strategy, and in the planning and delivery of your services (there is a [framework tool](#) to help people working in public services apply the Well-being of Future Generations Act ways of working to service design).

Local/Regional context

Set out a high level overview of the local and regional policy context and relevant plans applicable in developing the Strategy, e.g. Local/Regional Housing Strategy, Corporate Plans, Well-Being Plans, Rough Sleeper Action Plan, etc.

Explain how the Local Housing Strategy has informed this Strategy and how the Strategy sits within the local authority's overall housing strategic approach.

Explain how each of the policies/plans have been applied or considered within the relevant section of the Strategy e.g. well-being plans informing the needs assessment.

1c Vision and principles

Set out the local authority's overall four year vision for homelessness prevention and housing related support services (what the local authority would like the future to look like/the position they would like to achieve in the future)

Vision

For example, the Welsh Government's vision for housing (as set out in the current *Prosperity for All: the national strategy 2017-2021*)

"We want everyone to live in a home that meets their needs and supports a healthy, successful and prosperous life".

What key principles will be employed to deliver your vision?

How do these key principles align with your well-being objectives?

Example principles

- *We will work with partners to prevent homelessness, and where it cannot be prevented ensure it is rare, brief and unrepeated.*

- *We will work to ensure that every person has fair and equal access to good quality housing, and housing related support and advice at the earliest possible opportunity in order to prevent homelessness and/ or maintain independent living*
-

2. Needs assessment

As set out in the HSG Guidance, local authorities are required to undertake a comprehensive needs assessment every four years, with a light touch review every two years. The assessment should:

- provide a statement of what the local authority knows about the needs and future demand for homelessness prevention and housing support services;
- inform the strategic priorities;
- encompass the statutory requirement for a homelessness review as well as the full assessment for the HSG, and
- be informed by, but not limited to, the following data:
 - Population needs assessment
 - Local authority well-being assessment
 - Homelessness statistics and other housing data such as waiting lists.
 - Welsh Index of Multiple Deprivation
 - Feedback from service users
 - Regional Violence against Women, Domestic Abuse and Sexual Violence needs assessments
 - Any relevant research/national publication
 - Outcomes data
 - Needs data from providers, gateway panels
 - Unmet needs data over the last 12 months from providers, homelessness reviews

Some of the above will be undertaken as part of the Local Housing Market Assessment and as such these exercises can and should complement each other.

See section 51 of the [Housing \(Wales\) Act 2014](#) and [Chapter 5 of the Code of Guidance for Local Authorities on the Allocation of Accommodation and Homelessness](#), for details of the requirement for a Homelessness Review and what it should cover.

The needs assessment will also inform the HSG Annual Delivery Plan. The service response to be set out by the authority in its commissioning plan (which is part of the HSG Delivery Plan) should demonstrably respond to the needs identified in this assessment.

Local authorities should produce a 'Statement of Need' based on findings from the needs assessment. It should:

- set out the current and future demands,
- include regional needs where the needs are met by the local authority, and

- state how statutory needs identified will be met through the discharge of statutory duties.

The format of this statement is for the authority to decide and can be produced collaboratively.

The full needs assessment undertaken should be recorded and saved as a separate document and titled 'Statement of Need'. It does not need to be included within the Strategy document, but must be available on request and published alongside the Strategy.

This section should summarise the Statement of Need as follows:

2a Needs Assessment process

Briefly explain that a needs assessment has been undertaken and the process employed. Provide a link to the 'Statement of Need' document.

2b Key findings

List the sources of evidence/information used for the needs assessment (see above).

Summarise the key findings/issues identified from the needs assessment.

2c Conclusion

Provide an overall conclusion of the statement of need

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3. Strategic priorities

Set out the local authority's agreed strategic priorities for the delivery of HSG (housing related support) and homelessness prevention services. The priorities should be informed by the needs assessment and stakeholder engagement undertaken, and any Welsh Government or local authority wider policy requirements (e.g. move to rapid rehousing).

This should also include any agreed regional housing related support strategic objectives agreed with partners and the Regional Housing Support Collaborative Group.

This section should include:

- A description of the priorities, e.g. to increase access to private rented sector housing.
- Why it is a priority (e.g. gap in provision identified). How you are going to deliver the priorities. What are the key actions required to deliver the priorities. To note that the action plan at Annex 1 will need to include the specific details of the actions (what, when, who, etc.).

- The priorities should be numbered for ease of cross referencing.
- To include the local authority's local level priorities and any agreed regional priorities.
- One of the priorities must be around your approach to targeted prevention as set out in the Housing (Wales) Act 2014.
- One of the priorities must be around the local authority's shift to rapid rehousing.

Example priorities:

Strategic priority 1 – Move to adopt a Rapid Rehousing approach

In line with Welsh Government policy direction, we will implement our Rapid Rehousing transition plan as included at Annex 2.

Strategic priority 2 – Strengthen and expand access to mental health support provision to meet increase in demand

The needs assessment identified an increase in the number of people with complex needs requiring access to mental health support provision. To meet this increase in demand, the authority will undertake a comprehensive review of current provision and work with key partners to ensure effective services are delivered to meet future need.

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4. Stakeholder engagement

As well as consulting with their Housing Strategy Team in the process of developing their Strategy, local authorities must consult and engage with the following stakeholders (as a minimum). This engagement must be undertaken in line with the duties set out in the Well-being of Future Generations (Wales) Act 2015 and the 5 Ways of Working.

- Health services
- Social services
- Probation services
- Violence against Women, Domestic Abuse and Sexual Violence Partnership Boards
- Substance Misuse Area Planning Boards
- Children and Communities Grant
- Providers
- Landlords
- Service Users
- Carers and families of people who use the services

How this is to be achieved and what mechanisms are used is the decision of the local authority. Evidence of how the local authority has engaged with stakeholders to develop the Strategy should be included within the Strategy (e.g. How have you engaged and collaborated with stakeholders? How have stakeholders been involved

in the decision affecting them? How does the strategy integrate with the vision/aims/priorities/principles of stakeholders?)

This section should include:

4a Stakeholders engaged with

List the group of stakeholders engaged with and the mechanisms used for doing this, e.g. surveys, engagement events, etc.

4b. Stakeholder feedback

Summarise the feedback received from the stakeholder engagement. What were the key issues/findings?

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5. Impact assessments

As part of the strategic planning process, authorities are required to undertake appropriate impact assessments of the strategy, particularly the strategic priorities identified at section 3.

As a minimum this should include:

- Equality Impact Assessment - Summarise the impact of the strategic priorities identified on people with protected characteristics
- Welsh Language Impact Assessment - Identify the impacts and actions required to ensure delivery of the range and level of services needed in line with the Welsh Language Standards requirements placed on the local authority.
- Children’s Rights Impact Assessment – Whilst the HSG does not directly support children, many of the households supported will include children and therefore it is appropriate to conduct this assessment and consider the impact of the Strategy on children’s rights.
- Any additional impact assessments required by the local authority

The full impact assessments undertaken should be recorded and saved as a separate document titled ‘Housing Support Programme Strategy Impact Assessment’, and be available on request. They do not need to be included within this Strategy document.

This section should list the impact assessments undertaken, and a summary of any positive and/or negative impacts identified for each assessment and any action to be taken to address any negative impacts.

5a Impact assessment process

Briefly explain that a comprehensive impact assessment exercise has been undertaken of the strategic priorities and the process employed. Provide a link to the ‘HSP Impact Assessment’ document.

5b Key findings

List the impact assessments undertaken (see above).

Summarise the positive and/or negative impacts identified for each assessment and any action to be taken to address any negative impacts.

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6. Implementing, monitoring and reviewing the Strategy

6a Working with partners

Set out how the authority will work with key partners such as health, care and criminal justice in order to deliver and optimise the impact of the strategy.

6b Funding sources

Set out what different funding sources will be accessed to deliver the Strategy.

6c Monitoring, reviewing and evaluation arrangements

The HSG guidance sets out local authorities should develop a HSP Strategy every four years, with a mid-point review every two years.

This section should set how the authority will locally monitor, review and evaluate the delivery of the Strategy and Action Plan (at Annex A).

.....

Annex A

Each local authority must have an action plan setting out the actions required to deliver the strategic priorities at section 2. This should also include regional priorities where action is delivered by the local authority.

ACTION PLAN

Priority (from Section 2)	Action required to deliver the priority	Timescales/ By When	Lead person	Outcome/Outputs

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Annex B

Insert Rapid Rehousing Transition Plan

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APPENDIX 3

Flintshire Service User responses to Housing Support Grant Strategy Consultation Questionnaire.

Regionally each local authority across North Wales has agreed to work on consulting across the six authorities collectively to gather input from both service users and providers to inform and shape their HSG strategy.

Two questionnaires were designed; one for service users receiving housing support grant funded services and another to Providers that receive housing support grant funds to deliver support. Both questionnaires had the option to state which authority they are sharing their response(s) with, which ensured a breakdown of analysis could be completed for each local authority.

The questionnaires were sent out at the same time, 18th September 2021 and closing date of 18th October 2021 for responses, a four week consultation period.

The service user questionnaire has the option to be completed online or paper copy, the provider questionnaire was online only.

Across the board 428 responses were received from service users and 111 provider responses were received.

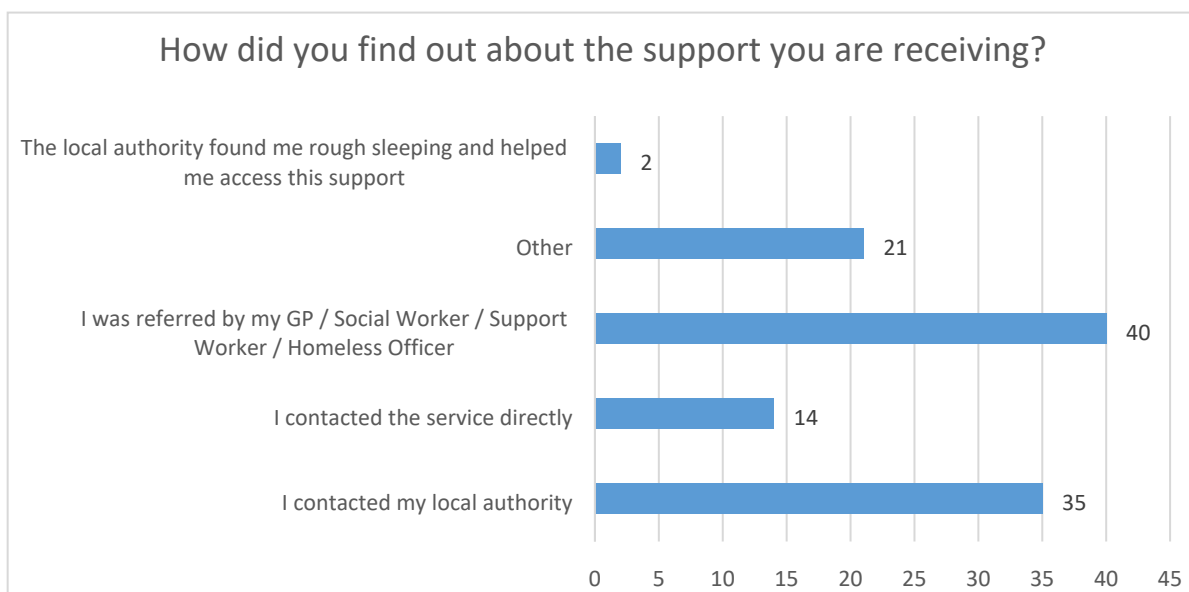
Flintshire received 112 responses from service users, note not all responses will equate back to 112, the only mandatory question was which authority you receive support in.

Analysis:

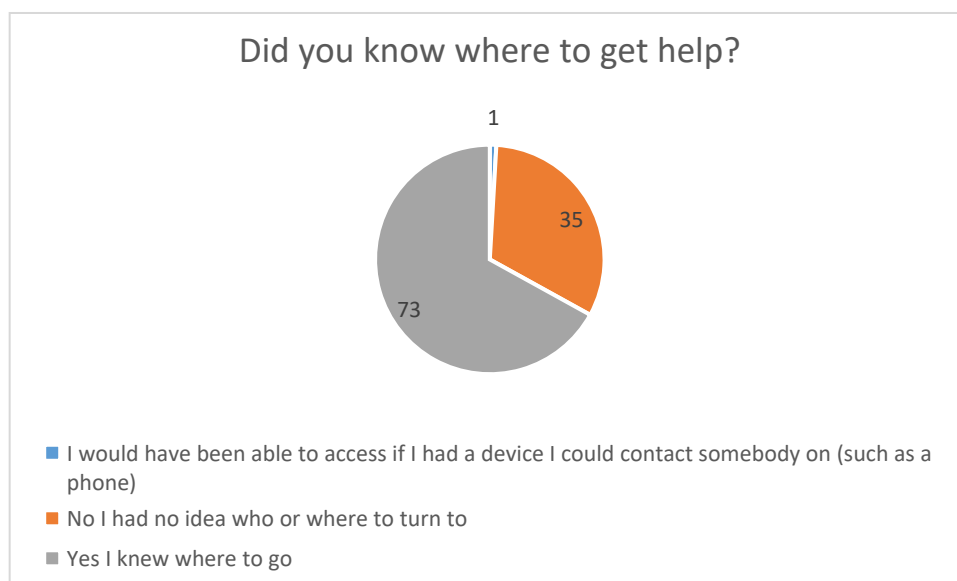
Out of the 103 service users that returned a response to this question, 73 were receiving floating support style service, and 30 service users were receiving support in a supported housing accommodation.

The questionnaire asks how they found out about the support they are receiving. Regionally at the Regional Housing Support Collaborative Group (RHSCG) it has been discussed whether we need to market ourselves more across North Wales and the responses to this question will help inform how widely known the HSG programme is.

For Flintshire:



Other responses included; already living in sheltered accommodation, local MP signposted me, prison officer, probation officer, police signposted and through a friend and word of mouth. We then asked whether they knew where to turn to; to receive this support or who to contact and they said;



We asked in the questionnaire how we can improve and where we should publicise the HSG programme, the responses received included: Having a directory was a popular answer for FCC.

- Advertise
- Citizens Advice
- GP surgeries
- Having some sort of central list of what services are available and telling you how to get in touch with them, with phone numbers and waiting times etc.
- hostel and police told me where to go
- I have had a social worker for about 7 years and I would not have known how to get the help if it wasn't for the social worker
- I was at my local connects who helped
- I was referred by accommodation support. I wouldn't have known myself who could help in certain areas. I am just grateful they knew who could help me.
- I was referred to ACNEW by someone else who knew they could help me. Services seem to know who to refer to and who can help, but we as community residences don't have access to a specific place to go to find out who we need to deal with issues. Not everyone has access to internet. Directory or some sort is needed.
- I had moved back to the area and did not know where to go or what local support was available here. I am not sure what the best way would be but there should be some support to see what there is available, possibly from the council and lists of what services and how to get on their lists.
- posters / advertisement
- School
- Social media, internet, connects
- there needs to be more information online which is accessible easier

Some service users did state in this question:

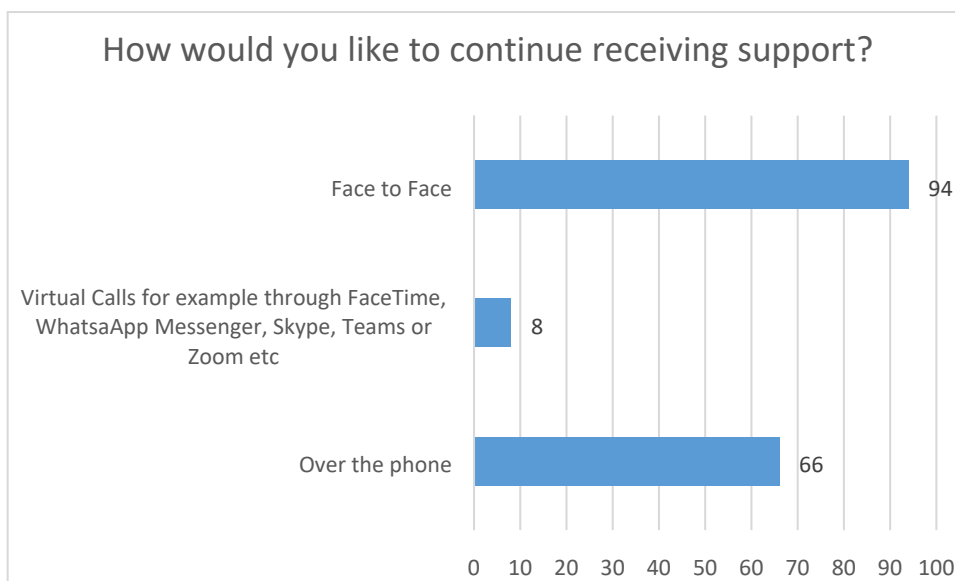
- I didn't understand what was going on around me, someone had to tell me I was being mentally abused. My health visitor referred me to DASU
- I had moved back to the area and did not know where to go or what local support was available here. I am not sure what the best way would be but there should be some support to see what there is available, possibly from the council and lists of what services and how to get on their lists.

Just short of 200 service users across the region did not know where to access support, this was not solely an issue for Flintshire, however Flintshire's responses boast better compared to other authorities that people in Flintshire were more aware where to get support, but still work to be done promoting the service.

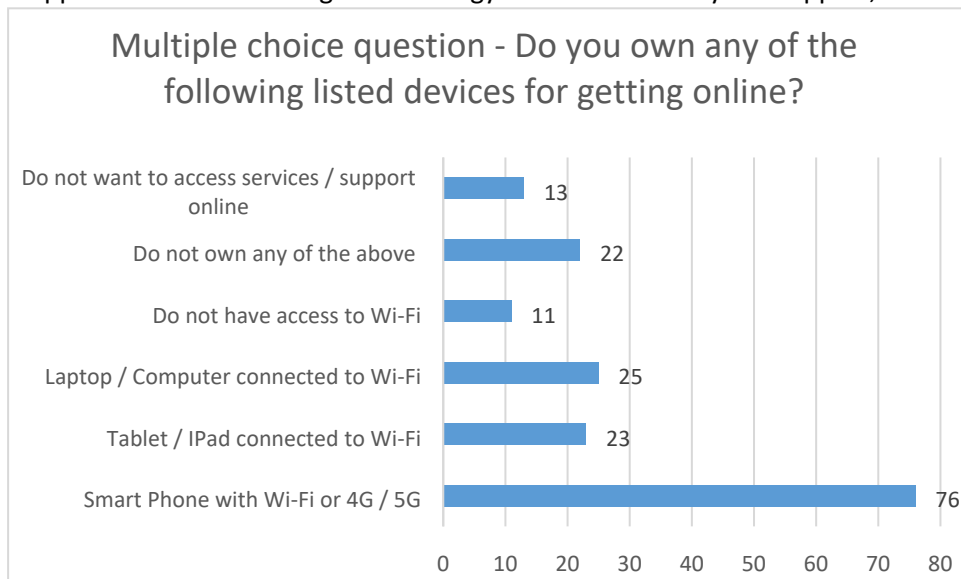
Covid-19 and Technology

Covid-19 has seen us all adapt to technologies to ensure we can stay in touch and continue to have a form of communication. The RHSCG was conscious of the affect technology had on support and commissioned Laura Patterson Ltd regionally to consult with local authority colleagues, providers of housing related support, and service users on the impact of Covid-19.

Providers had to adapt over night, and for some people as Laura's research showed preferred over the phone contact rather than face to face, or video call to reduce time in day getting to support meetings. So the questionnaire asked how they would like to continue receiving support.

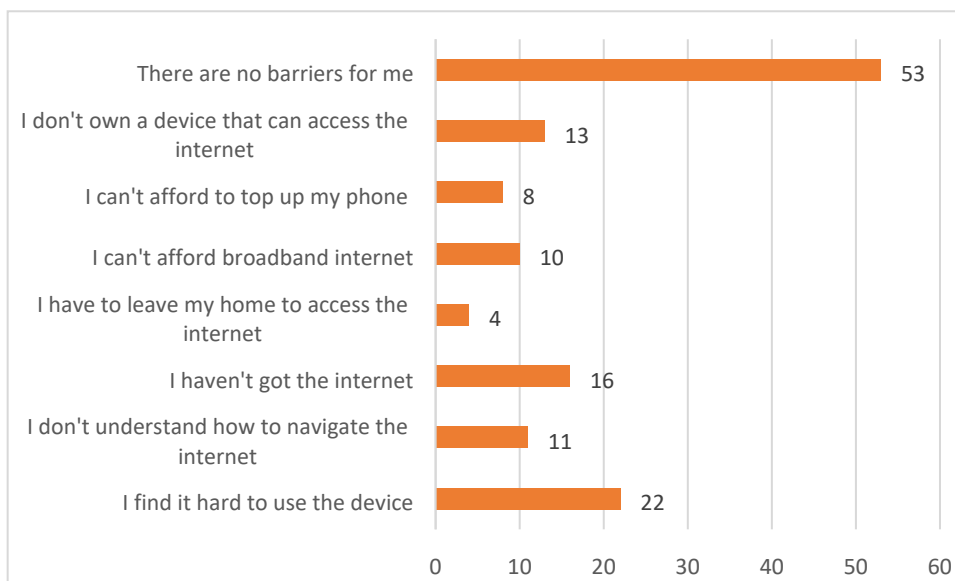


90 people stated their support worker has the right technology to be able to carry out support, 14 were



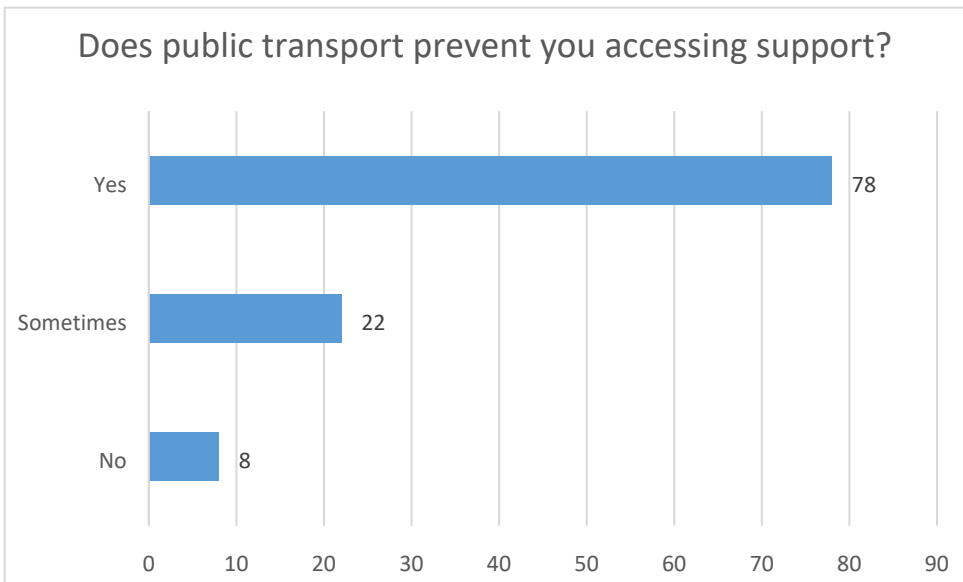
unsure and 4 said no.

53 people on the following table stated that there were no barriers for them accessing the internet or accessing support and support networks online. However that meant for the other half:



Responses covered in other in the above table were, not interested in accessing support online and really slow Wi-Fi being a hindrance.

99% of responses said they are able to receive support in the language of their choice.



Accommodation:



Flinshire’s response to this are a lot better than other authorities.

We then asked if they feel safe in their accommodation. Out of 110 answering this question, 11 said no, 19 said sometimes and 80 felt safe in their accommodation.

We then asked if they feel isolated in their accommodation and area they live? Out of the 111 that answered this question, 65 said no, 22 said sometimes and 24 felt isolated. The majority said living away from family and friends made them feel lonely and isolated, but they also shared that:

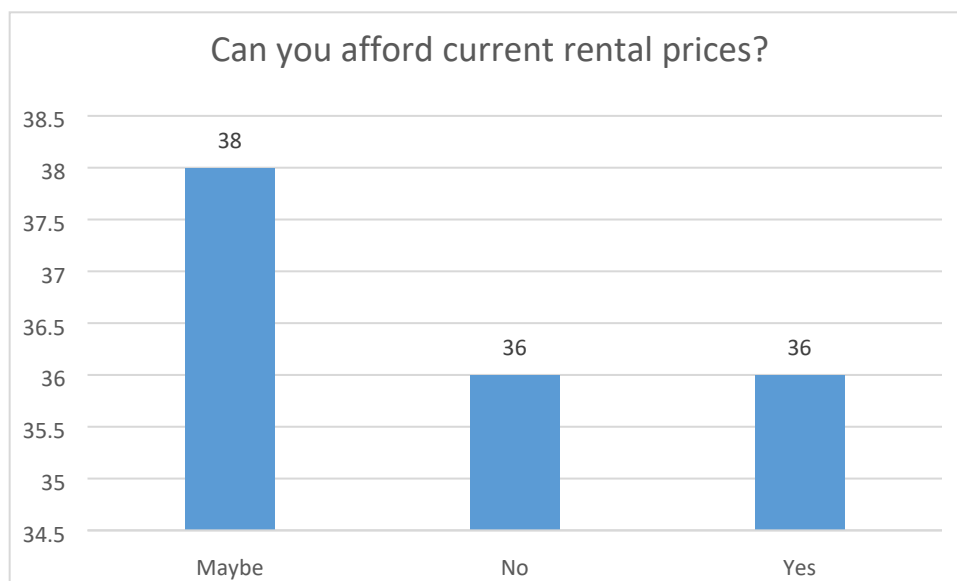
- All my friends are in another area
- Because I suffer with anxiety and depression I’ve got no family to support me where I am so I need to be by my family and my children so they can give me more support
- Because of the volatile situation with the neighbours who have used foul and abusive language towards me
- Condition of release cannot go back to family home
- Difficult to get to family due to travel, one bus stop, not reliable

- I feel lonely and isolated as I'm in safe accommodation so due to obvious reasons I can't have visitors , and my eldest daughter has issues with being around people in general and going out which means I spend a lot more time indoors alone too
- I feel lonely, isolated from friends and family and because they are so far away I am unable to do anything with them and they are not able to help me with my children. I cannot spend any time on my own, or doing anything that I want to do and do not see how living here, that could ever change. There are no regular bus routes, and it is a 30 minute walk to a major bus route that would get me to anywhere and with 4 children I do not feel that I am able to do this. I regularly left my door unlocked where I used to live but here I am checking my door 20 times a night and am scared to sleep without making sure all of the doors and windows are locked.
- I have moved in with my brother after living abroad for years. Relationship has become very strained and no longer happy living here. ACNEW are supporting with helping me move.
- I live with my partner and at times she is alone and the street appears to have a high level of crime and emergency response from the police
- I needed to be housed in a new area due to past situations so my support network was lost
- I think I should be fine as long as I do not socialise very much with the neighbourhood. However, the neighbours from above most times smoke cannabis in the building corridors at night and the smell comes into the flat, and when it bothers me most is when my daughter comes over the weekend to spend time with me.
- living in high rise flats I have always lived in a village surrounded by people
- lockdown has been hard
- My children do not currently live with me and they live 40 miles away.
- My husband passed away in 2018, I signed my home over to my daughter and she sold it and now wants to downsize. We don't have a good relationship anymore and I suffer with mental health. My anxiety and nerves are through the roof.
- My mobility is poor, currently reside in a top floor flat. Working towards a ground floor accommodation with my support worker - ACNEW
- my mum is going to evict me
- We do not have friendly relationships with any of our neighbours. We fear the house could be repossessed any given time by the landlord or the lock changed.

We then asked if they feel they are listened to by their support worker. 99 said yes, 10 said sometimes and 2 felt they were not listened to. Comments received were:

- I keep referring myself to mental health services but never gets anywhere. Council are being difficult over my bedroom tax questions.
- **Every person I have come in contact with has been excellent.**
- I had an excellent support worker but he moved.
- **In my case every person I have come in contact with have been so helpful and provided me with an excellent service.**
- It was just the time it took was so long and I never expected it would be so hard
- **Katrina has been such a great support in a very difficult time in my life. Nothing has been too much trouble and she deserves recognition. I have fought for an adapted house for five years and now my little boy has his dignity and privacy.**
- **So far the support network has been brilliant, they cannot do enough for me and my needs. I would feel better if they kept in contact with me more so I feel that I can reach out for support if and when needed**
- yes listened and remembers conversations

We asked looking forward to the future would you be able to afford a property in the area of your choice at current rental prices.



How does this affect their motivation to move on?

- Council housing would be affordable however if I was to rent privately the house prices are too high and not secure housing.
- Current private rental houses are too expensive. And there is no incentive to work whilst in supported accommodation due to rent being so high!
- Feel depressed, lonely and no hope of having a place of my own, because I am on benefits and will struggle to find landlords that accept benefits other than council or social housing. I am going on courses to help improve my CV to get a good job.
- Get just £180 every fortnight
- I am a single mother working part time currently. I don't think I would be able to afford the current rental prices in my area with the money I receive at the moment.
- I am currently on the sick and we are struggling to maintain home and our bills.
- I can't afford rental prices in the area, my mental health is poor because of lack of accommodation
- I do not feel that I have a great deal of motivation to move on. I was evicted in the middle of the first lockdown and got this house then and do not feel that I am happy here and that this is a healthy environment for either myself or my children. I am far away from family and friends and do not enjoy living here.
- I live on my own in my own home, I don't rent but if I had to I think cost would be an issue as I have very little savings and money from my pension is tight. Support worker is looking at ways I could increase my finances due to my deteriorating health.
- I plan to go to university and get a better paid job
- I would happily try to find private rent , but it's not affordable I think the council need to be looking at the price of renting and what they award in housing benefits because there is quite a lot on the rental market but there just not affordable for people who receive housing benefits, 3 bedroom houses are priced from £750pcm to £1000 pcm and housing benefits covers around £580 so the top up is not affordable
- it is affecting my MH, I live with my parents it is overcrowded, I just can't see a way forward
- Lack of affordable properties means I will be in refuge for longer due to waiting for council accommodation.
- Private rental for a house with my son's needs would be astronomical. He is severely disabled.
- rent in my area is dearer than social housing

- Renting is too expensive and I find local authority housing affordable and stable
- Rents are very high at the moment and I would be struggling to afford rent somewhere I wanted to live. Also there is a difference between private and council, with the security that each of these represent. A difficult question to answer accurately.
- the area of my choice is really expensive and the cost of living is expensive too, I would still try and do it but I would really struggle
- Whether I would be able to afford to live where I wanted to would depend on what support was available and I would also need to see what the landlord was allowed to charge. At present the rent charged is far in excess of the rent element paid and I am paying a lot of the benefit I am supposed to be living on topping up the excessive rent which should not be allowed to be charged.

We finished the questionnaire on asking if they had any other comments to add, our service users shared:

- currently in a cabin accommodation, would be better if had free Wi-Fi, own keys (although understand why not), do feel safe, cooking facilities or a kitchen we could use, thanks to all the staff here they all made me feel so welcome
- I am 90 yrs. old and live with my wife in our own home, we are accessing support as we want to remain at home and independent and not be separated.
- I am confident to ask my support officer for support when needed, in between weekly support checks already in place
- I am in a HMO and do not understand the bills and do not feel that this is very good value for money. I feel that there is a feeling that they can charge what they want and I am having to pay this and do not feel that this is sustainable. I am looking to get out into a 1 bed flat for the sake of my mental health. There should be a realistic rent that is charged, the current rent for my room is far too much for what it is but nothing seems to be being done about that.
- I am pleased someone is helping me and taking the time to get to know my situation and ways to help me stay in my own home. I would be upset if I had to leave as I have lived here for over 40+ years with my late wife.
- I don't know where I would be without support worker, she has helped me fill in forms, got me grants, talked with me and stayed on the phone when I have been worried.
- I feel from my personal opinion on how my application has gone etc. , that things that are out of my control i.e. your mistakes or when people have gone of sick and their caseloads having been picked up then it's only fair the waiting times should be back dated , for example I'm 6 months down the line on a band 4 when it clearly states on Flintshire website anyone fleeing domestic violence doesn't need a local connection and there for will be on band one , also when I was allocated a support homeless officer I was waiting weeks for her to except duty, calling an emailing her with no response she was off sick and didn't return to work so when someone else finally took her caseloads they excepting duty but it only went from that date and I feel this is very unfair
- I find the support I get from everyone excellent nothing is too much trouble for anyone
- I have known my support worker for several years and feel that he knows me better than most other people. I do feel that he listens to me but also feel that there are only so many options for me to explore and feel trapped by Covid, the lack of suitable housing, and the lack of childcare provision and do not feel hopeful about the future.
- I think there needs to be more support for children who don't qualify for flying start, it's really difficult to live in an area that offers no support for children.
- I would just like to say thank you to everyone involved that made our lives better. That also includes ray who has been wonderful and all of the council lads who have helped with other jobs they didn't have to do.
- Refuge has been massive help, I'm just waiting on been housed, hopefully soon, so can get back to normal, but wouldn't of done it without your help
- Service is marvellous! Delighted with the service and support I receive

- sleeping at friends sofa, I have health issues which affect my mobility so going up the stairs to use the bathroom is difficult and I struggle to get in and out of the bath and have to ask my friend to help me which is embarrassing
- Still waiting for a replacement support worker.
- Still waiting for some repairs from when I moved in 3 months ago, they would improve the housing if they were done.
- Thank you - I wouldn't be here if it wasn't for you this place has saved my life!
- the support I get is good I feel I am listened too
- There are some repairs that need doing, and the garden needs clearing but otherwise the house is OK, I need floor coverings and this needs to be addressed before I will be happy with the house. Also there is very little storage. Very happy with the support I am receiving and would recommend them to anyone.
- We are grateful & thankful for all services who have helped in supporting dad and ourselves. We hope all services locally can continue for those who need it.
- We could not have received better help anywhere, and we are very grateful to FCC for all they have done for us.

Equalities Data for the responses:

	Age
16-24	7
25-34	14
35-44	10
45-54	12
55-64	6
65 and over?	20

White	66
Black	1
Prefer not to say	2

	Gender
Female	41
Male	27

	Gender changed since birth
No	63
Yes	5

	Disability
No	42
Yes	25
Prefer not to say	1

	Sexual Orientation
Bi-sexual	3
Heterosexual / straight	63
Prefer not to say	2

	Ethnicity stated
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	Relationship status
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Divorced	4
Married or same sex civil partnership	14
Other please specify	1
Single	37
Widow	7
Separated	3
Prefer not to say	2

No religion	13
Prefer not to say	11

	Pregnant
Does not apply to me	23
No	40
Yes	2

	Carer
Yes	7
No	61

	Religion stated
Christian	39
Atheist	3
Hindu	1
Other	1

	Preferred Language
Both Welsh and English	6
English	62
Welsh	2

APPENDIX 4

Housing Support Programme Strategy Questionnaire Summary

42 responses to the Provider Housing Support Programme Strategy Questionnaire were received by Flintshire. The responses are below:

Good awareness of what the HSG programme is in your LA?

- Twenty seven declared 'yes'.
- Eight responses declared 'no'.
- Six declared 'unsure'.

Easily accessible HSG for people to get support in your LA?

- Twenty three declared 'yes'.
- Two declared 'no'.
- Fifteen believed that the service 'could be improved'.
- One individual did not comment on this question.

How should we tackle increasing awareness of HSG?

- Thirteen suggested 'local'.
- Four suggested 'regional'.
- Twenty three suggested 'both, local and regional'.
- One individual did not comment on this question.

Will customers be given a choice of how they receive support?

- Thirty four declared 'yes'.
- Zero responses declared 'no'.
- Six admitted that they were 'unsure'.
- One individual did not comment on this question.

Are you able to provide the same quality of support prior to covid?

- Twenty six declared 'yes'.
- Two declared 'no'.
- Twelve declared 'sometimes'.
- One individual did not comment on this question.

Is there an increase in complex cases resulting in crisis intervention?

- Thirty three declared 'yes'.
- Four declared 'no'.
- Three declared 'sometimes'.
- One individual did not comment on this question.

How is the increase in MH impacting on you as a provider?

- Even though some individuals may be engaging with mental health services, we seem to be filling in the gaps whilst individual is waiting to be seen or are not being listened to with regards to medication. They want to talk rather than be on medication.
- Impact on staff resilience Can be more difficult to address housing needs if there are many complex needs Providing more support in areas that previously statutory agencies would be involved

- Lack of access to mental health teams has put staff under extreme pressure when supporting. Looking at models in other LA's in England - teams have direct fast track referrals route ways and have staff placed with teams to resolve issues and provide the support on the ground.
- There has been many increased mental health cases and would prefer more mental health services support from local mental health teams.
- Everything feels intensified and the above is having an impact on the service. We support people to the best of our ability and have a robust staff wellbeing system in place that is monitored by senior management as the impact is mainly on the staff and the overwhelming issues they are presented with more often.
- Staff are dealing with issues that trained mental health professionals should be addressing. Clients are being supported whilst they wait for appointments and assessments with statutory health services. These clients can be very demanding as the pandemic has increased anxiety levels and this takes its toll on staff and admin support. Staff are dealing with higher levels of client's self-harming/threatening suicide. Increasing levels of debt and complex welfare benefit problems, as well as immigration issues are being referred - projects at a low level are not supposed to be able to deal with specialist issues and yet there are no other services often available to do so, or they have long waiting lists.
- As a residential service, the team have been continuing to provide face to face support throughout. Whilst other agencies have not been doing this, this has led to individuals not receiving the same support from statutory services, which in turn has meant that support staff were sometimes "left" to try and manage these complexities. This can lead to more stress and pressure on staff.
- My clients are finding it extremely difficult to get appointments with GP, and community mental health services. They are being sent out letters asking them to attend appointments in five weeks' time for example, which often results in missed appointments due to either not remembering, feeling as though it's too far away and the service doesn't care. As a provider we try to help arrange the appointments for them, but sometimes it is not possible unless we are with the client, which isn't usually possible if for example the GP requires us to phone up at 8am. This impacts us as a provider as we are having to try and help as much as we can with their mental health, but aren't really trained to give this type of support.
- Within our Refuge provision, we have faced many challenges with clients accessing support when their lead need appears to be Mental Health. Domestic abuse is present and undoubtable they require support to address the impact, however, this has proven difficult whilst addressing and trying to engage with the MH team.
- Loss of employment.
- Often more time need to be spent on each client. Very complex issues coming though and some clients with several complex issues. A lot of referrals coming though where we are also needing to use language line. Some of these with complex needs and MH issues so can often take the time of 3-4 other clients combined. It can help slightly working from home as this works well for most clients, and frees up more time (no travelling, no wasted time when clients are out or miss appointments etc.).
- Sessions are taking longer and clients have higher levels of anxieties
- We are currently working with a lot of tenants with mental health issues.
- Due to the increase in clients presenting with mental health issues and lack of funding and support, we are provided basic mental health support to clients
- I am unsure if covid has impacted on my SU MH however I do feel that the tenants we work with needs are becoming more complex which can have an impact on providers knowing how to support them.
- Residents have to be reminded to wear face masks, hand sanitizer available around the project for residents to use.
- Residents not always using sanitizer and masks. Reminded constantly for both their own protection and staffs. Sanitizer is placed in various stations around the project.

- Since the pandemic there has not been as much stuff to go to for residents due to the course of the pandemic.
- People are having to wait longer to access services (or are limited to tel contact for example with GP) - this leads to a build-up of frustration and increasing issues incl increased substance misuse.
- Increased number of clients suffering with mental health issues who are not under or being supported by mental health services. Difficulty with accessing some services face to face.
- All services have additional pressures and an increase in waiting lists for support this has meant an increase in support each person requires which then reduced the number that can be supported and supported well.
- Pre-pandemic mental health was a contributing factor for many complex clients. Awaiting the full impact as landlords are increasingly able to serve eviction notices.
- Caseloads require more in-depth attention which impacts on time spent throughout the project. Due to the complex needs of each individual more training in this area is needed due to the high increase in the mental health and wellbeing of adults and children and a quicker response on sign posting individuals to relevant agencies. A care plan would be beneficial to keep on file to be able to support individuals whilst residing at the project and guidance in handling individuals who have a diagnosis maybe with a personality disorder, bipolar and even schizophrenic. Responsibility of re-homing families throughout Flintshire who the majority have failed the first time who present with the above and more takes time to earn trust and time which can be limited and then either no response or late response from outside agencies makes the position at the project difficult as we work to criteria's also.
- We have seen many residents' mental health and wellbeing being affected by the pandemic. Some residents have really struggled with not seeing mental health support agencies face to face.
- We are stretched currently as people coming into the service do present with more than one lead need and high support needs around Mental Health, staff have some training but not as much as they feel they want or need. We also have at least 80% of residents in the various schemes with high needs around Mental Health, we have never had it this high in previous years. We have more and more complex residents who have lots of Mental Health issues which impacts on other service users, staff time, resources etc.
- We are providing additional support
- Stretching our resources, especially as our outreach referrals are meant to have low support needs.
- There have been increase in conflict on site, along with an increased demand for support for tenants with complex needs that seems to go beyond the services offered on the project. This has meant an increased workload for staff that can impact on our ability to give adequate support to all tenants on site, as our direction is often diverted to resolving conflict and dealing with the incidents that arise from tenants with complex needs that we are struggling to accommodate. Police have had to frequently attend the site in order to support staff with ongoing issues, which results in a negative environment for the residents and staff.
- The impact on the project where I work has resulted in a huge increase in conflict between different tenants and negative interactions towards staff from these tenants. This has resulted in staff requiring more police help/intervention. This has also had an impact on staff regarding feelings of personal safety at work and has also negatively impacted on feelings of work related stress The increased amount of support and conflict resolution required has also hugely impacted negatively on work load and there are many times that tenants are not fully supported due to on site incidents involving other tenants that stop staff supporting people whose support needs are, at that time, not as paramount however they are equally as important to the person. I feel that this increase in work load is not recognised and that due to the increase of such negative incidents on site requiring police and/or social services intervention, that staff are deemed as not able to deal with such incidents or are not qualified to when in reality this is not the case - the increase in workload has not been met by an increase in staffing numbers.

- Staff are under a great deal of pressure to deliver the company goals while faced with a greater and sometimes unknown/undiagnosed support need from multiple residents. Staff can't always lone work due to the variation of complexes in the same building so a greater strain is felt as rotas are amended to support staff on duty by bringing in additional staff.
- Multiple needs cases are challenging to move forwards with covid restrictions on accessing other service areas
- More challenging behaviours in the workplace
- There is not enough support for mental health, refuge staff are unable to provide the support needed for a mental health patients appropriately.
- Making support a lot more difficult and at a rapid unsustainable pace
- An increase in challenging clients, people generally seem more volatile.
- We have seen our clients withdraw and reduce engagement with services. With well-being levels lowering, so have basic care requirements such as personal hygiene and housekeeping levels.
- We struggle to gain the appropriate support needed due to remote working and the strain on the service in general. More training to help understand some of the more complex issues that have been identified during these difficult times is needed.
- The cases are taking longer and the level of support is greater. Need to get to the route causes and ensure basic needs are met first before and support can be provided.
- We are struggling to manage complex clients in temporary accommodation as it is not suitable accommodation for clients with multiple and complex support needs. We have a real lack of suitable supported and temporary accommodation for clients with mental health issues. We do not get any support from the mental health service to support these clients in TA.
- Two individuals did not comment on this question.

What trends have you seen emerge since Covid-19 pandemic?

- Family disputes
- More cases not sustaining TA due to mental ill health and lack of understanding from that service with engagement with these cohort groups. Lack of services face to face contact and not being consistent. Feels like there's never a set plan and there has become a generalised way of dealing with homeless citizens. We have seen a rise in the number of self-neglect meetings, prevention of death meetings, safeguarding and general MDTs called by support staff to pull agencies.
- Increase mental health issues
- For the Refuge part of the organisation we have seen such a demand for our individual units, due to people being unable to access communal settings. We are receiving such complex referrals where DA is present but may not at that point be the lead need. This can make our support ineffective at that time.
- See above, clients being supported in the way they want - when and how they want to receive support. Staff happy at the success of remote working - time and journeys saved, engagement at good levels.
- More phone contact from other agencies rather than previous face to face contact with clients.
- Extreme high levels of abuse and violence, including perpetrators using covid - 19 and the fear of contracting the virus as a controlling tool.
- Initially service was quieter following the Covid-19 pandemic but the need for housing support has now increased, and is more than ever before. We are seeing more people in problem debt with their housing, and have been struggling to get the support that they need. Many more people presenting with mental health.
- Loss of employment
- More clients needing translation. More MH issues. Financial struggles for clients who would not previously have needed services.

- More child on parent abuse, more complex needs, more mental health issues, more examples of cohesive control. Greater levels of isolation and extra stress due to childcare. More people requiring emergency funding for food, clothes etc.
- Tenants have become a lot needier but in all honesty none of them believed in covid so we had a struggle with ppe being worn when entering the office.
- I feel that there are no new rents, but that once that were unrecognised are not being recognise.
- Children not attending school and parents failing to send children in when they could have done has had an impact on the tenants and also on safeguarding as the children have spent more time on site
- Residents reluctant to engage in support face to face, they tend to spend most of their time in their rooms.
- Residents not always happy to engage face to face and spend more time in their own room sometimes with others, sometimes alone.
- Increase in drug use. Infecting resident's mental health.
- Increased frustration. Lack of motivation to get out and attend community events, after so long not being able to. Increased substance misuse. Very long waiting times for properties.
- Some reluctance to re-start social activities and groups and gain interaction with others. Increased number of hoarding cases which could require more specialist support. Decline in many service users property condition also.
- Increase in private rents making it very difficult for people to afford any housing. Increase in waiting lists for services Increase in the waiting list for the housing register. Reduction/increased time taken to get properties from voids to get people moving, rapid rehousing is anything but.
- Awaiting the full impact as landlords are increasingly able to serve eviction notices.
- Long waits for appointments with all agencies, remote working by agencies for residents who some have mental health issues and don't understand or like this form of meeting which impacts on their benefits, DR's, Dentist etc. Residents stagnant even though ready to move on however unable to due to property not being offered, ready for them. DAF wait too long having moved into properties leaving families without necessary items. Outside agencies reliant on individual residents to be honest important issues needing to be recognised by staff and highlighted with no visits from health visitors which would be missed if staff were not vigilant and putting one of their many heads on with everyone being remote, putting immense pressure on the staff and their manager not to fail the project and the people who live here.
- We did see a rise in families whereby their engagement decreased. Some families discussed their apprehension of moving into the community. Feelings of isolation and increase in mental health issues.
- More people with Mental Health issues More chaotic referrals - we are taking people who we would not in the past have had referred to us, this I feel is due to getting people off the streets and into any accommodation possible - that then puts a lot of pressure on the provider to just "get on with it and manage the situation" as there have been no real consequences to poor unmanageable behaviour etc. while in the pandemic.
- We have seen more mental health within our project
- Increase substance mis use, debt, lack of self-care such as not eating properly
- There has been an increase in tenants with mental health issues as well as substance misuse taking place on the project. Bad behaviour on site and poor attitudes towards staff seems to be a worrying trend, which has been difficult to deal with due to the no eviction policy which has meant that tenants have not faced consequences and have no incentive to follow project rules.
- Increased tenants with more than one mental health diagnoses. Increased tenants with substance misuse issues. Increased tenants with mental health comorbid with substance misuse issues. Increased child protection referrals due to the above. Increased conflict between tenants requiring intervention. Tenants being aware of non-evictions has seemingly resulted in an increase of negative verbal and physical behaviour/threats towards staff.

- Residents who are ready to move on are unable to as there isn't the properties available. Residents who have been encouraged to stay isolated in their own properties during the pandemic are now reluctant to mix together now rules have relaxed. Loneliness, lack of contact with friends and family are becoming a major obstacle with supporting them.
- Longer stays of service users at refuge accommodation
- An increase in people coming through the door for our services.
- Lack of regard for project rules due to no consequences. People are aware of covid rules but only a minority abide by the rules e.g. social distancing, wearing a mask etc.
- We have seen a reduction in service charge payments being met.
- Unable to gain face to face appointments. Difficult to arrange appointments due to many agencies remote working. Long waiting times to gain support required. Move on was stagnant so people who were ready to move into the community after completing the support plans remained here. Long waits for property due to voids taking longer than usual to complete. DAF white goods taking 3-4 weeks to arrive with resident causing hardship due to having no cooking facilities or laundry facilities.
- Need basic need support, access to food, gas and electric top ups, support to speak to energy providers.
- 5 individuals did not comment on this question.

Are these trends still prevalent now?

- Thirty three declared 'yes'.
- Four declared 'no'.
- Four individuals did not comment on this question.

What are the main issues you face regarding move on?

- Not being suitable for an individual and their needs
- Accommodation - brick and mortar - not enough of the sort of accommodation needed eg one bed accommodation, supported accommodation
- Properties and mental health pathways are not strong enough to support citizens in a person centred way.
- lack of social housing
- Social housing seems to be taking a really long time, however is understandable following the pandemic etc. This results in people being in refuge longer than needed, blocking people in crisis being able to access the refuge when the risk is high.
- Lack of suitable accommodation. Affordability. Client not deemed in need of housing by provider.
- Lack of suitable move on accommodation. Difficulty obtaining furniture etc. in time for move on. Could possibly do with more floating support once clients to move on.
- Not many rapid re-housing properties being offered. Service users are moved from shared temp accomm, to one bedroom temp accomm then have to move again if they're offered somewhere later down the line. Several moves can be unsettling, stressful and traumatic for some. Would be better if they were moved on from their original temp accomm.
- Struggle to accommodate clients experiencing mental health and whom require 24 hour support
- Moving back to a face-to-face service.
- Sometimes difficult to find continuing lower level support and some clients need repeated support. We have welcomed being able to re-open clients within 6 months without full referral process.
- Lack of accommodation, suitability of clients for refuge, often referrals are to suitable for a Domestic Abuse service, this does not become obvious until they have been accepted into refuge.
- Lack of properties especially 2 bedroom ones

- Lack of affordable housing and Properties.
- At present accommodation actually being ready to move in when offered to our tenants is having an impact on them, staff chasing housing and offering additional emotional support to tenants and also bed blocking at the site
- There are not enough accommodation available in the area
- There are not enough move on accommodation for residents to move onto. They do not want shared houses.
- Not enough move on accommodation for over 25s.
- Lack of properties, long time for maintenance issues to be dealt with, and so longer voids.
- Difficulty to gain carpets/flooring for people on a low income. Removals having to be arranged with very little notice putting tenants at risk of building up debt before even moving into a property.
- Increase in costs Managing expectations
- Length of time between successful move on application, allocation and tenancy start date. Lack of available housing stock and possibly due to covid restrictions and maintenance / refurb schedules.
- People not wanting to move out as they become too comfortable. 2. Properties are not offered due to FCC and housing associations not being able to evict or complete work on offered properties. 3. Move on panels cannot meet as they used to and are done remote taking longer to come to decisions, then properties are not there to be offered causing back log.
- Lack of housing Affordability of private rent Residents not meeting the criteria for private rent is not having a working guarantor Time scale of residents being offered property and then waiting for repairs to be completed Residents are reluctant to explore private rental properties due to lack of housing security. Many have had bad experiences with private landlords.
- Not enough suitable move on accommodation, so we are bed blocking in hostels / schemes Residents are staying in schemes longer than they ever did as they present with more than one lead need and very complex issues, especially around behaviour and not paying rent. Due to the length of time it takes for people to move on when they are ready to move, the knock on effect for some is that they then go backwards, get in with the wrong crowd, stop paying rent or in some schemes they give in to peer pressure and go back to substance misuse. had they have moved on when ready they would have had a fresh start with staff support and be in own accommodation and not shared so temptation would not have been as strong maybe.
- Lack of single person accommodation there seems to be a lot of new builds however they are for over 55's
- Lack of move on accommodation, tenants having debts and M/H issues
- There are long wait times for houses once tenants have been offered properties, as well as poor communication- tenants can sometimes go weeks without hearing anything.
- Tenants not engaging in support or wishing to address their issues. Waiting times for housing. Lack of communication with other services regarding housing.
- Additional support requirements increased. Lack of appropriate premises to move on to. Young people who require additional support are restricted in accessing it as there isn't the provision of accommodation available.
- Lack of suitable move on accommodation
- Clients ready to move on and no properties available for them to move in resulting in refuge being full and other potential clients needed refuge unable to access.
- A lack of accommodation
- Delays with move on property.
- Residents have become comfortable in their temporary housing and are reluctant to move out into the community independently.
- Long delays on moving people on due to shortage of properties, time taken to turnaround voids.
- That loss of the support needs are complex and are taking longer

- Lack of suitable accommodation for clients with multiple and complex support needs - they are being refused as their needs are too high or risk is too high. Not enough accommodation for single people. Not enough affordable accommodation in the local area. Too many barriers to accessing accommodation such as needing to be working or have a guarantor.
- Three individuals did not comment on this question.

What issues have been encountered from Housing Options Team?

- Yes - unsuitable properties and setting up individuals to fail as they are either inexperienced at living independently or don't have the necessary skills.
- Properties are in short supply. Housing First has not been allocated a property for over 6 months. Denbighshire Housing and Cartefi Conwy has supplied the most properties so far over the period of the contract but still not the number committed too in the Welsh Government charter.
- No social housing available Private rental sector- many barrier clients face due to not able to take benefits, low income, high rental charges, no guarantor
- There is no consistency across the counties, all procedures are different, which can complicate things. Then referrals get missed, extended the 56 waiting period. Also, legislation states that people in Refuge should be in band 1, this doesn't always happen, staff have to consistently challenge to move from 2 to 1.
- Sometimes information about the move on accommodation is minimal which causes anxiety for clients. Some clients have mentioned that they don't feel they have enough contact with their housing officer.
- Temporary accommodation officers are brilliant, always there at time of need for clients. However, housing options team have poor communication with clients. I believe this is because they are managing a high caseload. More meaningful work could take place if staff had less clients.
- As above, Struggle to accommodate clients experiencing mental health and whom require 24 hour support.
- Yes, there are three separate teams working in one office. I was told by HSG that the service team must ask for the homelessness team - my service user had been inadvertently making a social housing application. The service user was left going around in circles. It is more complex than it needs to be.
- Sometimes lack of contact or waiting a long time for a response from housing options, however understood they have been under an enormous amount of pressure
- Housing options seem to pass a lot of people over to housing support without staying involved. Housing options also seem rushed off their feet. I think that housing support teams within LA's often are in the loop but outside agencies delivering housing support are often not filled in on changes within housing department, staff changes etc. and often find things out by chance rather than being fully informed. Has been harder to get hold of people in some cases.
- Long delays in properties being ready to move into due to shortage of materials. Also lack of communication from the housing officers.
- Main issues have been as above and updates being given to us and the tenant we are constantly chasing for info as tenants are left in limbo
- Since lock down, time appears to have stood still and residents reluctant to move on
- Not enough suitable properties in the area.
- The residents that have moved on since I have been working at the project there has been no issues.
- Can at times be difficult to get hold of. Some properties being allocated that are not appropriate for a service user specifically relating to medical needs.
- Increase in the waiting list for the housing register. Reduction/increased time taken to get properties from voids to get people moving, rapid rehousing is anything but.

- Move on panel appears to sit less frequently or decisions take a little longer due to covid restrictions Lack of available housing stock and possibly due to covid restrictions and maintenance / refurb schedules
- Issues that have arisen are lack of communication from the offer of a property and the residents being given excuse after excuse as to why their property is not ready this is after 12 weeks and then being told this could take at least another 8 weeks depending on condition of the property. Lack of properties available which extends the stay of the resident.
- Lack of communication has been an issue on occasion. This was in relation to a timescale of residents being offered accommodation and when they are actually able to move in.
- Lack of suitable move on Lack of move on to peoples preferred areas Barriers to moving on due to resident having previous rent arrears / debts from other accommodation. When move on identified and the offer made to the client they can then wait a long time to actually move in - this can be waiting for repairs to be done, Housing officers on leave / sick leave etc. - when a delay in moving out happens the room/ flat is bed blocked and referrals that have been accepted for that room then have to go on hold too.
- Suitable move on accommodation- a lot of accommodation is centred towards the elderly
- Contact issues- due to working from home and staffing issues it seems to have gotten a lot harder to get necessary information.
- Time taken to move into a property after being told that they were successful for Move On can be very long - however it is understood that this is due to supply issues with building materials.
- Lack of move on forever homes following leaving supported living and outreach
- Contact issues
- The pace of work has increased made more challenging due to PPE, some services not leaving homes and we soaking up their roles.
- Lack of available properties due to the 'rapid response' strategy Implemented in Flintshire
- Long delays on moving people on due to shortage of suitable properties and time taken for a property to be released once one is identified.
- Three individual advised 'no'.
- One individual advised 'yes'.
- Eight individuals did not comment on this question.

Are you having issues with recruitment? Or have had in past 12 months?

- Eighteen declared 'yes'.
- Thirteen declared 'no'.
- Six declared 'Not needed to recruit in the past 12 months'.
- Four individuals did not comment on this question.

Reason for recruitment issues?

- Pay more people wanting to work from home.
- Short term contracts, low paid salaries in relation to the nature of the work. You can earn more in less exposed jobs. Homelessness can burn staff out quickly if not supported with clinical supervision - Housing First is lucky to at least have that. But currently I have staff who have worked on the frontline since the start of the pandemic and with the most complex cases that homelessness has but yet they only have 6 months left on their contracts.
- There doesn't seem to be a lot of people applying, which is highly unusual, do not know why? But know it is happening across all fields of work.
- Possibly people looking for opportunities to work from home. Pay possibly Not enough awareness of the work
- No interest in the role, perhaps due to low pay of support worker roles.
- Due to lockdown we haven't really had the spaces to recruit residents
- Due to covid no move on was available. It would have been unsafe to move residents on.

- Due to the pandemic we found out that there was not much going for residents
- Salary, lack of experienced applicants.
- Suitable staff not applying due to minimum wage. Retaining staff due to minimum wage being increased leaving the gap between positions negligible for the responsibilities of some staff.
- Perhaps people are reluctant to embark on employment that is face to face and not flexible in terms on remote working.
- People are fearful of job insecurity.
- Too many staff join following on from university without Life Skills and become disillusioned by the behaviour of the residents they are supporting.
- Lack of suitable people applying for the roles. Lots of unemployed people applying for roles on websites like Indeed but not really wanting the job, they often don't turn up for interview or turn up not even knowing what the job is as they have to apply for a certain amount of jobs to keep benefits, they also accept jobs but then don't take them up as they say it's not "financially " worth it - we do pay a good wage so it's not the salary we are offering that's at fault.
- Stress with dealing with the tenants, contract changes, low pay-staff having to work overtime to get a better wage, then taxed heavily by the government.
- Unless... jobs are advertised, just little interest or people not suitable for the job.
- Twenty three individuals did not comment on this question.

What do you think are the current gaps in housing support and homeless provision?

- Compassion, empathy, direction, support, inappropriate and unsuitable housing.
- Homelessness needs properties to move people on to - keeping people in TA for lengthy periods of time isn't working or solving the problem. Assertive outreach teams for rough sleepers separate from the statutory homeless service.
- Social housing, affordable private rentals
- Unfortunately the lack of social housing is the main issue, which is not something that can be rectified overnight. There should be more move on accommodation for people leaving crisis accommodation, ready to move on. This would then free up the crisis bed spaces for people in need. Low level support can then be provided around tenancy maintenance to prevent future issues and becoming back involved in homelessness.
- Mental health needs training for support staff. Specialist services to deal with mental health issues who also have housing/homelessness issues. Domestic violence training for support staff.
- Need for more long term supported accommodation, especially for those who have used substances for a long time and are getting older. Accommodation to enable projects like Rapid Rehousing to be possible Possibly more floating support
- More suitable accommodation is needed e.g. more one bedroom properties rather than a chaotic shared building with 12 unstable clients all bunched in one place.
- Mental Health facilities especially for those with dual needs
- I don't think that people should be in dire straits before they receive support under homelessness provision - some sort of emergency support. Less waiting times.
- Long term support and the ability to dip in and out easier for the many that need this. Enabling clients is our aim but this is sometimes not possible for some clients.
- We have had a 40% increase in referrals there are not enough staff to deal with the increase. Support for CYP, there are long waiting lists as CYPMHS etc. are full
- People still working from home
- Lack of education and support around the process due to it being complete.
- Specialist MH services for tenants, maybe smaller units as not all do well in large units and PIE approach is easier to work with tenants in more homely environments. A halfway house for tenants who may need a few days away from the project when things are going on there to get

them away from a situation or even to allow them to be able to avoid having to leave, similar to a respite type accommodation

- Not enough supported living accommodation for residents with learning disabilities
- Mental health needs further priority, along with drugs and alcohol.
- I find that there is not much move on options for residents.
- The length of time between someone engaging with support, and then being allocated a property. Occasional lack of joined up working amongst services.
- Hoarding Officer per authority. Debt Officer, Benefit appeals - PIP etc.
- Additional support for the complex cases. Mental health we have an excellent support but they are only 1 person. Additional support with substances due to increased waiting times for NHS services
- Lack of available housing stock
- Lack of properties and size of properties on offer.
- Singles provisions LGBTQ+ provisions Provisions for residents whom will never be able to hold a tenancy without ongoing intense support
- Not enough hostels, Supported Living Accommodations available We need provision that could take people with very high support needs who could stay well over the 2yrs as needs they have / present with are so complex and will need more staff support to get them ready for independent living. More schemes that specialize in Mental Health More schemes that are smaller and can take complex needs - small schemes are better as the staff can do more intense work with smaller groups, behavioral issues don't impact on as many other residents in a smaller scheme etc. - when I say a smaller scheme I think beds of 4-6 at most with full 24/7 support from staff - right staffing levels so double cover and either a wake or wake and sleep depending on the needs of the people being accommodated
- Here in Flintshire we have all area's covered we also offer ongoing support when our tenants move to their forever homes
- Single and shared accommodation for move on, complex needs accommodation
- Affordable housing for young people who want to contribute to society by working but would then be ineligible for Housing Benefit. More floating support to be offered to young people for longer (if needed) when they move into their own homes. To help prevent young people failing once they are living independently would help break the cycle of homelessness.
- More specialist provision required - project workers dealing with more complex issues
- Move on accommodation and supported accommodation
- Property shortage, move on delays due to shortage of materials, staff isolating etc.
- 1 bedroom accommodation.
- Lack of parent and baby placements Lack of supported accommodation for vulnerable people more night stops Family supported accommodations
- It needs to be more holistic, support services need to work together more
- Five individuals did not comment on this question.
- Three individuals advised that they were 'unsure'.

What do you think your local authority should prioritise in HSG Strategy?

- Suitable housing options for individuals with relevant, wrap around support
- Suitable accommodation for rapid rehousing Floating support
- Intensive support provision for complex cases. Rough sleeper assertive outreach package - we need the right teams supporting citizens to access for assessments for TA.
- A more structured form of move on: As mentioned previously people are presenting with far more MH issues and accessing crisis accommodation, a move on phase would allow further support around tenancy maintenance. After receiving such intensive support, independent accommodation can be overwhelming and a huge step for people. This would then in turn could prevent homelessness occurring again.

- See above, long term support for clients who will always need to dip in and out of accessing a service which can reassure them and assist them as and when issues arise. Crisis support for those clients who cannot wait to access a service via a Gateway or waiting list and need help to stabilize/prevent a situation worsening, before accessing longer term support.
- Homeless services Supported accommodation
- Getting referrals sent to us sooner. Often our referrals are received too late, and our prison leavers have already been released with lack of support and feel left behind by the time we manage to reach them.
- Services to address mental health / dual needs
- Views of clients and front line staff.
- Long term funding, CYP funding
- Providing housing for our move on tenants so we can get people in who need support.
- Mental Health awareness/ training, PIE services
- Maybe look into more supported living accommodation for learning disabilities
- As above, more in depth support needed for mental health, drugs and alcohol.
- More move on flats for residents.
- A range of support approaches, including but not exclusively rapid rehousing. PIE training for all staff.
- Hoarding Officer and Officers who can deal with complex debt issues and Benefit appeals
- Continue as they are with the level of support staff but if possible extra specialist support that could help the current staff with complex cases.
- HSG would benefit from working closely with projects having a better insight into the people and families that they are providing for now and in the future. Education on running your own property and reality on incoming and outgoing costs so that future tenants have a more realistic insight into being out in the community. A longer period of working with projects supporting the homeless would be beneficial on both sides.
- Increase the amount of affordable and secure housing
- More provision for more complex needs more provision for longer stay - more entrenched behaviors etc. More move on provision More provision for Prison leavers - so this could be a hostel that takes just prison leavers when they come out of prison, they get assessed quickly, they then get the correct support put in place and then they move into suitable accommodation within 2 months so that could be to own accommodation, into hostels, into complex needs accommodation, back with family when some mediation with family is done etc. provision that is like "time out" so anyone in a scheme that has caused disruption etc. which might have meant eviction in the past could go to and more intense support could be put in to address behaviors, help with a mental health or drug issue etc. then return to the scheme or other suitable accommodation.
- Single and shared accommodation for move on, recruiting support workers
- Improved referrals and background checks on potential tenants coming to the project and the option to refuse unsuitable candidates.
- More support staff, dedicated housing stock in a community setting, more affordable one bedroom properties.
- Giving household essentials
- Supported accommodation for ex-offenders.
- Affordable housing- there are not enough affordable private rental properties. Housing stock- there seems to be a shortage of social housing available throughout the county. Supported accommodations - supported housing can offer the help and advice needed, but a lot of the issues residents present with are not just housing related. Agencies could work with HSG at their projects.
- Need to look more at the Private rented sector and the support that is available for both tenants and landlords.
- Two individuals advised that they were 'unsure'.

- 11 individuals did not comment on this question.

Why is your service PIE informed?

- We work with individuals, they inform the service they want and their needs considered and met
- We have a dedicated team Reflective practice sessions for staff PIE and TIC mandatory training Pizzaz assessment to monitor how PIE the service is
- Housing First has 10 set principles and PIE is one. The principles states - the service is delivered in a psychologically- informed, trauma-informed, gender informed way that is sensitive and aware of protected characteristics.
- We are currently undergoing trauma informed training through safe lives. This is intensive training around psychological theories and frameworks that are used to benefit the people we support and help staff understand how they think or behave given a set of experiences and environmental factors. All staff are also trained around ACE's and the impact this can have on a person's life.
- All staff have received training via Cymorth and the importance of this is regularly discussed.
- We have a dedicated team who are supporting the organization, projects and staff to work in a PIE way. The PIE training is mandatory for all staff along with the Trauma Informed Care As an organization we are working to implement the PIE evaluation programme to improve each service.
- I believe our service is psychologically informed as we are very client led. I am flexible in the sense that I allow the clients to choose the day and time of their appointment. This helps them to feel that their opinion matters and they are heard. We build strong relationships with the clients building trust, being there for them when THEY need it, and not just when we say they have an appointment. Clients also have the choice of the location of their appointments e.g. home visit or in the office. We understand the stress and anxiety is May because someone to have to travel to an appointment, so often they like the fact we are willing to conduct home visits to them instead. We run a wellbeing group whereby we go on walks to give the clients something to look forward to, keep active and get outdoors without having to worry about completing forms and paying bills etc. like their usual appointment consists of.
- In both refuge and community provisions we support clients on an individual basis tailored to their needs wants and wishes.
- We adapt the level of service to the needs of the end user, and have a range of ways in which the user can contact us for support, such as webchat, emails, telephone etc. We are able to switch channel easily. Good links with a range of local providers. Workforce have regular Support & Supervision meetings and supervisor is always available to answer queries or provide support.
- Most staff are nonjudgmental and would always try to gain trust of client and make allowances for issues we are aware of that may affect client. We have previously been told by SP Team that we must close cases quickly if clients don't engage or stop engaging (even where there could be damaging consequences) but this can go against what we have learned in PIE training. Using innovative ways of making contact and showing empathy and understanding towards clients and the issues they are faced with.
- All staff are trained to deliver therapeutic support. We offer a holistic service which we tailored to the individual's needs, we offer group programs, CYP and child/parent programs which take a whole family approach.
- I haven't done the PIE training yet so not the best person to ask.
- Staff work with a person centered approach based on tenant's wants/ needs and adapt their style to suit the tenant. The physical appearance is not PIE however we have started to put changes in place to make the service more SU friendly
- Working with our residents and having a none judgmental approach helps residents to engage in support

- As a housing association I feel that staff have a more caring attitude towards residents in their time of trauma/chaos/vulnerability, and feel that this comes across on many levels
- In the project we find the care aspect helps in the work place and they open up more to staff.
- Manager has been on PIE training and embraced the principles, which have been cascaded down to staff. Time is given for regular reflective practice. Emphasis on relationship building in support. Support is person centered. Efforts made to make office a psychologically informed physical space.
- Not Applicable - Unable to gain the relevant training.
- Staff have been trained in principles and are informed enough to consider multiple influencing factors of a client's presentation and strengths and needs. This helps to reduce stress, possible opportunities for conflict and increases the probability for trust, therapeutic relationship and positive outcomes
- Person centered environment although we offer temporary accommodation as a project we offer support in all areas. The project offers support in-house however recognizes the importance of liaising with outside agencies to get the best outcome for the individual. The project respects the individual and their lifestyle choices and encourages progress and embraces new ideas and as long as ideas are appropriate and relevant to the progress of the project and individual it supports and encourages freedom of choice and tries to adapt to help each resident and their family to achieve their goals.
- Staff are trained in Path PIE Implementation of skills and wellbeing plans Implementation of wellbeing sessions Being aware of trauma/ACE's and how we can best support our residents Treating residents with empathy and dignity No evictions
- This is a work in progress, we are currently transitioning over to PIE we offer support that's person centered we are currently overhauling our buildings to make them more PIE or moving to new schemes if we cannot achieve this in the building we are in.
- We have been for many years as we believe this empowers the service user's and also allows them choices
- As a complex needs project, we always try to look outside the box to get the person to make their own choices to benefit themselves.
- We tailor our support approach to every resident.
- Our support is totally tailored towards the person including where support sessions take place as some tenants do not engage well in support sessions in formal settings.
- We set boundaries but within those boundaries actions and consequences play a dominant role. We show by example and aim to explain why the right course of action is what it is.
- Detailed extensive referral process, good explanation of license agreement prior to intake. Good introduction and show around on arrival. Weekly house meetings
- I'm not trained in PIE
- Because it's a refuge.
- Person centered, holistic support, tailored to suit the individual.
- Our staff have become more empathetic towards clients. We use a preventative approach vs a reactive approach. We welcome open discussion and give the clients opportunity to express their views.
- Our service is person centered and not just housing support. We understand how past experiences can impact on a person's future so by identifying past experiences and helping to get help/advice...our residents feel more able to succeed in the future.
- Understanding where the person has come from, having that conversation and listening to them. Working with them to access support. We have all received ACE aware training so have that understanding.
- One individual advised that they were 'unsure'.
- Five individuals did not comment on this question.

What PIE approaches does your project excel at?

- Considerate of past traumatic events which may have occurred, honest, open and empathetic
- All staff have undergone PIE and Trauma Informed care training to embed the approach into the organization.
- Staff at the service are trained and are aware of the personal history, trauma and experiences of their clients, and work to ensure their interactions are sensitive and responsive to those experiences.
- Person centered approach
- Our ethos always has and always will be person centered. We tailor our support plans around the individual and are aware that their ACE's may have had an impact on their life and experiences. By working with them on these issues we aim to rehabilitate them back into the community and work closely with them during their time with us.
- Realizing a client will have more going on 'behind the scenes' than they may initially divulge, the importance of working with them as an individual in the way that they want, respecting their choices and providing support whilst referring on for more specialist help with some needs.
- We have been changing paperwork in line with PIE principles. We have been training all staff to work in a more PIE / TIC way with clients and colleagues - the language that we use and the way we approach barriers and potential issues.
- Giving clients freedom to choose time, day and location of appointment.
- Providing person centered support to meet the needs of clients at their own pace, in a way which works for them. Working to the client's needs wants and wishes allows for engagement, the establishment of trust therefore better outcomes for the client.
- As above, all staff are trained to deliver therapeutic support. We offer a holistic service which we tailored to the individual's needs, we offer group programs, CYP and child/parent programs which take a whole family approach.
- Tailoring the support delivery and content to needs of individual. Quickly identifying when a client has high support needs and may need a lot of assistance to achieve small goals. Noticing when very small steps are achieved, the significance for that particular client. Being able to tell when a client is able to deal with things themselves and working out the level of support needed. Non -judgmental and not afraid to challenge other agencies who on odd occasions show a more judgmental approach to get deserved outcomes for clients.
- As above, we adapt the level of service to the needs of the end user, and have a range of ways in which the user can contact us for support, such as webchat, emails, telephone etc. We are able to switch channel easily. Good links with a range of local providers. Workforce have regular Support & Supervision meetings and supervisor is always available to answer queries or provide support.
- Informal support based on what the tenant needs as opposed to structured support
- Taking a more caring approach helps with trust issues in relation to all aspects of our work
- See above, as a housing association I feel that staff have a more caring attitude towards residents in their time of trauma/chaos/vulnerability, and feel that this comes across on many levels.
- Given them that 1 to 1 engagement
- Person centered approach, reflective practice, physical environment
- Building on trust and therapeutic relationships
- Person centered approach. The project takes a holistic approach and listens to the individual and then together supports the needs of the family. Boundaries are suggested to encourage the individual to succeed in their journey at the project and then to continue to implement when they have achieved move on. These show the individual and the family that the project cares and is not just here to put a roof over their head at their times of need however to work through all types of issues housing being one of the many individuals experience. The project goes above and beyond anyone's expectations and this is proved by employees supporting families will help when not working will collect items on their travels for residents with permission from the

manager. The project excels in support however this is not always appreciated by residents as they are not aware staff work out of their work hours and try and access funding donation in their own time. Words cannot express the dedication of the team and the way the project is run by the manager highly enough.

- Building relationships.
- Being person centered No evictions - unless for serious violence
- Giving choices and empowering the service user's
- Looking outside the box with the tenants to empower them, very few incidents at our complex needs project
- Tailored support sessions to client's needs, flexibility in support.
- My project provides an enormous amount of training so that we can fully support tenants with complex needs. Staff are actively encouraged to meet to debrief and discuss tenant's needs and reflect on work undertaken with each tenant. This means that support offered is not only PIE and person centered but also holistic in that the whole team know exactly what is going on with each tenant and can support tenants even if they are not key working with them
- We encourage opportunities and to access those opportunities we encourage routines, self-care, fulfillment, positive mental attitude and physical wellbeing. Open discussion with our residents and feedback.
- Support of helpline out of hours. House Meetings. Open door Office
- Support sessions
- Person centered, holistic support. 24 hour staff
- We use a preventative approach vs a reactive approach. Rather than implement warnings for breaches we work with our clients to address the reason for the breach rather than give an immediate warning/NTQ
- As we are person centered, our resident will help to plan the support they need. It can involve all aspects of life, not just housing. Our residents will complete the resettlement passport along with completing the AIMS booklet. We help to build confidence and the resilience needed. I have worked here for 10 years and during this time I can see that working in a PIE has considerably changed how the project delivers its service and that positive outcomes have resulted. It is very rare to see a resident re-present after leaving. Also having the move on process has helped to achieve this.
- Having a conversation, listening to what is not being said. Being there for the person and not just using a tick box exercise to provide support.
- One individual advised that they 'did not know'.
- Eight individuals did not comment on this question.

Do you feel your comments / feedback are consulted on by your LA?

- Sixteen declared 'yes'.
- Four declared 'no'.
- Seventeen declared 'sometimes'.
- Four individuals did not comment on this question.

RR Model. What barriers do you think your LA will face to rapidly rehouse successfully?

- Not considering the needs of the individuals
- Suitable and required number of accommodations needed Recruitment
- Houses - I think teams don't have the move on properties to start the process of supporting citizens to build a life. This is a key element to rapid rehousing - maybe we need to understand the scope of building plans for 1 bed accommodation.
- More social properties, to make private sector easier for clients to move on and not solely rely on social housing. More supported accommodation for clients with high support needs.

- The lack of accommodation.
- Lack of suitable accommodation. Suitably trained staff. Local member support could be an issue, as could neighbors and potentially LA housing staff who may oppose the approach. Low support worker salaries put staff off applying/joining the profession.
- Housing stock Recruitment into the roles Potentially, practical support from other agencies
- Clients will have the universal credit cut next month, which means they will have lower income and therefore may struggle to pay service charge. This could mean clients won't be put forward for rapid rehousing.
- Due to the nature of the service, rapid re housing may not be the best solution for all clients due to additional support and needs being present. Often clients presenting to domestic abuse services have additional needs to the impact dv/sv and offering rapid re housing may mask any support needs.
- Availability of Housing Stock.
- Lack of housing stock. Lack of affordable quality private rentals.
- Not enough properties
- Having smaller 1 person accommodation to do this. wraparound services all being on board
- Again lack of housing could be an issue
- As said before I feel there is a lack of good move on accommodation
- Again not enough move on accommodation for the under 25s
- Lack of affordable, accessible housing
- Suitable properties - For both specific medical needs and enough 1 bed properties.
- How long it takes to get a property back from voids and the condition of the property when they do come back. I have been in Clwyd Alyn property and they were ready to move in. I have been in FCC and they were terrible I was embarrassed to be there encouraging my client to take the property.
- Successfully, matching needs to housing availability
- Funding is the big issue and having the appropriate staff to renovate and maintain the housing in the community. Lack of properties is another issue that is a barrier when trying to move on families to the appropriate areas and size of the property.
- Lack of housing options
- Accommodation will be the main one
- Lack of move on accommodation
- Finances, lack of property to move people on to, so tenants in supported living accommodation become institutionalized and bed block. Also, tenants on benefits will often have to pay a lot of their own HB which can lead to financial difficulties, especially if work is provided by an agency as the work can cease any time. This then leads to HB issues and other restrictions to moving into their own property.
- Lack of housing options/becoming overwhelmed by amount of service users. Staffing/supply issues to have properties habitable in a realistic timescale.
- Covid fallout
- Lack of resources such as accommodation. There is a huge demand for housing in Flintshire as it is seen as a good investment for those that can afford to buy privately, therefore increasing house prices and then rents following Buy to Let purchases.
- Availability of suitable properties to meet service user needs
- Sufficient supply of adequate housing
- Lack of accommodation
- Finance, availability and increased demand
- Clients are reluctant to work with private landlords for fear of the landlord selling the property and evicting them. Lack of housing availability.
- I think that the lack of housing stock, lack of supported accommodations/ night stops
- One individual 'did not know'.
- Six individuals did not comment on this question.

Where do you see your service or organization offering value to a RR approach?

- Filling the gaps - mentoring individuals
- Assisting with support
- The set of principles that housing first work to lend themselves well to being able to gain trust and engage hard to reach citizens. Providing intensive support provision allows staff to enable citizens to achieve things together and sustain it.
- Emergency accommodation for domestic abuse.
- We potentially could offer a middle/low level support to ensure maintenance of tenancies.
- Long record of providing housing and support services successfully in N Wales. Already have experience of delivering Housing First approach. Network of agencies working in partnership to deliver this and our HSG services. Nationwide presence of housing, debt, support and other services.
- We could potentially offer support to those accessing Rapid Rehousing
- We would be able to support the rapid rehousing approach as we can help move the clients in quickly, apply for furniture for them through funding such as DAF. We will be able to help set up utility bills to alleviate the stress of this on clients when they are offered their (first) property.
- This would work with clients who present with no additional support needs, other than requiring safe secure accommodation, free from harm
- Quality generic housing support from a very experienced long serving team.
- We offer advice with debt, budgeting, grants for household goods, target hardening and move on outreach support to victims of DA. These factors are crucial to supporting individuals who have been disempowered in a relationship to build confidence and self-efficacy. Approximately 12% of our clients would report as homeless as they are often fleeing an abusive home and could be staying with friends or relatives, sofa surfing or living in temporary accommodation.
- A starting point for families who need support to ensure the package they require moving forward is in place
- By introducing more move on accommodations in the area with support if needed
- By introducing good quality move on accommodation, with support if required, sometimes in close proximity to the original accommodation.
- Increasing move on accommodation
- Complementary value - nacro's Flintshire Doorstop is not technically rapid rehousing, but the service is very successful and has very good results for people achieving their support goals and moving on to live independently.
- Being able to support tenants moving into properties with setting up there tenancy, bills. Applying for white goods etc. To be able to continue long term support with them to help them live independently in their own homes.
- The service offered by the staff is excellent unfortunately we can be waiting weeks for the property to be ready which holds everything up.
- Identifying needs and building skills for enduring successful tenancy
- The project guides residents and works through scenarios to hopefully make sure the families do not return having been given the opportunity to be offered a tenancy within Flintshire. The project works around the housing referral they have been provided with and addresses the issues highlighted in hope that this does not occur. The project offers and searches for solutions for any of the needs of the families highlighted in their support sessions and act as an advocate on their behalf if requested guiding them and demonstrating how to address other agencies in appropriate ways to get the outcome the want.
- Staff are trained in assessment of needs and implementation of individual support packages
- This will ensure we have a more rapid turnaround of service users which will help reduce homelessness

- By employing staff that are well experienced to help move tenants sustain their accommodation and work with them on their ISP's and support plans so that they have a better chance of maintaining their tenancy.
- We are able to offer temporary accommodation to those at immediate risk of homelessness.
- The support offered to some tenants is unquantifiable as some tenants need almost constant support meaning that they require staff attention for anything up to 8 hours per day.
- By transforming run down properties in the least favorable areas. With investment in property these areas become more desirable and a community spirit develops.
- To residents that are ready for independent living but remain in supported living
- Faster move on where appropriate, fast turnaround of voids.
- Our service supports families who have struggled to maintain an independent tenancy. I feel our service is there to support the, local authority before a RR approach is able to be implemented and back up the local authority where the RR approach has broken down for a client.
- Due to the support the project offers and the criteria that has to meet to be put on move on....I feel that this helps with the strain on services in the community in the long run as support is put in place and concerns highlighted before move on making for a more successful outcome
- Two individuals advised that they 'did not know' or were 'unsure'.
- Eight individuals did not comment on this question.

How achievable do you think the Rapid Rehousing model will be?

- Depends on funding allocated to allow support staff to engage and work with people. We need to think outside the box and create an approach that works for the citizen and not just for the processes that LA's have.
- Unsure at this stage as not aware of any new accommodation being built or created and currently there is a massive shortage.
- Depends upon it being driven by the right staff internally, and having the right external organizations involved and committed from the start. Accommodation requirements need to be shared and committed to by housing providers. There needs to be awareness raising of the model across interested parties prior to the launch. LA's need to learn from existing Housing First projects.
- If accommodation could be identified, then it is achievable
- Unsure as not aware of budgets etc.
- If properties are available it is achievable
- Will depend on accommodation
- Anything is achievable if you put the work in
- With more properties this would be achievable
- I can't see why it couldn't happen
- Depends on availability of housing
- Difficult to answer without seeing the model and how it will work.
- If the properties are turned around quicker than it would be achievable and it would stop clients telling me they have seen a council property empty for months and why can't they have that !
- Only if there is availability and suitable stock
- I believe it is achievable if the funding and the correct people are in charged however I believe that liaising between projects and the council and organizations is vital to support the residents.
- If we are able to utilize empty spaces, build more housing and develop better relations with private landlords then it could be achieved
- Not sure hopefully this will be achievable as Flintshire is widespread
- A lot depends on the tenants we are sent to support and turn their lives around. The more complex referrals we receive, the longer and harder it takes to get them to engage with us and support with their ISP's.
- Fairly achievable.

- Very achievable with the right funding and certainly would be a benefit to the communities.
- I think it will be challenging for all services, our service users personal challenges and experiences impact on their individual readiness to move on
- Very difficult.
- I feel it is a positive approach and an achievable one. Our service personnel have the correct skill set to support people / families in the home to help them maintain the tenancy, once RR is implemented.
- I feel that the model will be achievable but not necessarily in the time scale it has placed on its self.
- Five declared that they 'did not know' or were 'unsure'.
- Twelve individuals did not comment on this question.

What are you hoping to see in your authorities RR Plan?

- The needs of the individual
- Achieving a good rapid rehousing model as quickly as possible
- Numbers around property allocations per year for single person accommodation broken down by LA, RSL and PRS. Staff training on working in a PIE way, what rapid rehousing is and what the expected outcomes are.
- Move on from supported accommodation within a good timespan, so we can accommodate more clients fleeing DA. More face to face housing appointments with clients, so they get to know their housing officer and be able to build a good relationship.
- Short term move on accommodation.
- Realistic goals and expectations. A commitment to provision of suitable housing units from providers. A commitment from support providers to be able to commit as required. Education around rapid rehousing model shared as required. Understanding of the complex needs of clients and their choices.
- No time limits to the support an individual may require to enable them to succeed. Identifying suitable accommodation.
- I would hope that the council can start to have meetings with partner agencies such as us (housing support charity) that usually know and understand the clients better than the council, and ask for our opinion on who should be put forward for rapid rehousing. Local authorities tend to go off what is written down on paper e.g. who's paid their service charge, and don't understand the complexity of what is really going on with the clients.
- Allowances for domestic abuse victims
- Quality housing with support (where needed). Cut out need for temporary accommodation involving B&B and unsuitable options.
- A joined up approach so that a clients on going needs can be addressed. Funding so they can be supported to deal with the impact of DA, learn to live safely and improve their wellbeing, help with budgeting, parenting skills, target hardening etc.
- Partnership working and commitment from statutory and voluntary services, planned and in place ready to go
- More move on accommodation
- As above, more properties.
- More move on properties for all age groups
- Properties!
- Designated support workers for the model and access to funds/grants to help re-house service users quickly. Quick start up packs to help service users who don't have any essential items.
- Increase in turnaround time and quality and condition of council properties.
- A coherent and achievable plan
- To see appropriate accommodation available for all however it needs groundwork done by projects to enable families to be able to keep their home in an appropriate condition and bills are

prioritized and this is where liaising between rapid rehousing and project such as ourselves should work more closely and have boundaries to work to making sure families do not represent in months or a couple of years to start the process over again.

- More housing options and less homelessness
- Affordable housing in suitable area's for our service users
- More support from professional outside agencies and liaising with staff better, more on properties with floating support
- Focus on quicker turnaround for properties to be moved into quickly and efficiently.
- More one bedroom affordable properties. More properties aimed at young single people.
- More move on accommodation availability -in suitable locations (bus services, local shopping, Dr's etc.)
- If it's called rapid then it needs to be rapid.
- Faster move on, increased availability of materials.
- I would like to see more suitable accommodations available to deliver the service that the authority is capable of delivering.
- Twelve individuals did not comment on this question.

Any other comments?

- We need a collective approach to working in homelessness across all teams that staff are aware of. Value based recruitment needs to be a key focus when recruiting staff. Use of the housing act - some staff use it in the spirit in which it is meant but there are some that used to keep people from accessing TA during the pandemic and thus shows the lack of need for services due to low numbers .
- To work together more with housing departments. We can quite often become in an "us and them" scenario with housing staff. It's frustrating as we are all trying to achieve the same outcome. We are funded by SP to achieve positive outcomes for people, the we are faced with barriers from housing or inappropriate accommodation offers i.e.: a person with significant MH issues and very vulnerable being told they need to look at shared accommodation - We know this could have a detrimental effect on their future but our view isn't always taken into account. By working together we can achieve better outcomes for people, then free up crisis accommodation for people presenting to homeless departments, creating an effective system.
- LA's working regionally could continue to support rapid rehousing, as is happening with Housing First in some LA's. There still needs to be a commitment to supported housing/floating support to prevent homelessness and other issues. There needs to be specific support for homeless prisoners/those with housing support needs.
- Consider that many people e.g. prison leavers suffer with mental health and have substance misuse issues. Being put into accommodation with 12 other similar persons, will clearly have a negative influence. More one bed temporary accommodation properties need to be offered to those with severe complex needs so that they are not set up to fail.
- Long term funding is essential to deliver high quality services, and recruit and retain skilled staff to provide lifesaving support.
- I think a range of approaches is important. Rapid rehousing, including HF is incredibly valuable (if enough properties!), however there is no one approach that fits everyone, and so we should be careful not to get rid of all other approaches in order to only provide rapid rehousing schemes. We must be mindful of competition (for staff, for properties etc.) amongst the different approaches and ensure that projects work together / communicate effectively. Also important to put time into systems change - i.e. to build partnerships and infrastructure to allow services such as mental health, adult social care and mainstream health care to work together effectively.
- Decorating grants are a fantastic idea that can help residents invest in their home. However, badly decorated or unfinished homes will rapidly become worse and not maintained. Many residents do not have the skills required or overestimate their skills and as such I believe the accommodation should be completed basic but sound-with no outstanding maintenance. There

must be a more environmentally sound and cost effective manner to avoid 'skipping' carpets and white goods?

- As a business, I think companies would benefit from having the authority to have tenants personal self-rent taken from source to avoid arrears, which restricts move on to our land lords as they are reluctant to have any tenants with arrears or ASB issues etc.
- Thirty three individual did not comment on this question.



CABINET

Date of Meeting	Tuesday, 15 February 2022
Report Subject	Climate Change Strategy
Cabinet Member	Collective Responsibility
Report Author	Chief Officer (Planning, Environment & Economy)
Type of Report	Strategic

EXECUTIVE SUMMARY

In 2019 the Welsh Government called for the Public Sector to become carbon neutral by 2030. Following this declaration, Cabinet resolved in December 2019 to a Climate Change Strategy which would set key aims and actions for creating a carbon neutral Council by 2030.

The Climate Change Strategy details the Council's work undertaken so far; its baseline carbon emissions; areas that need to be progressed and projected future state should these actions be completed to propel the Council towards its net zero carbon / carbon neutral goal by 2030.

RECOMMENDATIONS

1	That progress made in delivering carbon reduction measures to date is acknowledged.
2	That the Climate Change Strategy for 2022 – 2030 and its aims therein be endorsed.
3	That an all-Member briefing be arranged to highlight work undertaken to date and the commitments of the Council moving forwards.

REPORT DETAILS

1.00	EXPLAINING THE CLIMATE CHANGE STRATEGY
1.01	<p>Background: In 2019, the Welsh Government declared a Climate Emergency in Wales, accepting the recommendations from the United Kingdom (UK) Committee on Climate Change and further setting ambitious plans for the public sector to be carbon neutral by 2030. In December 2019 Cabinet resolved to develop a Climate Change Strategy which would set key aims and actions for creating a carbon neutral Council. Work has been carried out to determine the Council's baseline carbon emissions, and from this, a strategy developed to decarbonise the Council's activities and services.</p>
1.02	<p>Purpose: The Climate Change Strategy (Appendix 1) sets out the Council's objectives and actions to move towards our net-zero carbon goal. The Strategy has been through an engagement process involving Members (through the Climate Change Programme Board), Officers, the public and our young people. The scope identified within this Strategy focusses on the changes and impacts that can be made directly by the Council to reduce both its own emissions and those of the wider County. The Strategy identified objectives and actions to reduce our direct carbon emissions, and then actions to reduce our wider emissions and those of the wider county.</p>
1.03	<p>There will be financial implications associated with these actions both within capital and revenue budgets. There have been external sources of funding available for specific decarbonisation activities and the expectation is that these sources will continue to be available to support the Council's aims. As actions within the strategy are further developed, and identification of necessary resources, business cases will support these investment needs.</p>
1.04	<p>By working to achieve these goals Flintshire County Council can make its contribution to tackling the climate emergency and a net zero Wales by 2050 as detailed in Climate Change (Wales) Regulations 2021. Furthermore, achieving the Council's own well-being goals and those within the Well-being of Future Generations (Wales) Act 2015. As climate change and the environment are intrinsically linked the Council will also deliver on its statutory duties within Environment (Wales) Act 2016 to maintain and enhance biodiversity.</p>
2.00	RESOURCE IMPLICATIONS
2.01	Financial resource implications

	<p>Capital: Business cases will be developed as appropriate to support investment in decarbonisation and / or carbon sequestration activities.</p> <p>Revenue: As above, business cases will also identify any revenue implications.</p>
2.02	<p>Human Resources: Project management support and specific decarbonisation roles situated within relevant portfolios will be necessary to embed decarbonisation across the Council and achieve our net zero carbon aims.</p>

3.00	IMPACT ASSESSMENT AND RISK MANAGEMENT	
3.01	<p>There will be significant reputational risk if the County Council is not seen to take a leadership role in moving towards carbon neutrality. Financial risk will be assessed on a project by project basis. A full integrated impact assessment has been completed, attached as an appendix to this report, which members are advised to read.</p>	
3.02	Ways of Working (Sustainable Development) Principles Impact	
	Long-term	<p>Positive: Decarbonisation of the Council's activities and services will require long term planning and a long term vision to ensure systems and services are fit for purpose as the climate changes as well as reducing the impact of harmful climate change through mitigation.</p> <p>Decarbonisation activities such as planting trees and developing renewable energy will have long lasting impacts over tens to hundreds of years. These activities also contribute to the climate change targets set by Welsh Government particularly Wales generating 70% of its electricity demand from renewable energy by 2030 and becoming a net zero carbon nation by 2050.</p>
	Prevention	<p>Positive: In order to avoid the harmful effects of climate change it is necessary for the Council to reduce its carbon emissions and increase the amount of carbon sequestered in its land assets. Carbon emissions caused by human activities are the main cause of climate change.</p> <p>Mitigating climate change will help to reduce impacts such as extreme weather causing flooding / extreme heat, loss of wildlife and habitats, increased pests and diseases, etc.</p> <p>Adapting to the impacts of climate change now will improve sustainability of our communities as the climate changes.</p>
	Integration	<p>Positive: Becoming net zero carbon integrates with the following priorities</p>

	<p>under the Council Plan; Green Council, Ambitious Council and Supportive Council. It integrates with the public service board objectives in the Environment priority of the Wellbeing Plan as well as the Smart Access to Energy project in the North Wales Growth Deal. It also integrates with the Environment (Wales) Act 2016 and Welsh Government's decarbonisation of the public sector agenda.</p>
Collaboration	<p>Positive: The climate change programme offers multiple opportunities to work collaboratively both internally and externally – and this collaboration will determine the success of the programme. Collaboration with the following groups is needed to ensure decarbonisation is integrated into everything that the Council and the wider region does and plans for:</p> <ul style="list-style-type: none"> - Welsh Government - Other public sector organisations such as local authorities, NRW, health boards, universities. - Private sector - Regional groups such as the North Wales Economic Ambition Board - Local Town and County Councillors - the local communities
Involvement	<p>Positive: If decarbonisation is to succeed and harmful climate change is to be avoided then everyone at a professional and personal level will need to be involved</p>
<p>Well-being Goals Impact</p>	
Prosperous Wales	<p>Positive: Reducing the Council's carbon emissions should enable strategic investment in projects and ways of working that could deliver savings or generate new income streams, therefore supporting delivery of local services. It should also facilitate the development of the low carbon economy through infrastructure projects, sustained tree planting, land management etc which can support local businesses and communities.</p>
Resilient Wales	<p>Positive: Decarbonisation of the Council's activities and services will promote resilience through actions such as: investment in renewable energy</p>

		infrastructure which helps to reduce reliance on imports from across Europe and the World and the associated price fluctuations, and increasing ecological resilience through enhancing biodiversity particularly on land with low ecological value. By planning for climate change adaptation the Council's services and its communities will also be resilient.
	Healthier Wales	Positive: Decarbonisation requires a shift to active travel, investment in green infrastructure, support for local and sustainable food sources, and development of renewable energy which are likely to promote healthier lifestyles, improved wellbeing and reduced health impacts from poor air quality.
	More equal Wales	Neutral; No impact identified
	Cohesive Wales	Neutral; No impact identified
	Vibrant Wales	Neutral; No impact identified
	Globally responsible Wales	Positive: Reducing the Council's carbon emissions to net zero helps to mitigate climate change and therefore contributes to the achievement of Welsh Government, UK Government and international climate goals.
3.03	Not anticipated to be any negative anti-poverty, equalities or environmental impacts of the scheme.	
3.04	<p>The Council's Well-being Objectives</p> <p>Decarbonisation of the Council's activities will support the Green Council objective with a key impact of reducing carbon emissions mitigating climate change, for example, through the development of alternative and renewable energy production, promoting active travel, shifting to electric fleet vehicles, engaging with the supply chain and promoting a low carbon economy through the goods and services purchased.</p> <p>It can also contribute towards the success of other Council Wellbeing objectives such as 'An Ambitious Council' and 'A Caring Council' through providing local job creation and apprenticeships and therefore potentially reducing poverty through maximising residents' income and employability.</p>	

4.00	CONSULTATIONS REQUIRED/CARRIED OUT
4.01	<p>Consultation and engagement has been carried out both internally and externally.</p> <p>Internal workshops both with Academi and Members were carried out during 2019 and 2020 which identified work carried out to date and potential future projects to deliver on carbon aims.</p>

	<p>A public engagement period took place during October and November 2021 where the strategy's themes and proposed actions were offered for agreement and comment. Feedback from this exercise was very positive with further action suggestions put forward.</p> <p>A young person's engagement with schools was carried out striking the conversation on climate change and pupils submitted letters to their future selves on how they think the world will look in 50 years and what they hope has been achieved in that time to combat climate change.</p> <p>The feedback from the public engagement period was further developed in internal workshops with each of the portfolio areas across the Council's services. The Climate Change Programme Board and Officer Group carried out scenario planning to develop the interventions needed and the objectives and actions have been explored and reviewed with focus on wording and realistic timeframes.</p>
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5.00	APPENDICES
5.01	<p>Appendix 1 - Climate Change Strategy 2022 – 2030</p> <p>Appendix 2 - Appendix to Strategy – Climate Change Strategy Action Plan</p> <p>Appendix 3 - Integrated Impact Assessment</p>

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	<p>1. Prosperity for all – a low carbon Wales https://gov.wales/prosperity-all-low-carbon-wales</p>

7.00	CONTACT OFFICER DETAILS
7.01	<p>Contact Officer: Alex Ellis – Programme Manager Telephone: 01352 703110 E-mail: alex.ellis@flintshire.gov.uk</p>

8.00	GLOSSARY OF TERMS These are provided corporately on the Infonet (link) and maintained by the Executive Office
	<p>Capital Funding: Capital funding is usually utilised to acquire or improve a long-term asset such as equipment or buildings.</p> <p>Carbon emissions: Used interchangeably with greenhouse gas emissions; meaning emissions of carbon dioxide, methane etc from human and natural activities and sources. Wider greenhouse gas emissions are</p>

collectively calculated into a 'carbon dioxide equivalent' displayed as CO₂e.

Carbon sequestration: the process involved in carbon capture and the long term storage of atmospheric carbon dioxide.

Decarbonisation: Reducing and ultimately eliminating carbon dioxide and other greenhouse gas emissions.

Net Zero Carbon: Balancing carbon emissions with carbon removal or simply eliminating carbon emissions altogether.

Revenue Funding: is utilised for items that will be used within a year. Examples include salaries, heating, lighting, services and small items of equipment. Routine repairs are revenue expenditures and can include significant repairs that do not extend the life of the asset or do not improve the asset.

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Climate Change Strategy 2022/23 – 2029/30

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Foreword

Foreword from Cllr Derek Butler/Chris Bithell/Sean Bibby/Neal Cockerton

Executive Summary

- 1.1 The climate is changing and while it has always changed through natural environmental processes, it is now widely accepted that human activity is affecting the climate on a scale that is having detrimental effects on all living things. The Paris Climate Change Agreement 2015 recognised the need to accelerate actions and invest to reduce impacts on the environment¹. If we do nothing, the potential implications will be detrimental to our communities through risk to health and well-being, flooding, extreme heat, disruption to infrastructures in energy, transport and industry.
- 1.2 The Council supports the declarations made by Welsh Government for the Public Sector to become carbon neutral by 2030², and in Dec 2019 the Cabinet Members approved a motion to develop a clear Climate Change strategy which will set key aims and actions for creating a carbon neutral organisation.
- 1.3 The Council was responsible for greenhouse gas emissions of 46,434 tCO₂e in 2018/2019 from the services it delivers, the buildings it operates and the goods/services it purchases. There are a number of actions the Council can take to reduce its organisational greenhouse gas emissions and this document sets out the Council's first step goals and actions to become a net zero carbon organisation.
- 1.4 The theme objectives centre around buildings, mobility and transport, procurement, land use and behaviour. The actions identified within each of these themes have had input from Members, the public, and Council employees in order to deliver a pathway that is both ambitious and achievable with the right investment, resource, collaboration and leadership.
- 1.5 External funding will be available for carbon reduction projects, but the expectation is that capital and revenue investment will be necessary to realise this ambition. Further development of the Programme's action plan will estimate the level of investment needed for the interventions described and businesses cases for individual investment projects will be developed to demonstrate the potential financial savings both short and long term.
- 1.6 Adopting all current cost-effective or technically viable options to reduce carbon is unlikely to enable us to reach net-zero emissions by 2030, leaving an estimated 40% gap. These low-carbon measures may not yet be commonly available or cost or carbon effective; therefore it is vital that we are kept abreast of advances in technology and methodology.
- 1.7 To bridge the gap between emissions and net zero carbon, offsetting measures such as tree planting will be necessary, while also supporting the quality and range of biodiversity and implementing natural flood risk measures. The Council will need to determine its approach to this prioritisation within its land assets.

¹ United Nations (2015), *The Paris Agreement*. <https://www.un.org/en/climatechange/paris-agreement>

² Welsh Government (2019), *Prosperity for All: A Low Carbon Wales*. <https://gov.wales/low-carbon-delivery-plan>

- 1.8 The Council recognises it has a contribution to make towards the 'Team Wales' target³ of a net zero public sector and therefore will use the learnings from the first two years of this strategy to re-inform further actions, bridge the gap to net-zero, and address the successes and failures in emissions reductions. The net zero target for the public sector will be on a 'Team Wales' basis meaning carbon positive organisations will balance with residual emissions of other Public Bodies, but this does not remove the Council's responsibility to plan for net zero.
- 1.9 The impacts of climate change are already upon us, and it is vital that future thinking is developed to consider climate change adaptation within flood risk, building construction, access to green space, the travel network and increasing local green skills.

³ Welsh Government (2020), *Team Wales approach to tackle climate change*. <https://gov.wales/team-wales-approach-tackle-climate-change>

The Climate Emergency

- 2.1 Global heating is expected to generate significant sea level rises and more frequent and heavy extreme weather effects. The actual impacts of the climate crisis can already be seen in terms of storms, flash flooding and drought, causing water damage, surface water drainage issues, and destruction of aged green spaces resulting in increased maintenance of roads, buildings, flood defences and loss of ancient woodland. This threatens human life, as well as access to adequate energy, water, food and housing as essential human requirements for effective health, wellbeing and future resilience. A more heated and unstable climate also affects the natural environment and is a risk to the health and diversity of wildlife and ecosystems.
- 2.2 There is now unprecedented political recognition of the global Climate Emergency. The Intergovernmental Panel on Climate Change detailed the need to limit the increase in global temperature to 1.5°C above pre-industrial levels in order to prevent a public health catastrophe⁴. This is currently predicted to occur between 2030 and 2052 if the current rate of change continues.
- 2.3 The signing of the Paris Climate Change Agreement by 189 countries legally-bound their commitment to act to limit global temperature rise.⁵ The Climate Change Act 2008 gives specific targets around carbon reduction for the UK. Climate Change (Wales) Regulations 2021 proposes further increases to Wales' climate targets in response to recommendations from Climate Change Committee (CCC) with interim targets and a final net zero nation by 2050⁶.
- 2.4 In 2019, the Welsh Government declared a Climate Emergency in Wales, accepting the recommendations from the UK Committee on Climate Change and further setting ambitious plans for the public sector to be carbon neutral by 2030. 'Prosperity for All: A Low Carbon Wales'⁷ sets out Welsh Government's approach to cutting carbon emissions and the recent document 'Welsh Public Sector Net Zero Carbon Reporting Guide' details the principles and priorities for the reporting approach for the public sector.
- 2.5 There are a number of different Greenhouse Gasses (GHG) that affect global warming and in order to use a single number to 'group' these gases, they are converted into equivalent amounts of carbon dioxide – often seen as CO₂e.
- 2.6 As we are already experiencing the effects of climate change it is important that we look proactively to adapt to these impacts by adopting future thinking. This applies to the design and materials used in buildings, flood investigation and mitigation, renewable energy generation, access to green spaces and protection of the natural environment.

⁴ Intergovernmental Panel on Climate Change (2020), *Special Report – Global Warming of 1.5C*. <https://www.ipcc.ch/sr15/>

⁵ United Nations (2015), *The Paris Agreement*. <https://www.un.org/en/climatechange/paris-agreement>

⁶ Welsh Government (2021), *Climate Change Wales Regulations 2021*. <https://gov.wales/climate-change-wales-regulations-2021-integrated-impact-assessment-html#section-62452>

⁷ Welsh Government (2019), *Prosperity for All: A Low Carbon Wales*. <https://gov.wales/low-carbon-delivery-plan>

2.7 On 30 June 2021 the Welsh Parliament further declared a nature emergency following research showing how fragile many species and ecosystems are due to habitat loss, pollution, invasive non-native species and climate change. This called for statutory targets to be set to stop and reverse any decline in biodiversity.⁸

2.8 The Council has been committed to reducing carbon emissions and managing and enhancing biodiversity for some time, however the importance of the link between climate change and nature recovery brings this work to the fore and therefore both areas must work together to reduce the impact we are having on our planet.

⁸ Cynnal Cymru (2021), *Wales declares nature emergency*.. <https://cynnalcymru.com/wales-declares-nature-emergency/>

How this strategy was developed

- 3.1 Flintshire County Council supports the declarations made by Welsh Government and in Dec 2019 its Elected Members approved a motion to develop a clear Climate Change strategy which will set key aims and actions for creating a carbon neutral organisation.
- 3.2 During 2020 and 2021, the Council performed a number of engagement workshops with Members and Officers, identifying accomplishments made within carbon reduction, and proposals for future ideas to reach the net zero carbon goals.
- 3.3 In line with Welsh Government guide 'Net Zero Carbon Status by 2030: A route map for decarbonisation across the Welsh Public Sector' the plan is split into four themes of Buildings, Mobility & Transport, Procurement and Land Use.⁹ It was agreed to incorporate a fifth theme of Behaviour which will integrate within the other themes through communication, engagement, instruction and training.
- 3.4 The Council ran a public engagement period through October and November 2021 which described the work carried out to date in each of the themes and asked for feedback on the proposed next steps to achieve net zero carbon by 2030. During this period an engagement activity was also carried out with primary and secondary schools. This activity asked our young people to write a letter to their future selves about the world in 50 years and what they hope has been achieved in that time. A selection of excerpts from these letters are included throughout this strategy.
- 3.5 The feedback from this engagement period was further developed in internal workshops with each of the portfolio areas across the Council's services. This was supported by both the Climate Change Programme Board and Officer Group where scenario planning explored changes in both policy and process to deliver on our aims.
- 3.6 The scope identified within this strategy focusses on the changes and impacts that can be made directly by the Council to reduce both its own emissions and those of the wider county. The strategy is portioned with objectives and actions to reduce our direct carbon emissions, and then actions to reduce our wider emissions and those of the wider county.
- 3.7 It is clear that further progress in reductions can only be achieved through support and engagement of both the wider community and Welsh and UK governments.
- 3.8 The strategy was then presented to Cabinet Members in February 2022 for adoption.

⁹ Welsh Government (2021), *Net Zero Carbon Status 2030: Public Sector Route Map*. <https://gov.wales/net-zero-carbon-status-2030-public-sector-route-map>

4.1 Other Council Strategies that link to Climate Change Ambitions

- The Council aims to deliver a policy-led approach that incorporates the Well-being of Future Generations (Wales) Act 2015 and Environment (Wales) Act 2016.
- The Council's Corporate Plan outlines key priorities across its services.
- Renewable Energy 10 year Action Plan
- Air Quality Management Plan
- Biodiversity and Ecosystem Resilience Duty Delivery Plan (Sec 6 Environment (Wales) Act 2016)
- Urban Tree and Woodland Plan
- Local Development Plan
- Procurement Strategy
- Fleet Strategy
- Integrated Transport Strategy
- North Wales Joint Local Transport Plan
- Waste Management Strategy
- Housing Strategy & Action Plan
- Digital Strategy
- Clwydian Range and Dee Valley AONB Management Plan
- Active Travel Plan
- 21st Century Schools Investment Programme

Flintshire County Council's Carbon Footprint

- 5.1 Flintshire County Council has, over a number of years, committed to the reduction of carbon emissions through proactive carbon reduction strategies. During this period, approximately 60% of the Council's carbon emissions from energy sources have been reduced through proactive programmes including conversion of street lighting to LED, utilising energy efficiency measures across its assets, and leading the way with renewable energy schemes such as solar and methane capture.
- 5.2 The Council now identifies that this strategy needs to be widened to encompass all carbon emissions from the Council's assets and services and has therefore committed to become net zero carbon by 2030. This will look to decarbonise Council operations and promote the protection and enhancement of the county's natural environment. Following the link between the decline in nature and climate change it is important that the climate change strategy includes the protection of our ecology and biodiversity.
- 5.3 The Council's Cabinet Members approved a motion to develop a clear Climate Change strategy which will set key aims and actions for creating a carbon neutral organisation.
- 5.4 While the Council is committed to significantly reduce its carbon footprint, it recognises that however carbon efficient its assets and services become, there will still be a residual footprint of carbon that cannot be eliminated. Due to this, the carbon that cannot be removed must be compensated for through generation of renewable energy and carbon offsetting by, for example, tree planting. By generating renewable energy that is then utilised by the Council, we can reduce emissions associated with using energy from the grid.
- 5.5 The scale and scope of this strategy is informed by a number of key constraints including: wider financial constraints, COVID-19 recovery, changes in Government policy and planning policy, and funding availability e.g. Feed In Tariffs and Green Deal finance. More changes will emerge and it is vital for the Council to remain informed of emerging policy and financial change to support the wider climate change agenda. This strategy sets out the key actions that will impact out next steps in carbon reduction. The strategy will be reviewed in 2024/25 to review learnings, address successes and failures and adjust actions in line with emerging technologies and methodologies.
- 5.6 Achieving the aspirational targets set out in this strategy will require the Council to work with neighbouring Councils, Welsh government, other public sector organisations, Universities, local businesses and voluntary and community groups to work in partnership. The Council calls upon these stakeholders to collaborate with us to capitalise on opportunities and resources, in order to maximise our collective efforts to minimise greenhouse gas emissions from Flintshire. Only through working together can we achieve the required reduction in emissions needed to avert dangerous levels of climate change and achieve net zero carbon as a wider-nation by 2050. The Council has already shown leadership in partnership with development of Parc Adfer waste to energy facility, and continues to work closely with North Wales Economic Ambition Board, Public Service Board and others.

Baseline

6.1 Everything we do has an effect on the environment we live in; from burning fossil fuels for heating to collecting kerbside waste and recycling. Flintshire County Council reports its carbon footprint to Welsh Government as tonnes of carbon dioxide equivalent (tCO₂e) within its organisational and operational boundaries. This plan relates to the Council's internal operations which are:

- Buildings owned and operated by the Council including offices, depots, schools, community centres, care homes, public conveniences and street lighting. This includes heating, electricity and water use within these facilities.
- Fleet vehicles owned by the Council,
- Business travel for work,
- Employee commuting,
- Procurement of goods and services.

6.2 The scope excludes:

- Domestic properties,
- Buildings owned by us that are leased out and operated by third parties,

6.3 In order to establish where we are and where we need to be, we first need to look at our baseline figures. In 2018/19 we were able to capture the data set out below. Figure 1 below shows a breakdown of GHG emissions by emission source for 2018/19.¹⁰

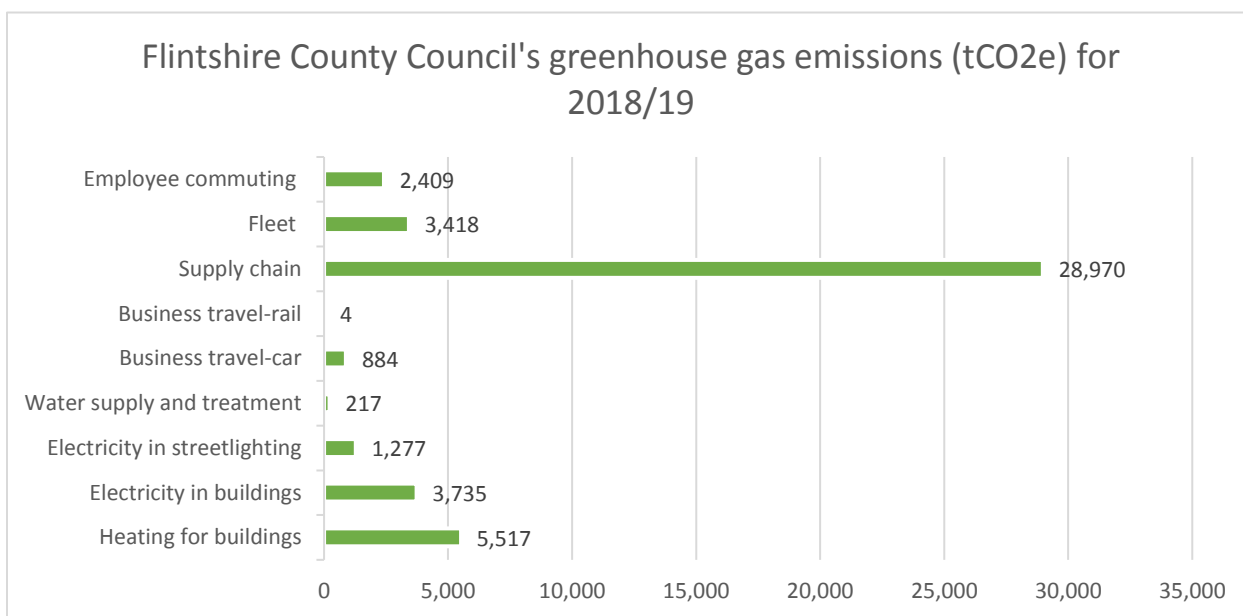


Figure 1: Flintshire County Council's GHG emissions for 2018/19 baseline

¹⁰ It should be noted that the data has been collected using the best available methods at that time, and therefore the expectancy is that data accuracy will improve with emerging methodologies.

6.4 As these figures suggest, the biggest contributors to the Council's carbon footprint in 2018/19 were:

- Supply chain; procurement of goods and services: 62%
- Heating for buildings: 12%
- Electricity in buildings: 8%
- Fleet: 7%
- Employee commuting: 5%¹¹

6.5 The Council produced 1,664 tonnes of waste in 2018-19 from its operations, however all waste collected by the Council, including operational waste, was either recycled or sent to energy from waste plants for incineration when it cannot be recycled. All green waste is composted. Therefore the only carbon emissions related to waste are included in the 'Fleet' data through waste collection vehicles.

6.6 Supply chain; procurement of goods and services equates to 62% of our baseline carbon emissions total. The Council understands that there are actions that can be taken to reduce these emissions through decision making processes and supplier engagement, however this figure will only see significant reductions if the appropriate investment, policy and infrastructure is provided and developed by the Government.

6.7 From this data we understand that our baseline carbon emissions for 2018/19 were 46,434 tCO₂e.

6.8 In 2018/19, the Council reported an estimated 1,500 tCO₂e absorbed from its land assets. However, this figure has been estimated based on two specific land types – grassland and woodland/forest – with a common value factor used to determine the absorption of carbon. As yet, no formal baseline figures have been calculated for our land assets to determine more accurate absorption figures and therefore this action is a priority in realizing the true benefits of our land to both carbon sequestration and wider habitat richness.

6.9 The 2018/19 carbon absorption total can be removed from our emissions total as a 'carbon offset'. Therefore to meet our net zero carbon goal, the total carbon emitted by the Council, minus the total carbon absorbed from Council owned and operated land, must equal zero by 2030. In 2018/19 the balance of carbon emissions was 44,934 tCO₂e.

6.10 The Council now has carbon emission data for three financial years as shown in Figure 2 below. The total carbon emissions for 2019/20 saw a 1% reduction on the 2018/19 baseline. The total carbon emissions for 2020/21 saw a 17% reduction on the 2018/19 baseline. This is further to the reductions already made within the former carbon reduction strategy 2009 – 2021.

¹¹ Note this data has a high level of inaccuracy due to the calculation methodology used

6.11 Emissions reductions in 2020/21 were made across most sources but most significantly within mobility and travel, electricity in buildings and electricity in street lighting. The former are the result of changes in work pattern due to the global COVID-19 pandemic. The latter is a result of change of use and investment in energy efficiency measures in buildings and the recent conversion of street lighting to low energy LEDs.

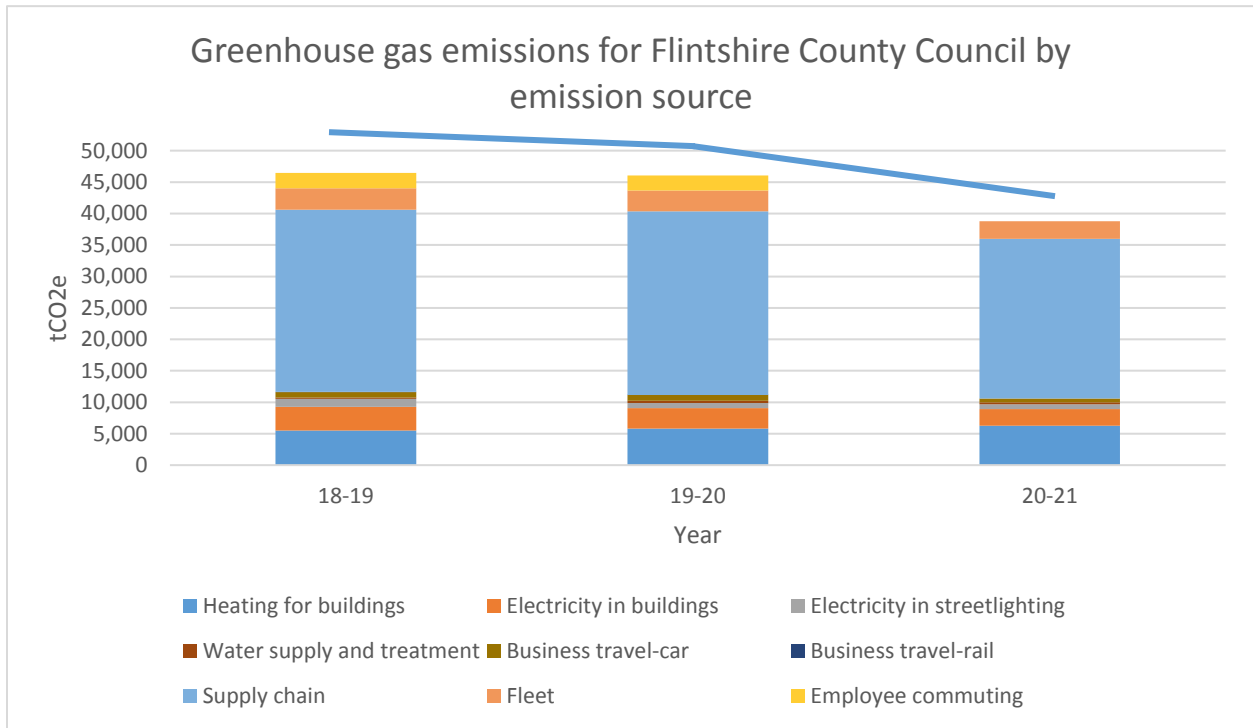


Figure 2: Flintshire County Council GHG emissions for 2018/19 baseline by emission source

Flintshire County Council's Carbon Neutral Pathway

7.1 Flintshire County Council's emissions pathway has been mapped out between 2018 and 2030 demonstrating:

- Business as Usual (BAU) - the expected emissions should no further action be taken to decarbonise.
- Decarbonisation Pathway – a targeted decarbonisation scenario based on the actions detailed within this Strategy.
- Net zero – a best case scenario decarbonisation path if resources were unlimited, to show the gap to net zero for the Council.

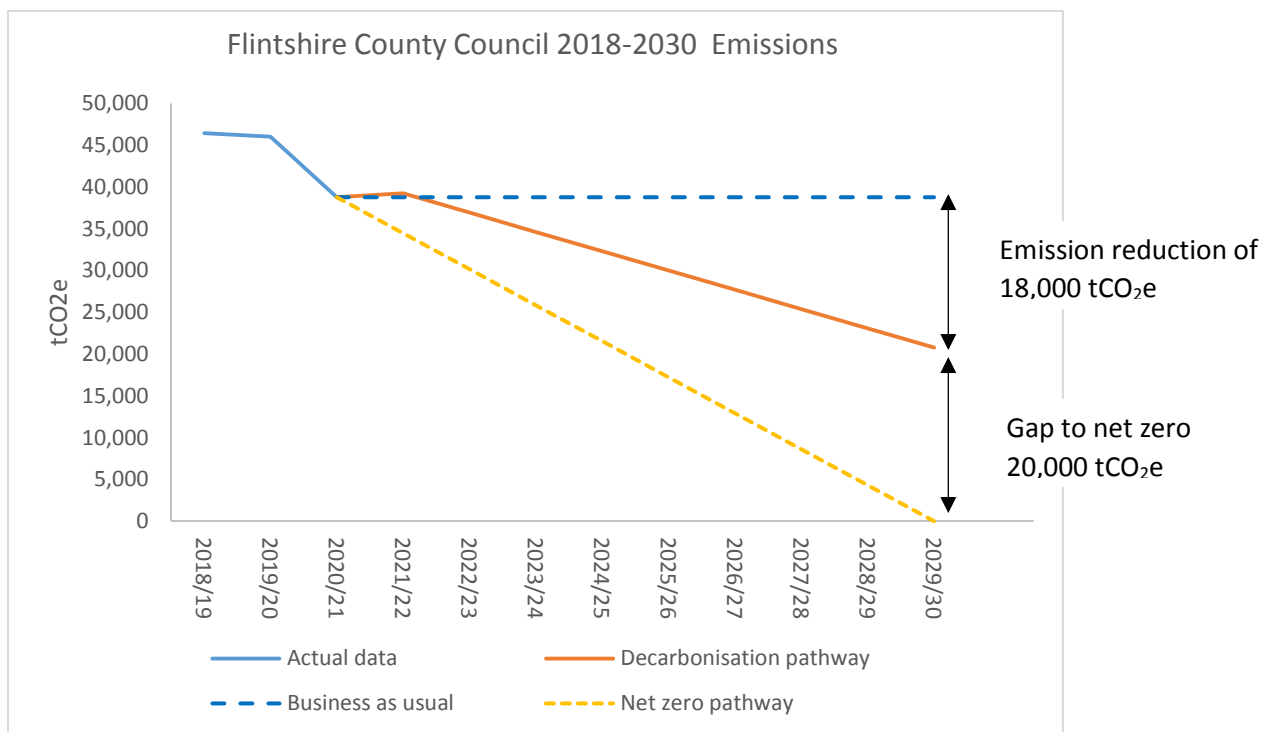


Figure 3: Flintshire County Council's projected emissions to 2029/30

7.2 The reduction in emissions for 2020/21 were fairly significant and due to accelerated change in response to the COVID-19 global pandemic. The changes made were already in plan but travel and social restrictions advanced these so that business operations and services could still deliver. The Council is confident that the reduction in emissions can largely be maintained but the accelerated reduction in 2020/21 will be difficult to maintain over the 8 year duration to 2030.

7.3 Figure 3 shows the decarbonisation pathway of predicted emission reductions based on delivery of the actions within this strategy. When compared to a Business As Usual scenario where no changes are made we could see an 18,000 tCO₂e reduction in emissions by achieving the aims within. The objectives and actions described in the next section have potential to fulfil this reduction in emissions.

- 7.4 However, this still leaves a 20,000 tCO₂e gap to zero by 2030. These remaining emissions will mainly come from:
- Buildings that are not suitable for retrofit of energy efficiency measures or renewable energy and therefore retain a higher energy consumption.
 - Employee commuting / business travel where using non-fleet vehicles that are not ultra-low emissions.
 - Supply chain; procurement of goods and services.
- 7.5 Some of this gap can be filled by utilising carbon offsetting to absorb and store carbon so investment in this area is crucial.
- 7.6 The current methodology to determine emissions from supply chain/procurement is based on the value of goods/services. Due to this, for as long as we are spending money within specific 'higher carbon' areas, the assumption is that our emissions are relative to the value of those spends. This makes reductions of emissions from supply chain difficult to accurately quantify and difficult to manage.
- 7.7 There are actions that we can take to improve emissions from supply chain/procurement – for example weighting tendering processes based on lower carbon emissions (local supply/low energy construction or delivery). However, significant change can only come from this area with improved emissions methodologies that better represent real emissions and better legislation/regulation/investment in local green skills. Due to this, and the fast developing changes in climate change best practice, we can only effectively plan up to three years ahead. In 2024/25 the decarbonisation pathway will be reviewed in light of these changes.
- 7.8 The four themes identified within Welsh Government's 'Net Zero Carbon Status by 2030: A route map for decarbonisation across the Welsh Public Sector' are Buildings, Mobility & Transport, Procurement and Land Use.¹² Land Use has a negative impact as it absorbs carbon dioxide and is therefore not included in the following charts.
- 7.9 Based on reductions from 2018-21, and considering the impacts of actions detailed within this strategy that we can deliver in coming years, we estimate that carbon reduction in each of the themes will look as per Figure 4. This demonstrates the predicted balance of emissions remaining within each theme – most significantly Procurement.

¹² Welsh Government (2021), *Net Zero Carbon Status 2030: Public Sector Route Map*. <https://gov.wales/net-zero-carbon-status-2030-public-sector-route-map>

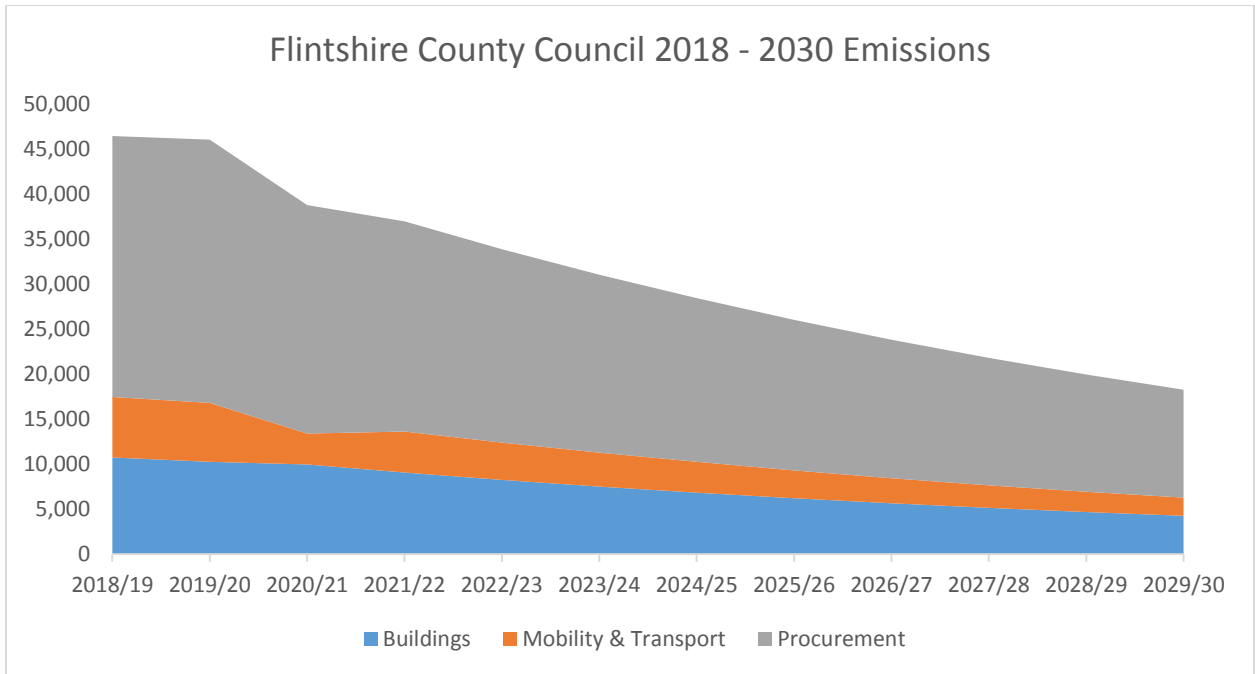


Figure 4: Flintshire County Council Forecast Emissions 2018-2030

7.10 Figure 5 below shows where we are now and the milestones we hope to reach between now and 2030. We are currently aiming for a 60% emission reduction in Buildings, 80% emission reduction in Mobility & Transport and 60% reduction in Procurement.

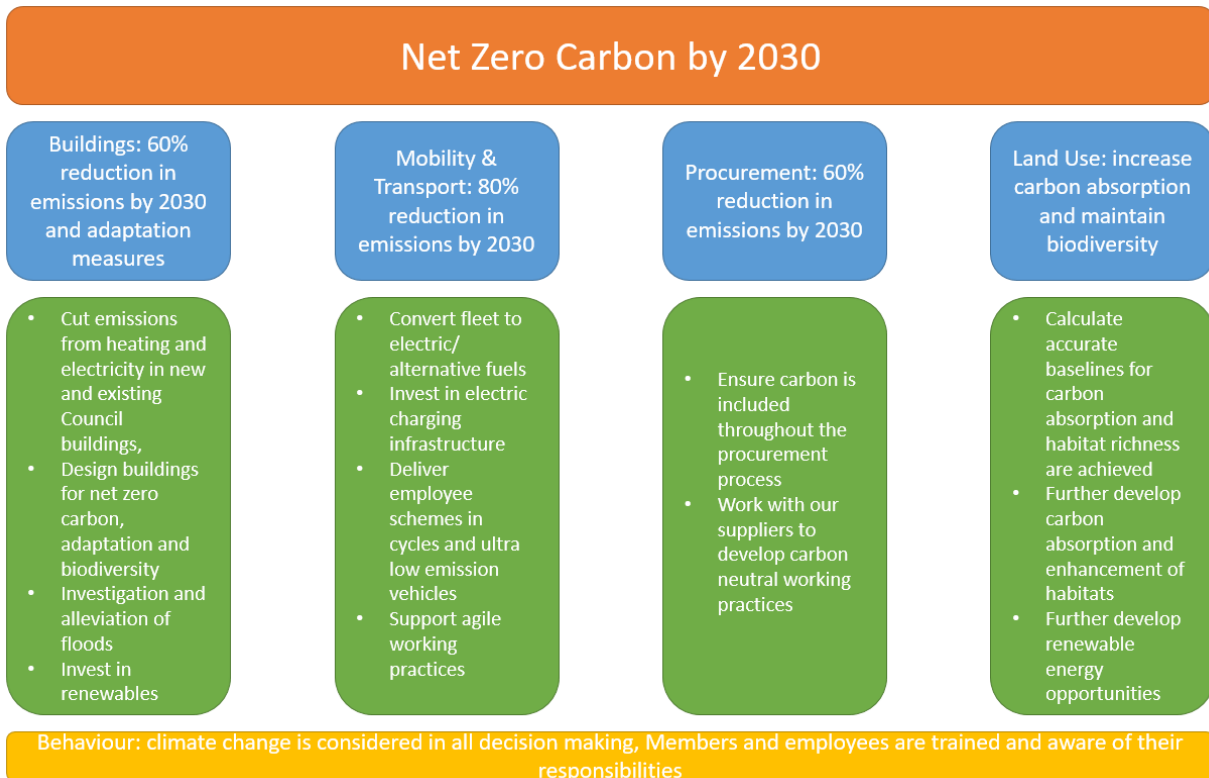
Theme	Baseline tCO ₂ e	Reduction		
	2018/19	2020/21	2024/25	2029/30
Buildings	10,747	8%	35%	60%
Mobility & Transport	6,716	49%	50%	80%
Procurement	28,970	12%	30%	60%

Figure 5: Flintshire County Council Carbon Emission Milestones to 2030

7.11 To achieve these milestones we will set interim targets in each theme which will allow us to identify success and areas that need additional attention.

Carbon Neutral Council by 2030

8.1 The Council has identified aims within each of the key objective themes. Each of these objectives has a number of wide-ranging actions. The reduction aims are based on the 2018/19 baselines for each theme.



8.2 Given the scale, complexity and urgency of responding to climate change, it is proposed that the 'Action Plan' is seen as something that is iterative in nature. While setting out the medium to long term roadmap to carbon neutrality, it is also likely that an annual update will be needed, to capture the rapid changes being delivered under the Action Plan, and to ensure it is reflective of the likely rapidly changing national and international context.

Objective One – Buildings

9.1 In 2018/19, Council owned buildings produced 10,747 tCO₂e. These emissions came from direct burning of fossil fuels for heat, electricity and water use in buildings and energy used to power street lights. Since 2009 a number of programmes have been completed to reduce these emissions from our offices, schools, leisure centres and care facilities. However to achieve carbon neutrality we need to reduce the emissions even further while also considering the impacts of buildings on biodiversity.

9.2 To achieve our 60% emissions reduction in buildings by 2030 we will aim for 9% reduction each year to 2029/30.

9.3 Progress to date:

- In 2009 the Council developed a carbon reduction strategy to reduce emissions from energy related carbon by 60% by 2021. This strategy saw the delivery of many effective and innovative projects across the county including:
- Installation of low carbon and renewable energy systems in over 50 of the Council's buildings including offices, schools and leisure centres. Technologies include solar PV, solar thermal, wind turbines, heat pumps, biomass boilers and combined heat and power.
- Non domestic energy generation systems met approximately 10% of the Council's energy demand in 2018-19.
- Investment in innovative technologies such as transpired solar collectors and battery storage.
- Delivery of an annual programme of energy efficiency measures, such as building fabric insulation, draught proofing, new boilers, new heating controls, lighting upgrades etc in the Council's non domestic buildings since 2008.
- Investment and delivery of energy efficiency improvements in Council housing through the Welsh Housing Quality Standard and Welsh Government/UK Government schemes such as NEST, Arbed, Warm Homes Fund and Eco (including improvements of private households).
- Rationalisation of Council estate moving employees to a modern, more energy efficient building in Ewloe.
- Building and renovating fit for future schools through the 21st Century Schools Programme, with new school buildings funded through this programme required to be Net Zero Carbon.
- Replacement of the Council's streetlighting with LED lamps which use significantly less electricity.
- Installation of low carbon and renewable energy systems in its own housing since 2009 including solar PV, ground and air source heat pumps and battery storage. There are now over 700 homes with solar PV and the Council was one of the first authorities to trial the combination of air source heat pumps, solar PV and battery storage.
- The Council saw further reductions from building emissions during 2020/21's COVID-19 pandemic where building occupancy and services were reduced to protect local communities.

9.4 Future actions

- The Council acknowledges that return of services and investment in some areas, e.g. EV charging infrastructure, will increase our demand for energy and therefore further investment around renewable energy generation is necessary within our buildings and assets and land use.

We will:

- Ensure all Council buildings and schools (*excluding housing*) are included in a green energy tariff by 2025.
- Further review the rationalisation of our building assets and leases in reflection of our new ways of working.
- Improve the standard of energy efficiency in our existing buildings and engage with building users to encourage positive behaviour change.
- Design and refurbish buildings for carbon neutral / low energy operation, biodiversity net benefit and adaptation to the impacts of climate change.
- Support schools to reduce operation's emissions.
- Ensure green infrastructure is considered throughout all existing Council assets and future schemes, e.g. allocation of green space, green roofs, habitat creation.
- Continue to carry out flood investigation and alleviation to identify proactive mitigation measures & prevent recurrent flooding
- Prioritise nature based solutions to flooding remediation proposals
- Explore feasibility for rainwater harvesting within Council assets, particularly on high water usage sites.

Further measures of success and timescales can be found in Appendix 2

Objective Two – Mobility & Transport

10.1 Reducing emissions from Council owned fleet, business travel and employee commuting. Emissions from mobility & transport remain a consistent source of carbon emissions with 14% of total emissions being reported in 2018/19. We know that technologies around electricity and hydrogen fuelled vehicles is improving and we need to ensure that we do not fall behind in this area.

10.2 To achieve our 80% emissions reduction by 2030 we aim to reduce our emissions by 9% each year to 2024/25 and then increase to 10% per year up to 2029/30.

10.3 Progress to date:

- The Council's fleet meets the Euro 6 standard and therefore has the lowest emissions possible for diesel vehicles.
- Delivery of safer routes in the community schemes around schools, encouraging children with their families to walk and cycle to school offering improved road safety, reduced air pollution and congestion whilst also improving peoples' physical and mental health.
- Developed community based transport options when commercial bus services have been withdrawn.
- Developed and delivered active travel routes across the County.
- These projects have helped to reduce our carbon emissions from mobility and transport by 49% in 2020/21 compared to 2018/19 baseline. We anticipate that our emissions could increase with the reintroduction of services across the county and therefore are committing to a variety of actions.

10.4 Future actions:

We will:

- Complete the review of the current fleet contract to fulfil transition to ultra-low emission vehicles (ULEV).
- Review fleet policy with consideration for charging of vehicles.
- Learning from accelerated change due to COVID-19, review and implement policies and initiatives that support the reduction of carbon emissions from business mileage. Continue to implement and develop agile working practices to reduce employee journeys and utilise virtual meetings.
- Trial two electric recycling vehicles from early 2022.
- Introducing two electric buses to serve local travel arrangement in Buckley and the Deeside Industrial Park & Ride facility on Zone 2.
- Ensure vehicle charging points are available at key areas across the county - rural and urban.
- Transition fleet vehicles to electric and alternative fuels (hydrogen, etc)
- Facilitate a car sharing forum for employees – once measures post-COVID-19 are reviewed
- Actively promote the existing employee cycle to work scheme to increase participation and review cycle storage facilities at principle work places
- Promote and launch a managed salary sacrifice scheme for low and ultra-low emission vehicles.

Further measures of success and timescales can be found in Appendix 2

Objective Three – Procurement

11.1 Current estimates by Welsh Government show that 60 - 81% of Public Sector organisations' operating budgets are spent with Suppliers and Contractors. Flintshire County Council's own emissions from procurement represented 62% of total emissions in 2018/19. This has seen a 12% reduction in 2020/21 against the 2018/19 baseline. Due to this, the Goods, Services and Works provided by our Suppliers and Contractors emits a significant percentage of the carbon we generate.

11.2 This makes decarbonisation within the Council's commissioning, procurement and contract management processes a key player in influencing and reducing our emissions – however, there is an acceptance that external factors largely affect this and therefore we have reduced the target emissions reduction for this theme.

11.3 To achieve our 60% emissions reduction by 2030 we aim to reduce our emissions by 8% each year up to 2029/30.

11.4 Progress to date:

- The Council has a strong methodology established through our own TOMs (Themes, Outcomes & Measures) framework which uses social, economic and environmental factors within procurement operations.
- Joint procurement service with Denbighshire County Council which allows collaboration to maximise cost and efficiency savings.
- Review of Joint Social Value Procurement Strategy to provide consistency and ensure social, economic and environmental factors are not compromised.

11.5 Future actions:

We will:

- Review of procurement strategy in line with the Council's carbon ambitions to ensure specific measures around carbon and biodiversity are embedded in procurement process.
- Ensure carbon reduction is appropriately considered throughout Council procurement policy, strategy, business cases, commissioning templates, tender evaluations, etc.
- Increase the utilisation of the TOMs (Themes, Outcomes and Measures) framework in procurement across the Council's operations by working with employees who manage procurement activities
- Work collaboratively with Denbighshire County Council to develop a toolkit to ensure all procurement exercises are awarded giving appropriate consideration to carbon reduction priorities and provide communication and training to all affected employees and suppliers
- Enable best practice for carbon offsetting schemes providing local place-based environmental outcomes, where required
- Support the local economy where possible
- Work in collaboration where procurement of goods and services can be utilised on a regional or joint basis

Further measures of success and timescales can be found in Appendix 2

Objective Four – Land Use

12.1 We aim to increase carbon absorption and maintain biodiversity within our land assets.

12.2 The Council can utilise our land to support our carbon and biodiversity aims. We can do this through investment in renewable energy and planting schemes to support carbon absorption and improvement and maintenance of our biodiversity. The Council has worked on large scale projects to increase our renewable energy generation, however in order to reach our ambitious goals of decarbonisation more large scale projects will need to be developed.

12.3 It is unlikely that the Council will be able to reduce its annual GHG emissions to 1500 tCO₂e by 2030 (our current annual sequestration rate for our existing land assets). Therefore, once all opportunities to reduce GHG emissions have been completed/exhausted the Council will need to increase the annual amount of carbon sequestered in its land assets. This does not remove the Council's responsibility to aim for net zero carbon.

12.4 Progress to date:

- Own and operate two landfill gas engines which generate low carbon electricity and are now complemented by two solar farms. These power on site facilities as well as the nearby waste transfer station.
- The construction of an additional two solar farms, with a combined generation capacity of 3.5MW.
- The trial of different grass cutting regimes on the Council's verges and green spaces to encourage and enhance biodiversity.
- Development of a 15 year Urban Tree and Woodland Plan with the target of achieving 18% urban canopy cover by 2033. Objectives of the plan are to increase the amount of tree planting by specifically targeting urban areas with low canopy cover, ensuring existing canopy cover is managed sustainably, promoting biodiversity and working in partnership. The Council has been working with Community Groups, Natural Resources Wales and schools - planting trees in education and public land.
- Publishing of our "Supporting nature in Flintshire" biodiversity duty plan and are working to support biodiversity protection and improvement in Flintshire.
- Working with hundreds of businesses, volunteers, charities, schools and other organisations, across the region of North Wales, Shropshire and Cheshire removing litter from the banks and tributaries of the River Dee.
- Countryside Services manages over 40 sites of natural greenspace including Wepre Park and Greenfield Valley Heritage Park, 1,200 km public rights of way, 60 km of Welsh Coastal Path, events and education programmes, and brings in external grants of over £400k per year connecting people to nature.
- The Council has protected our 120 play areas and invested over £2m in partnership with town and community councils over the last 8 years as well as ensuring free open access to greenspace.
- Through collaboration with regional partners and Welsh Government, the Council has managed the construction of an energy from waste facility, Parc Adfer, which will create electricity for 30,000 homes from waste that cannot be recycled. It will also help to prevent waste from going to landfill.

- Through the same partnership all of the Council's food waste is taken to an anaerobic digester where it is used to produce electricity (via biogas) and liquid fertilizer, preventing food waste from going to landfill.
- All green waste is developed into compost at the Greenfield Waste Transfer Station.

12.5 Future actions:

We will:

- Identify current carbon storage capacity within Council assets through mapping habitat types
- Investigate the potential of our land assets for new renewable energy installations and operating models and develop these schemes to increase the amount of energy generated from these sources
- Undertake a study identifying land for habitat restoration and tree planting schemes within land assets to mitigate climate change and enhance biodiversity
- Audit the amount of herbicide and pesticide use on Council land assets
- Increase proportion of Council land managed for biodiversity
- Support the increase of tree canopy cover across the county in line with the Urban Tree and Woodland Plan.
- Assess impacts of Ash Dieback and tree planting within Flintshire assets on canopy cover and net carbon sequestration
- Increase area with reduced mowing regimes to enhance biodiversity and increase carbon storage
- Strengthen the monitoring of sustainable drainage systems (SuDs) installation and quality in new developments.
- Explore best practice policies and encourage provision of space for food growing in new developments and vacant and under used sites
- Review and improve recycling provision in Council offices, schools and public buildings and remove use of single-use plastics. Communicate and engage building users to utilise provision
- Support circular economy initiatives diverting reusable items from disposal through recovery at Household Recycling Centres
- Create guidelines for Council procurement of food in offices, schools, etc, to be local and sustainable

Further measures of success and timescales can be found in Appendix 2

Objective Five – Behaviour

13.1 Climate change is a behavioural change programme. Behavioural change is a large part of climate action and the success of both the Council's and the wider nation's climate ambitions hangs on all of our actions. Communication and engagement is key for ensuring the ambitions set out in this strategy are embedded within the Council's culture and ethos.



13.2 Supporting Council services to adapt to the impacts of climate change and decline in nature

We will:

- Ensure climate change and biodiversity is considered a priority in decision making across all Council services
- Ensure Councillors and employees complete carbon literacy / introduction to climate change / biodiversity training. Inclusion of climate change within induction process.
- Engage employees and Trade Unions to renew job descriptions to include climate change responsibilities
- Facilitate transition towards a 'paperless Council' through, for example, digitisation of wage slips, report packs, contracts, applications, etc.
- Facilitate corporate volunteering for climate and biodiversity action

Further measures of success and timescales can be found in Appendix 2

Flintshire County's Carbon Footprint

Flintshire county GHG Emissions

14.1 Flintshire county has seen an overall reduction in GHG emissions since 2005 as shown in Figure 6. The emissions during this time have had periods of increase specifically around 2011/12 and 2017/18.

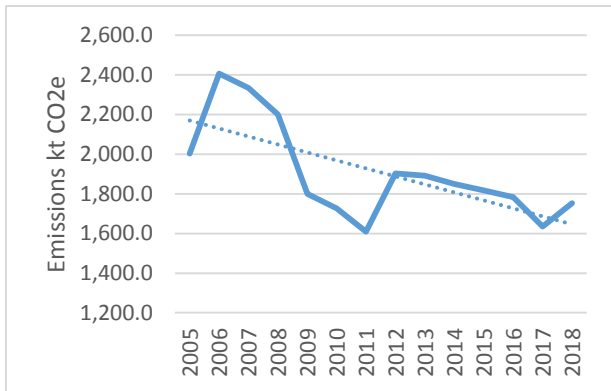
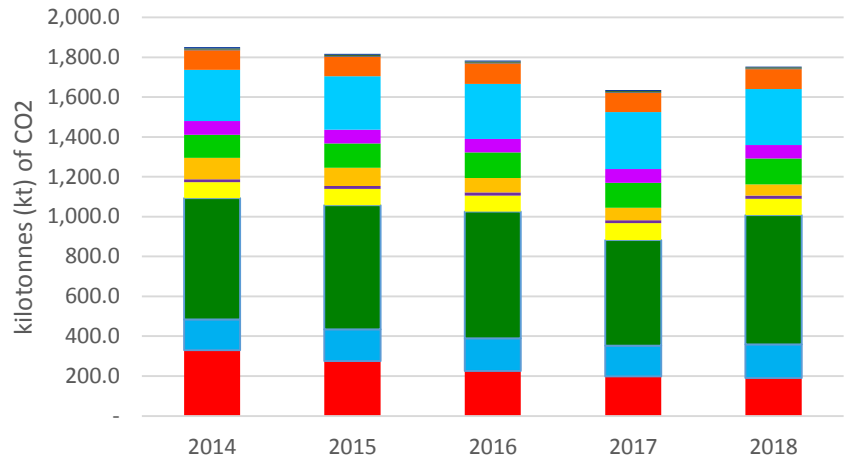


Figure 7: GHG emissions for Flintshire county 2005 - 2018 - Department of Business, Energy & Industrial Strategy.



- Industry and Commercial Electricity
- Industry and Commercial Gas
- Large Industrial Installations
- Industrial and Commercial Other Fuels
- Agricultural Combustion
- Domestic Electricity
- Domestic Gas
- Domestic Other Fuels
- Road Transport (A Roads)
- Road Transport (Minor Roads)
- Diesel Railways
- Transport Other
- LULUCF Net Emissions

Figure 6: Breakdown of GHG emissions by individual sources for the period 2014-2018. LULUCF stands for land use, land use change and forestry and is the difference between what is absorbed by the land and what is emitted.

14.2 Figure 7 provides a further breakdown of the emission sources that contribute to the County's overall GHG emissions from 2014-2018.¹³ Largest contributors to this footprint are large industrial installations and road transport. There are significant industrial areas in the county including Deeside, and the heavily used coast road also runs the length of the county.

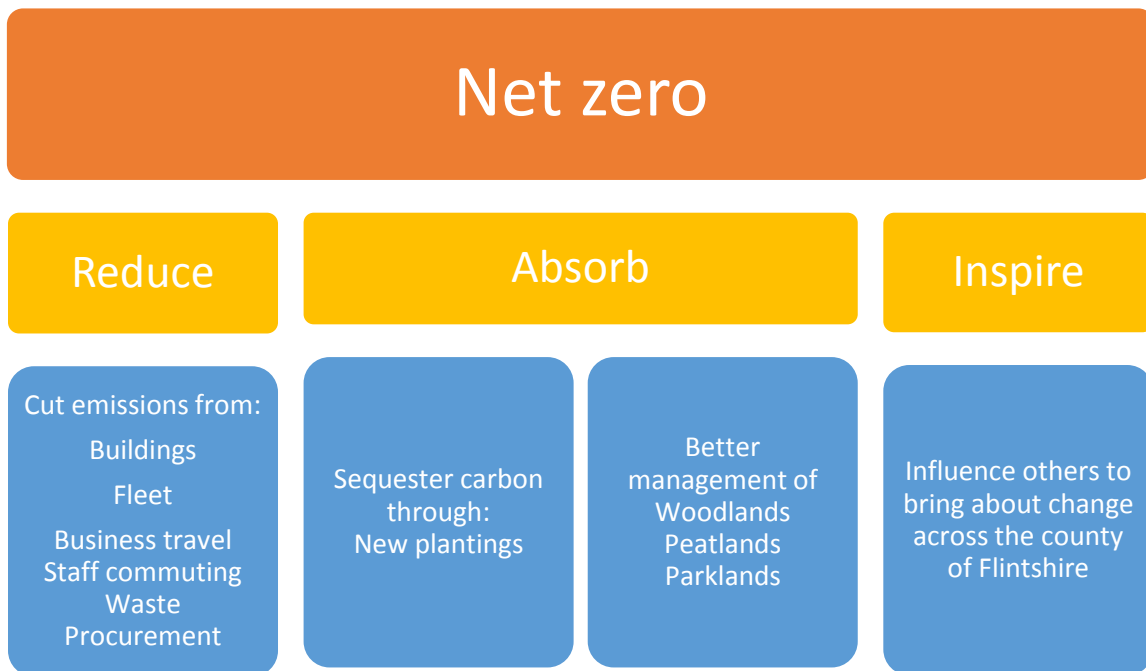
14.3 Flintshire County Council is responsible for approximately 3% of the County's GHG emissions.

¹³ most recent year data is available from Department of Business, Energy & Industrial Strategy

How the Council can influence Flintshire County's emissions

14.4 There are a number of actions that can be taken by the Council to reduce GHG emissions from the wider county. Through its leadership role, the Council can steer and influence as well as inspire individual and collective action and responsibility. Many actions such as rolling out electric vehicle charging infrastructure require a joined up, common approach which can only be brought about through joint working across boundaries.

14.5 However, collaboration and partnership working will be vital as many GHG emission sources lie outside of the Council's control and will therefore require cross sector input.



14.6 These are the actions within the key themes that do not contribute to our direct carbon footprint but that we can deliver in order to engage, influence and empower others.

15 Buildings:

Reducing energy consumption and emissions from homes and businesses in Flintshire by promoting energy efficiency measures, sustainable construction, renewable energy source, and behaviour change

- Develop plans for the decarbonisation of Council homes in line with Welsh Government guidance to ensure optimised thermal efficiency and minimised cost of heating
- Support Town & Community Councils to reduce operation's emissions and engage with our building users to encourage positive behaviour change
- Continue to deliver programmes with private households and local businesses to reduce fuel poverty and provide access to wider energy efficiency and renewable energy schemes.
- Provide support through Flood Risk Planning to businesses and households to better implement property flood resilience

16 Mobility & Transport:

- Reducing emissions from transport by promoting sustainable transport, reducing car travel and traffic congestion, and encouraging behaviour change
- Promote use of public transport, active travel, and further develop the Council's walking and cycling network
- Promote multi-modal transport journeys and the development of strategic transport hubs. Improve access to storage, charging and hiring facilities.
- Investigate further opportunities for reducing car use with consideration for local contexts and accessibility through ultra-low emission areas, car free zones and pedestrianised streets.
- Work with partners to enable greener fleet in the public transport sector (buses, rail, taxis) including Council contracted services such as school transport

17 Land Use:

- Supporting other landowners and the community to utilise green spaces and maximise carbon absorption.
- Work with Tenant farmers to share best practice on sustainable farming and increasing carbon absorption
- Explore best practice policies and encourage provision of space for community food growing in new developments and vacant and under used sites
- Undertake a land use strategy to ensure land is managed and protected for green infrastructure, decarbonisation and biodiversity benefit.
- Work with Tenant farmers to share best practice on sustainable farming, increasing carbon absorption and biodiversity value.
- Work with communities to increase biodiversity value and carbon storage
- Identify opportunities to acquire new Council land for the purpose of carbon sequestration and biodiversity enhancement

18 Behaviour:

- Supporting Council services, residents and businesses to adapt to the impacts of climate change
- Investigate the possibility of divesting pensions and other investment portfolios away from fossil fuels in support of green energy.
- Facilitate community events and activities to raise awareness of climate change and how to reduce carbon footprints.

Financial Implications

- 19.1 Flintshire County Council has invested greatly in carbon reduction over the last ten years and around £2.5 million has been invested in energy efficiency and renewable energy programmes through the interest free Salix invest-to-save programme. This investment, and the ongoing rationalisation of assets and agile working are producing financial and carbon savings in times of increasing energy prices.
- 19.2 Many Councils are under severe financial pressure with funding cuts over a sustained period reducing capacity for investment. However significant investment will be required if the Council is to achieve its goal of becoming net zero carbon by 2030. It is likely that resources will need to be diverted and increased to deliver on our ambition.
- 19.3 To deliver this strategy over the next 3 years it could cost several million with further investment needed up to 2030 and beyond. Some investment will be required through both capital and revenue to deliver on this ambition, however it should be noted that it is not expected that finance will be provided by the Council alone. External funding will be available from both Welsh and UK governments as well as other external bodies, but some capital funding will require match funding. These funding streams will need to be fully maximised to ensure net zero carbon is achieved. Restructuring of internal funds/budgets and use of prudential borrowing will be required to fund other projects.
- 19.4 Several actions within this strategy, for example pilot EV charging, already have committed funding either internally or from external sources such as Welsh Government. Energy related projects may be eligible for the Welsh Government Wales Funding Programme which offers 0% interest free loans to the public sector for energy efficiency and renewable energy projects. It may be that some of the proposed projects can be tied in with existing work streams, however additional capacity is likely to be required.
- 19.5 Further development of the Programme's action plan will estimate the level of investment needed for the interventions described and businesses cases for individual investment projects will be developed to demonstrate the potential financial savings both short and long term.
- 19.6 **Capital:** Business cases (and larger investment/capital decisions) will be developed as appropriate to support investment in decarbonisation and / or carbon sequestration activities.
Revenue: There is a recognition that project management support will be necessary to drive our move towards carbon neutrality. Business cases will also identify revenue implications.

Challenges & Opportunities

21.1 All sectors will need to work collectively to achieve climate change ambitions. This will require significant change in the way that we do things and the way we make decisions. It requires leadership at many levels and consultation both internally and with communities and businesses. General consumption will need to be reduced, land managed to better absorb carbon, longer-term planning of building homes to be adaptable to the changing climate and designing roads and transport infrastructure that is resilient to weather changes. Difficult decisions will need to be made, that are not always popular, so that we can ensure a prosperous and sustainable society for the future.

21.2 There are multiple benefits to the Council's net zero aims including health benefits due to cleaner air, warmer homes, increased walking and cycling and healthier diets. The local economy can grossly benefit from the investment in local energy and new green industries improving employment rates and social and financial deprivation. This will contribute towards the Council Wellbeing objectives 'An Ambitious Council' and 'A Caring Council' as well as the Well-being goals under the Well-being of Future Generations (Wales) Act 2015¹⁴.



Figure 8: Well-being of Future Generations Act well-being goals for Wales. www.gov.wales/well-being-of-future-generations-wales

21.3 Flintshire County council will engage with the Government to call for increased commitment and resource to support the transition to net zero carbon. While there are actions that the Council can take to reduce its emissions; new legislation, regulation, policy and finance is required from the Government to reform to a carbon neutral society.

¹⁴ Welsh Government (2015), *Well Being of Future Generations (Wales) Act. (2015)*.
<http://www.legislation.gov.uk/anaw/2015/2/contents/enacted>

Measuring & Monitoring Impact

22.1 It will be crucial that the Council monitors and evaluates its progress to achieve the targets set out in this strategy. Therefore the Council commits to:

- Measure and report carbon emissions from the Council's estate and activities each year to Welsh Government as part of its 'Welsh Public Sector Greenhouse Gas Reporting'.
- Publish performance and progress against targets annually.
- Continue to strengthen the accuracy of data collection through identification of gaps in process and emerging best practice.
- Continue to develop climate change actions and delivery plans through continued engagement internally and externally.
- Review the whole climate change strategy in 2024/25 to assess progress and areas for improvement, and align targets within the key priority areas.

Governance

23.1 The climate change strategy will be delivered as a programme of activities that is coordinated and managed centrally but has the input and involvement of all Council service areas and external partners.

23.2 Political steer for this programme will come from Cllr Derek Butler as Lead Member for Environment & Economy and Cllr Sean Bibby as Lead Member for the Climate Change Programme.

23.3 Programme progress will be monitored by the Climate Change Programme Board which is made up of representatives from each political party. This Board will be supported by Officer Groups for each theme with representation from each of the stakeholder portfolios. Progress reports will be received by the Environment & Economy Scrutiny Committee to deliver further development of the plan. Scrutiny of the programme is also available from Internal Audit as appropriate.

23.4 Key performance measures will be included in the Council Plan performance report.

Keeping others informed

24.1 We are currently developing both internal and external web pages specific to the climate change programme and the Council's progress in this area. This website will also include information and links to other sites to encourage individuals and organisations to calculate their carbon footprint and reduce their carbon emissions.

24.2 We are also developing a periodic news bulletin and you can opt in and out of this service by emailing direct to climatechange@flintshire.gov.uk

Appendix 1 - Glossary

Biodiversity: The variety of plant and animal life that make up our natural world or a particular habitat.

Carbon Dioxide Equivalent (CO₂e): the equivalent amount of carbon dioxide that would produce the same amount of global warming over a 100 year timescale.

Carbon Store: the amount of carbon stored in the natural environment such as soil, woodland, peatland etc. These may also be described as carbon sinks.

Climate Change Adaptation: Actions to help organisations and communities to prepare for the impacts of climate change.

Climate Change Mitigation: Actions to help reduce greenhouse gas emissions and therefore help to prevent further climate change.

Council assets: buildings and land owned by Flintshire County Council.

Decarbonisation: reducing the carbon intensity and greenhouse gas emissions of an activity or service or wider organization.

Direct Emissions: Emissions of greenhouse gases into the atmosphere from sources that are owned or controlled by an organization such as burning natural gas in boilers, burning petrol in owned company vehicles etc.

Green Infrastructure: A catch-all term to describe the network of natural and semi-natural features within and between our villages, towns and cities. These features range in scale, from street trees, green roofs and private gardens through to parks, rivers and woodlands. At the larger scale, wetlands, forests and agricultural land are all captured by the term.

Indirect Emissions: Emissions of greenhouse gases that are a consequence of the activities of the organization but occur at sources owned/controlled by another organization.

Lifecycle assessment: This is a cradle-to-grave or cradle-to-cradle analysis technique to assess environmental impacts associated with all the stages of a product's life, which is from raw material extraction through materials processing, manufacture, distribution, use and disposal.

Net Zero Carbon: Emissions of greenhouse gases are balanced by the removal of greenhouse gases from the atmosphere such as by trees, peatland and carbon capture and storage technologies.

Offsetting: A reduction in GHG emissions (e.g. wind turbines replacing coal) or an increase in carbon storage/GHG removal enhancement (tree planting, peatland restoration) outside of the GHG emissions boundary of an organisation that is used to compensate GHG emissions occurring within the organisation's boundary

Scope 1/2/3: Used to delineate direct and indirect emission sources to improve transparency and provide utility for organisations and climate policies. Scope 1 refers to direct greenhouse gas emissions from sources owned or controlled by the organization. Scope 2 refers to indirect greenhouse gas emissions produced from the electricity used by an organization. Scope 3 refers to all other indirect greenhouse gas emissions produced from the activities of an organization.

Sequestration: Removing carbon dioxide from the atmosphere and then storing it, usually through environmental processes such as photosynthesis, absorption by soil, oceans etc.

Welsh Public Sector Net Zero Carbon reporting guide: In response to Welsh Government's target of a carbon neutral public sector by 2030 a new Welsh GHG emissions reporting system has been developed whereby public sector organisations will report their GHG emissions annually to Welsh Government. Detailed guidance has been provided to support organisations in their calculations.

Appendix 2 - Action Plan to Net Zero Carbon

As separate document

Climate Change Programme Action Plan

Ref.	Theme	Action	Measures of success	Action Owner	Target start date	Expected duration
CCBu1	Buildings	All Council buildings and schools electricity delivered through a green energy tariff by 2025	% electricity supply from green tariff	Energy Unit, Valuation & Estates	2022	2 years
CCBu2		Review and rationalise building assets and leases considering new ways of working	Rationalised assets with potential reduction in emissions from energy use in under-used assets.	Valuation & Estates	2022	Ongoing programme
CCBu3		Improve the standard of energy efficiency within Council buildings through retrofit measures such as; insulation, glazing, installation of efficient / renewable heating systems, and reducing building electricity use.	% reduction in emissions from energy use in buildings. % reduction in emissions from electricity use in buildings.	Property Design & Maintenance, Energy Unit, Education & Youth	2022	Ongoing programme
CCBu4		Further explore renewable energy opportunities for Council buildings, council office car parks and depots	% energy generated and supplied to FCC from its own renewable generation assets	Energy Unit, Valuation & Estates	2022-23	Ongoing programme
CCBu5		Design and refurbish buildings for carbon neutral / low energy operation, biodiversity net benefit and adaptation to the impacts of climate change.	Specification and standard drawn and utilised.	Property Design & Maintenance, Energy Unit, Education & Youth	2022	Ongoing programme
CCBu6		Ensure green infrastructure is considered throughout all existing Council assets and future schemes	No. of green infrastructure schemes	Property Design & Maintenance, Natural Environment	2022	Ongoing programme
CCBu7		Continue to carry out flood investigation and alleviation to identify proactive mitigation measures & prevent recurrent flooding	No. of flooding incidents prevented No. of flood measures completed	Flood Risk Planning, Streetscene	Ongoing	Ongoing
CCBu8		Prioritise nature based solutions to flooding remediation proposals	No. of nature based schemes	Streetscene, Natural Environment	Ongoing	Ongoing programme
CCBu9		Explore feasibility for rainwater harvesting within Council assets, particularly on high water usage sites.	% decrease in water use from the mains source	Property Design & Maintenance, Energy Unit	2023	5 years

CCBu10		Support schools and Town & Community Councils to reduce operation's emissions and engage with our building users to encourage positive behaviour change	% of schools and Town & Community Councils with carbon reduction plans.	Energy Unit, Economic Development, Climate Change	2022	Ongoing programme
CCBu11		Develop plan for the decarbonisation of Council homes in line with Welsh Government guidance to ensure optimised thermal efficiency and minimised cost of heating	Decarbonisation strategy and action plan completed and implemented. No. of houses improved	Housing Assets, Property Design & Maintenance	2022	Ongoing programme
CCBu12		Continue to deliver programmes with private households and local businesses to reduce fuel poverty and provide access to wider energy efficiency and renewable energy schemes.	No. of households receiving energy efficiency support No. of businesses that have been supported to reduce their carbon footprint	Economic Development	Ongoing	Ongoing
CCBu13		Provide support through Flood Risk Planning to businesses and households to better implement property flood resilience	No. of businesses supported No. of households supported	Flood Risk Planning	2024	Ongoing programme

Ref.	Theme	Action	Measures of success	Action Owner	Target start date	Expected duration
CCM1	Mobility & Transport	Review fleet policy with consideration for charging of vehicles.	Reviewed Fleet Policy	Fleet Services	2022	1 year
CCM2		Learning from accelerated change due to COVID-19, review and implement policies and initiatives that support the reduction of carbon emissions from business mileage. Continue to implement and develop agile working practices to reduce employee journeys and utilise virtual meetings. Act as an example to businesses.	Reviewed policies. Maintained levels of carbon emissions from business mileage and employee commuting	HR, Fleet Services, Council-wide	2022-23	Ongoing programme
CCM3		Ensure vehicle charging points are available at key areas across the county - rural and urban.	No. of EV charging points across county – corporate and public	Transport, Streetscene	2022	Ongoing programme
CCM4		Introduce electric vehicles into the recycling fleet	% of electric vehicles in recycling fleet	Fleet Services	2022	2 years
CCM5		Transition of small fleet vehicles to electric and alternative fuels (hydrogen, etc)	% of fleet vehicles using low carbon fuel types	Fleet Services	2023-24	3 years
CCM6		Transition of heavy vehicles to electric or alternative fuels (hydrogen, etc)	% of fleet vehicles using low carbon fuel types	Fleet Services	2027	3 years

CCM7		Facilitate a car sharing forum for employees – once measures post COVID-19 are reviewed.	% of employees car sharing % reduction in carbon emissions from business mileage % reduction in carbon emissions from employee commuting	HR	Post-Covid	Ongoing programme
CCM8		Actively promote the existing employee cycle to work scheme to increase participation and review cycle storage facilities at principle work places (i.e. County Hall, Mold, County Offices, Flint, Ty Dewi Sant and Alltami Depot)	Increase in participation levels (number of employees)	HR	2022	Ongoing programme
CCM9		Promote and launch a managed salary sacrifice scheme for low and ultra-low emission vehicles.	Number of employees taking up scheme	HR	2022	Ongoing programme
CCM10		Promote use of public transport, active travel, and further develop the Council's walking and cycling network	No. of active travel schemes undertaken	Active Travel, Communications, Access Team	2022	3 years
CCM11		Promote multi-modal transport journeys and the development of strategic transport hubs. Improve access to storage, charging and hiring facilities.	No. of transport hubs No. of active travel related assets available	Transport, Streetscene	2022	Ongoing programme
CCM12		Investigate further opportunities for reducing car use with consideration for local contexts and accessibility through ultra-low emission areas, car free zones and pedestrianised streets.	No. of car use reduction schemes undertaken	Regeneration	2023	Ongoing programme
CCM13		Work with partners to enable greener fleet in the public transport sector (buses, rail, taxis) including Council contracted services such as school transport	% increase in number of low emission vehicles in public transport % reduction in carbon emissions from public transport	Transport, key partners	2023	Ongoing programme

Ref.	Theme	Action	Measures of success	Action Owner	Target start date	Expected duration
CCP1	Procurement	Review of procurement strategy in line with the Council's carbon ambitions to ensure specific measures around carbon and biodiversity are embedded in procurement process.	Reviewed strategy	Procurement	2022	1 year
CCP2		Increase the utilisation of the TOMs (Themes, Outcomes and Measures) framework in procurement across the Council's operations by working with employees who manage procurement activities	% of employees receiving support % increase of procurement activities using TOMs framework	Procurement, Social Value	2022-23	2 years
CCP3		Work collaboratively with Denbighshire County Council to develop a toolkit to ensure all procurement exercises are awarded giving appropriate consideration to carbon reduction priorities and monitor contract against declared emissions. Provide communication and training to all affected employees suppliers and prospective bidders.	Toolkit developed and utilised. % of procurement activities using toolkit % reduction in carbon emissions from supply chain	Procurement, Climate Change	2022-23	2 years
CCP5		Enable carbon offsetting best practice schemes providing local place-based environmental outcomes, where required	No. of schemes completed	Procurement, Social Value, Climate Change	2022-23	2 years
CCP6		Ensure carbon reduction is appropriately considered throughout Council procurement policy, strategy, business cases, commissioning templates, tender evaluations, etc.	No. of Council documents/processes reviewed to consider carbon reduction	Procurement	2022-23	2 years
CCP7		Increase local participation and stakeholder involvement by working with local businesses to ensure decarbonisation and social value outcomes are achieved	No. of businesses supported	Procurement, Social Value	2022-23	Ongoing programme
CCP8		Work in collaboration where procurement of goods and services can be utilised on a regional or joint basis	No. of regional/joint procurement activities	Procurement, Key partners	2022-23	Ongoing programme

Ref.	Theme	Action	Measures of success	Action Owner	Target start date	Expected duration
CCL1	Land Use	Identify current carbon storage capacity within Council assets through mapping habitat types	Baseline map and data of carbon storage	Climate Change, Natural Environment	2022-23	3 years
CCL2		Investigate the potential of our land assets for new renewable energy installations and operating models and develop these schemes to increase the amount of energy generated from these sources	% energy utilised by FCC from its own large scale renewable energy schemes	Valuation & Estates, Energy Unit	2022	Ongoing programme
CCL3		Undertake a study identifying land for habitat restoration and tree planting schemes within land assets to mitigate climate change and enhance biodiversity	Study complete	Natural Environment	2022-23	Ongoing programme
CCL4		Audit the amount of herbicide and pesticide use on Council land assets	Rationalise use and review alternatives	Natural Environment	2023	1 year
CCL5		Increase proportion of Council land managed for biodiversity	% Area increase in land managed for biodiversity	Valuation & Estates, Natural Environment	Ongoing	Ongoing programme
CCL6		Support the increase of tree canopy cover across the county in line with the Urban Tree and Woodland Plan.	% Canopy cover No. of trees planted New areas allocated for natural regeneration	Valuation & Estates, Property Design & Maintenance, Education & Youth, Natural Environment	Ongoing	Ongoing programme
CCL7		Assess impacts of Ash Dieback and tree planting within Flintshire assets on canopy cover and net carbon sequestration	No. of trees planted	Natural Environment	Ongoing	Ongoing programme
CCL8		Increase area with reduced mowing regimes to enhance biodiversity and increase carbon storage	% area increase	Natural Environment, Streetscene	Ongoing	Ongoing programme
CCL9		Strengthen the monitoring of sustainable drainage systems (SuDs) installation and quality in new developments.	% of appropriate new development with SuDs	Planning Strategy	Ongoing	Ongoing programme

CCL10		Explore best practice policies and encourage provision of space for food growing in new developments and vacant and under used sites	% of appropriate area available for food growing	Valuation & Estates	2023	Ongoing programme
CCL11		Review and improve recycling provision in Council offices, schools and public buildings and remove use of single-use plastics. Communicate and engage building users to utilise provision	% of waste reused, recycled or composted	Waste services	2022-23	2 years
CCL12		Support circular economy initiatives diverting reusable items from disposal through recovery at Household Recycling Centres	No. of items recovered and upcycled No. of repair and reuse centres	Waste services	Ongoing	Ongoing Programme
CCL13		Create guidelines for Council procurement of food in offices, schools, etc, to be local and sustainable	Guidelines developed and communicated.	Procurement	2025	1 year
CCL14		Undertake a land use strategy to ensure land is managed and protected for green infrastructure, decarbonisation and biodiversity benefit.	Strategy developed and adopted LDP monitoring	Valuation & Estates, Natural Environment, Planning Policy	2023	2 years
CCL15		Work with Tenant farmers to share best practice on sustainable farming, increasing carbon absorption and biodiversity value.	% of Tenant farmers supported	Valuation & Estates, Natural Environment	2023	2 years
CCL16		Work with communities to increase biodiversity value and carbon storage.	No. of schemes supported	Natural Environment	Ongoing	Ongoing programme
CCL17		Identify opportunities to acquire new Council land for the purpose of carbon sequestration and biodiversity enhancement.	Area of land acquired for carbon sequestration and biodiversity enhancement	Valuation & Estates	2023-24	Ongoing programme

Ref.	Theme	Action	Measures of success	Action Owner	Target start date	Expected duration
CCBe1	Behaviour	Ensure climate change and biodiversity is considered a priority in decision making across all Council services	No. of key policies and processes reviewed which consider carbon reduction	Council-wide	2022-23	2 years
CCBe2		Ensure Councillors and employees complete carbon literacy / introduction to climate change / Naturewise training. Inclusion of climate change within induction process.	% of Councillors and employees received training	HR, Council-wide	2022-23	Ongoing programme
CCBe3		Engage employees and Trade Unions to renew job descriptions to include climate change and biodiversity responsibilities where applicable, e.g. managers, budget holders, planning.	% of job descriptions renewed	HR	2023-24	Ongoing programme
CCBe4		Facilitate transition towards a 'paperless Council' through, for example, digitisation of wage slips, report packs, contracts, applications.	Reduction in volume of paper used for printing	HR, Committee Services	2022	Ongoing programme
CCBe5		Facilitate corporate volunteering for climate and biodiversity action	No. of corporate volunteer hours	HR, Natural Environment	2023-24	Ongoing programme
CCBe6		Investigate the possibility of divesting pensions and other investment portfolios away from fossil fuels in support of green energy.	Carbon reduction targets in place	Governance	2022	Ongoing programme
CCBe7		Facilitate community events and activities to raise awareness of climate change and how to reduce carbon footprints.	No. of events/activities	Climate Change	2023	Ongoing programme

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Integrated Impact Assessment (IIA) (including equality, environment, health, human rights, socio-economic Duty, United Nations Conventions the Rights of the Child and Welsh language

Name of Policy or Practice	Climate change strategy detailing measures to decarbonise the council's assets, activities and services and those of the wider community in its contribution to Welsh Government's target for the public sector to be carbon neutral by 2030.		
Responsible Officer (responsible for the Policy or Practice)	Chief Officer PEE		
Service / Portfolio	PEE	Start Date of Assessment	18 th Jan 2022

Name of officer(s) (and partners) completing the IIA		
Name(s)	Job Title(s)	Signature(s)
Alex Ellis	Climate Change Programme Manager	A Ellis

*Consider including only job titles when publishing

Document Version	Revision Date	Briefly Describe the Changes

IIA Approved by Responsible Officer / Portfolio / Service / Committee	
Date IIA Concluded	
Name	
Job Title	
Signature	

Introduction

This document is a multi-purpose tool ensuring the appropriate steps are taken to comply with the [Public Sector Equality Duty \(PSED\)](#) Equality Impact Assessment legislation and to demonstrate that we have shown due regard to the need to reduce inequalities of outcome resulting from socio-economic disadvantage when taking strategic decisions under the [Socio-economic Duty](#). It also incorporates [Welsh Language impacts](#), environmental and bio-diversity impacts, health impacts and United Nations Conventions Rights of a Child.

When we plan to introduce a new, or revise an existing, policy, strategy or practice, develop a new service, make changes or cuts to a service or make strategic decisions, we are required to consider if the decision would have a disproportionate impact on people sharing one or more [protected characteristic](#) or whether it could create inequalities of outcome around socio-economic disadvantage. Where this is likely to be the case, we must take appropriate action. The IIA process is not intended to prevent us doing things but to ensure we have considered the impact. It helps us focus on the actions we can take to remove and/or mitigate any disproportionate or discriminatory impact and introduce measures to advance equality of opportunity.

To comply with the PSED [General Duty](#) and [Socio-economic Duty](#), we must have 'due regard' (or consciously consider the need) to: eliminate discrimination, advance equality of opportunity and foster good relations and to the need to reduce the inequalities of outcome resulting from socio-economic disadvantage. The greater the relevance and potential impact, the higher the regard required by the duty. The General Duty will be more relevant to some functions than others and they may also be more relevant to some protected characteristics than others. Our duty must be exercised with rigour, an open mind and considered at a time when it can make a difference to our decisions. Policies with high relevance, such as strategic budgetary decisions, grant-making programmes, changes to service delivery (including withdrawal or reorganisation of services), and recruitment or pay policies should always be subject to an assessment for impact. For further guidance see [EHRC Assessing Impact Guidance](#). Our duty to comply with this legislation cannot be delegated.

This form should demonstrate the steps taken to carry out the assessment including relevant engagement/consultation, the information taken into account, the results of the assessment and any decisions taken in relation to those results. The IIA should be published where it shows a substantial (or likely) impact on our ability to meet the PSED.

Benefits of undertaking an IIA:

- Gain a better understanding of those who may be impacted by the policy or practice
- Better meet differing needs and become more accessible and inclusive
- Enable planning for success – identifies potential pitfalls and unintended consequences before any damage is done
- Enable improved planning that will make decisions proactive rather than reactive, avoid having to reverse decisions which could have cost and reputational implications
- Demonstrate decisions are thought through and have taken into account the views of those affected
- Enable us to manage expectations by explaining the limitations within which we are working (e.g. budget)
- Help avoid risks and improve outcomes for individuals

- Remove inappropriate or harmful practices and eliminate institutional discrimination
- Ensure we put Welsh and English Language on an equal footing. and that decisions are made that safeguard and promote the use of the Welsh language
- Improve and protect health, maximising health benefits and reducing health risks
- Be more open and transparent
- Use our resources more effectively

Whilst this document may seem lengthy, as well as containing the necessary steps in the process, it also contains guidance notes in the key areas to assist you in undertaking the IIA. Additional links to further information are also included for assistance. Further information can be found on NHS/ WLGA PSED/ EIA [here](#).

The Welsh Government¹ guidance states that:

Impact assessment prompts and guides us to gather, and if necessary, seek evidence so as to improve the development of a policy or delivery plan, or inform a change of direction in policy or delivery. It is a methodology to help in the development and implementation of policy, rather than templates with tick boxes and checklists.

Integrated Impact Assessment Steps

- Page 20
- Step 1 - Identify the Main Aims and Objectives of the Policy or Practice
 - Step 2 - Data, Engagement and Assessing the Impact
 - Step 3 - Procurement and Partnerships
 - Step 4 - Dealing with Adverse or Unlawful Impact and Strengthening the Policy or Practice
 - Step 5 - Decision to Proceed
 - Step 6 - Actions and Arrangements for Monitoring Outcomes and Reviewing Data
 - Step 7 - Publishing the Integrated Impact Assessment

Important Note to Completing Officer(s):

It is important that the IIA is completed when the policy or practice is being developed so that the findings from the IIA can be used to influence and shape the policy or practice. It is recommended as a minimum, it is completed by a lead officer who is responsible for the policy or practice, a subject matter expert and a critical friend with at least one who has received formal IIA training. This document needs to be presented to the decision makers along with the draft policy or practice as part of the decision making process.

¹ Welsh Government Integrated Impact Assessment Guidance

Where you are developing a high level strategy or plan that does not contain sufficient detail to show how it will impact on individuals or groups (i.e. where there will be plans and actions sitting beneath the strategy that will determine this), you should still undertake the Impact Assessment. You may also need to complete additional IIA(s) on the plans and actions beneath the high level strategy. This will ensure you demonstrate that you have shown due regard to complying with the [General Duty](#), the [Public Sector Equality Duty](#), the [Welsh Language Standards](#) the [Socio-economic Duty](#), the Human Rights Act, the United Nations Conventions, Rights of the Child.

If your policy or practice is as a result of a UK, Welsh Government or Local Authority wide directive, you should still assess the impact of this locally to identify any differential impact due to local difference.

You should consider whether other events, e.g. COVID-19, Brexit, Black Lives Matter, etc. have highlighted or exacerbated inequalities that need to be addressed as you work through the IIA.

STEP 1 – Identify the Main Aims and Objectives of the Policy or Practice

1. What is being assessed? *(Please double click on the relevant box(es) (X) and select 'checked' as appropriate)*

- New and revised policies, practices or procedures (which modify service delivery or employment practices)
- Service review or re-organisation proposals which affect the community and/or staff, e.g. early years provision, care, education
- Efficiency or saving proposals, e.g., resulting in a change in community facilities, activities, support or employment opportunities
- Setting budget allocations for new financial year and strategic financial planning
- Decisions affecting service users, employees or the wider community including (de)commissioning or revised services
- New project proposals affecting staff, communities or accessibility to the built environment, e.g. new construction work or adaptations to existing buildings, moving to on-line services, self-service, changing location
- Large Scale Public Events
- Local implementation of National Strategy/Plans/Legislation (refer to any national IIA and consider local impact)
- Strategic directive and intent, including those developed at Regional Partnership Boards and Public Service Boards which impact on a public bodies functions
- Medium to long term plans (for example, corporate plans, development plans, service delivery and improvement plans)
- Setting objectives (for example, well-being objectives, equality objectives, Welsh language strategy)
- Major procurement and commissioning decisions
- Decisions that affect the ability (including external partners) to offer Welsh language opportunities and services
- Other please explain in the box below:

2. What are the overall aims, objectives and intended outcomes of the policy or practice?

The overall aim is for the Council to become carbon neutral by 2030. This aim is then broken down into specific decarbonisation targets for key themes across the Council's assets and services.

3. Who are the main consultative groups (stakeholders)?

Note: Consider communities of interest or place (where people are grouped together because of specific characteristics or where they live)

The main stakeholders are employees and members, however decarbonisation of the Council's services will also affect and involve other members of the public sector, the private sector, schools, colleges, universities, voluntary sector and the local community.

4. Is the policy related to, influenced by, or affected by other policies or areas of work (internal or external), e.g. strategic IIAs if this is an operational IIA and vice versa?

Note: Consider this in terms of statutory requirements, local policies, regional (partnership) decisions, national policies, welfare reforms.
This strategy links and complements the Council Plan's aims and existing Council strategies across all portfolios.

STEP 2 - Data, Engagement and Assessing the Impact

When completing this section, you need to consider if you have sufficient information with which to complete your IIA, or whether you need to undertake a period of engagement/consultation before continuing. The legislation relating to the IIA process requires you to **engage and involve people who represent the interests of those who share one or more of the protected characteristics and with those who have an interest in the way you carry out your functions**. The socio economic duty also requires us to **take into account the voices of those in the community including those with lived experience of socio economic disadvantage**. You should undertake engagement with communities of interest or communities of place to understand if they are more affected or disadvantaged by your proposals. This needs to be proportionate to the policy or practice being assessed. Remember that stakeholders can also include our own workforce as well as partner organisations.

Before carrying out particular engagement activities, you should first look to data from recent consultations, engagement and research. This could be on a recent related policy or recent assessments undertaken by colleagues or other sources, e.g., [Is Wales Fairer?](#), [North Wales Background Data Document](#), Info Base Cymru, WIMD. This can help to build confidence among groups and communities, who can see that what they have said is being acted on. If you have very little or no information from previous engagement that is relevant to this IIA, you should undertake some engagement work with your stakeholders and with relevant representative groups to ensure that you do not unwittingly overlook the needs of each protected group. It is seldom acceptable to state simply that a policy will universally benefit/disadvantage everyone, and therefore individuals will be affected equally whatever their characteristics. The analysis should be more robust than this, demonstrating consideration of all of the available evidence and addressing any gaps or disparities. Specific steps may be required to address an existing disadvantage or meet different needs.

The Gunning Principles, established from past court cases, can be helpful in ensuring we apply fairness in engagement and consultation:

Principle 1: Consultation must take place when the proposals are still at a formative stage. You must not have already made up your mind.

Principle 2: Sufficient reasons must be put forward to allow for intelligent consideration and response. Have people been given the information and opportunity to influence?

Principle 3: Adequate time must be given for consideration and response. Is the consultation long enough bearing in mind the circumstances?
Principle 4: The product of consultation must be conscientiously taken into account when finalising the decision.

5. **Have you complied with the duty to engage as described above and are you sufficiently informed to proceed?**

Yes No *(please cross as appropriate X)*

6. **If Yes, what engagement activities did you undertake and who with?**

Public engagement survey open to all, young persons engagement exercise, internal workshops with members, academi and each portfolio. Results of all compiled into the strategy document.

7. **If No, you may wish to consider pausing at this point while you undertake (further) engagement activities which you can include in the action plan below.** Please incorporate any information obtained from this additional activity in the boxes in question 8.

Action	Dates	Timeframe	Lead Responsibility	Information added to IIA (✓)

8. **What information do you hold about the impact on each of the following characteristic and statutory considerations / duties from your experience of current service delivery and recent engagement or consultation?** Include any additional relevant data; research and performance management information; surveys; Government, professional body or organisation studies; Census data; Is Wales Fairer? (EHRC² data); complaints/compliments; service user data and feedback; inspections/ audits; socio-economic data including

² Equality and Human Rights Commission

WIMD³ data. You may wish to include sub-headings showing where each element of your data has come from, e.g. national data, local data, organisation data, general or specific engagement exercises, etc.

Consider any positive or negative impact including trends in data, geography (urban or rural issues), demography, access issues, barriers, etc. Also include any areas where there are inequalities of outcome resulting from socio-economic disadvantage or other relevant issues identified by communities of interest or communities of place (i.e. where stakeholders, service users, staff, representative bodies, etc. are grouped together because of specific characteristics or where they live) and any issues identified for people living in less favourable social and/or economic circumstances.



Prompts for
Equality Impact Asses

Equality and Human Rights			
Protected Characteristic Group	Relevant Data	Positive and / or Negative Impact	Prompts (not an exhaustive list)
Age	<p>All protected characteristics will benefit from decarbonisation activities not least in the area of Climate Change with associated benefits particularly in flooding events.</p> <p>Decarbonisation of the Council’s activities and services will require long term planning and a long term vision to ensure systems and services are fit for purpose as the climate changes as well as reducing the impact of harmful climate change through mitigation. Decarbonisation activities such as planting trees and developing renewable energy will have long lasting impacts over tens to hundreds of years. These activities also contribute to the climate change targets set by Welsh Government particularly Wales generating 70% of its electricity demand from renewable</p>	Positive	<p>Older People Children Young People Working Age People Young Families Demographics NB: Where children / young people are affected complete the Childrens Rights Checklist United Nations Convention on the Rights of the Child (UNCRC) Caring responsibilities</p>


³ Wales Index of Multiple Deprivation

Equality and Human Rights


Protected Characteristic /Group	Relevant Data	Positive and / or Negative Impact	Prompts (not an exhaustive list)
	energy by 2030 and becoming a net zero carbon nation by 2050. This gives longevity and resilience to future generations as well as supporting other age groups from today's actions. Alternative options for the use of public transport will particularly benefit those traditional high user groups in the older age and teenage groups.		
Disability	The Mobility & Transport theme provides provision of alternative travel options and accessibility to active travel routes. Investment in travel hubs and centralisation of common services to enhance accessibility to these. Management and development of Green Spaces to enhance and promote health and wellbeing and include accessibility for all.	Positive	Mobility / Dexterity Blind or Visually impaired Deaf or Hearing impaired Mental Health Learning Disabilities Dementia Neurological difference / Autism Access to buildings/ facilities, induction loops, signage Access to communication methods, use of British Sign Language, Easy Read Carers Dietary requirements Other Long Term Health Conditions United Nations Convention on the Rights of Persons with Disabilities (UNCRPD)
Gender Reassignment		Neutral	A person who proposes to, starts or has changed their gender identity Transgender Appropriate language use, i.e. gender neutral language, appropriate pronouns Gender neutral changing facilities and toilets confidentiality

Equality and Human Rights			
Protected Characteristic /Group	Relevant Data	Positive and / or Negative Impact	Prompts (not an exhaustive list)
Marriage & Civil Partnership		Neutral	Marital status Civil Partnership status Reference to partners and not assuming husband and wife relationships /terminology
Pregnancy & Maternity		Neutral	Pregnant mothers Those entitled to maternity and paternity leave Foster/Adoption Breastfeeding mothers Access to breast feeding facilities Dress codes/uniforms- do they accommodate pregnant women
Race		Neutral	Consider Ethnicity Nationality Gypsies / Travellers Language: interpreter provision Use of plain language Refugee / Asylum Seekers Migrants Positive Action Awareness events United Nations Convention on the Elimination of All Forms of Racial Discrimination (UNCERD)
Religion & Belief		Neutral	Faith Communities Non Beliefs Dietary requirements Vegetarianism/Veganism Other philosophical beliefs Dress code/uniforms Religious festivals/activities Buildings – access to prayer room facilities

Equality and Human Rights			
Protected Characteristic /Group	Relevant Data	Positive and / or Negative Impact	Prompts (not an exhaustive list)
Sex		Neutral	Men / Women Gender Identity Toilet facilities/baby changing Childcare Gender Pay Gap Sex workers United Nations Convention on the Elimination of All Forms of Discrimination against Women (UNCEDAW)
Sexual Orientation		Neutral	Gay Lesbian Bi-sexual Heterosexual Terminology - Avoid making assumptions about a person's sexual orientation use gender-neutral terms such as partner(s). Confidentiality about sexuality Further resources available from Stonewall Cymru
Socio-economic Considerations- Reducing inequalities caused by socio-economic disadvantage	Lots of cross theme activities within the strategy including: Active travel routes linking rural communities Sustainable and alternative travel for rural communities Health benefits from active travel and from the promotion of our Green Spaces Reduction in anti-Social Behaviour through enhancement of our Green Spaces Community involvement in recycling schemes Development of Re-Use and Repair Cafes in local communities Engagement of community groups in recycling initiatives Use of volunteers to support the tree and woodland plan	Positive	People living in less favourable social and economic circumstances than others in the same society. Disadvantage may be exacerbated by many factors of daily life, not just urban or rural boundaries. 'Intersectionality' issues - where identity compounds socio-economic status, e.g., single parents (often women), disabled people, some BAME groups.

Equality and Human Rights			
Protected Characteristic /Group	Relevant Data	Positive and / or Negative Impact	Prompts (not an exhaustive list)
	Procurement from local sources and supply improving local economy, providing green jobs which upskills and reduces unemployment and poverty.		<p>Examples include lower levels of good health, lower paid work, poorer educational attainment and an increased risk of being a victim of crime</p> <p>Further resources available from Welsh Government including examples of inequalities of outcome caused by socio-economic disadvantage</p>  <p>Inequalities of outcome.pdf</p>
Human Rights		Neutral	See Human Rights Articles below. https://humanrightstracker.com/en/ on EHRC website
Other (please state)			E.g., Modern Slavery, Safeguarding, Other COVID effects, Carers, Ex-offenders, Veterans, Care Leavers, Substance Abuse, Homeless
Welsh Language			
Welsh Language	Bi-lingual communication promotes community engagement	Positive	Ensuring equal status of both Welsh and English languages. Availability of and access to services, activities and information. Availability of Welsh speaking employees Technology

Equality and Human Rights

Protected Characteristic /Group	Relevant Data	Positive and / or Negative Impact	Prompts (not an exhaustive list)
Page 303			<p>Rights of individuals to ask for WL services. Impact on Welsh speaking communities, including: Positive / negative effects on opportunities to use the WL. Possible changes to number/percentage of Welsh speakers Migration Job opportunities / Staffing changes. Training needs and opportunities Availability of Welsh medium education.</p> <p> 20200921 DG S Policy making stand</p>

Human Rights Act 1998

- Article 2 Right to life
- Article 3 Freedom from torture and inhuman or degrading treatment
- Article 4 Freedom from Slavery and forced labour
- Article 5 Right to liberty and security
- Article 6 Right to a fair trial
- Article 7 No punishment without law

- Article 8 Respect for private life, family, home and correspondence
- Article 9 Freedom of thought, belief and religion
- Article 10 Freedom of expression
- Article 11 Freedom of Assembly and association
- Article 12 Right to marry and start a family
- Article 13 Right to access effective remedy if rights are violated
- Article 14 Protection from discrimination

Environment and Biodiversity


	Relevant Data/Information	Positive and /or negative impacts	Prompts (not an exhaustive list)
Reducing greenhouse gas emissions	The strategy's key focus is decarbonising Council activities and services across key themes – Buildings, Procurement, Mobility & Transport, Land Use and Behaviour. All processes, services and procurement related to this strategy delivery will be in keeping with these aims.	Positive	Will energy need be met through renewable sources? Will it reduce greenhouse gas emissions by reducing energy consumption and the need to travel? * Will it reduce ozone depleting emissions? Will it reduce emissions through retrofitting new technology? Will it reduce heat island effects on people and property?
Plan for future climate change	The strategy includes elements of climate change adaptation to improve sustainability of our communities as the climate changes. This includes provision and management of our habitats and green spaces, design of buildings with future weather changes in mind, production of renewable energy, provision of flood risk management and sustainable drainage systems, and support of a local economy to provide sustainability of food sources and other supplies.	Positive	Will it minimise flood risk from all sources of flooding? * Will it reduce property damage due to storm events/heavy rainfall by improving flood resistance and flood resilience? Will it reduce combined sewer overflow events? Will it encourage the re-use of resources? Will it encourage sustainable construction methods and procurement? Will it encourage water efficiency and drought resilience?
Pollution: air, water/ soil/noise and vibration and emissions	Move towards renewable energies diverts the need to burn fossil fuels, and promotion of ultralow emission vehicles and active travel all contribute to better air quality due to the reduction in air pollutants.	Positive	Will it reduce combined sewer overflow events? Will it improve air quality? * Will it reduce emissions of key pollutants? Will it reduce noise concerns and noise complaints? Will it reduce noise levels?
Integrating biodiversity into decision making	Maintenance and enhancement of green spaces and habitats to improve species richness is a key aim under the Land Use theme of the strategy. The strategy and its actions have been consulted on by the natural environment team to ensure it supports and enhances Section 6 and other biodiversity targets.	Positive	Have you considered the impacts and opportunities for action for biodiversity at early stages Are the impacts of procurement on biodiversity considered? Are products sourced sustainably?

	Carbon sequestration schemes will include tree planting which will also support the Urban tree and woodland plan.		Have the wider benefits of improved biodiversity been considered, flood prevention, health and wellbeing, recreation? Can you link with other strategies and initiatives for biodiversity e.g. FCC Environment and Sustainability policy, FCC Section 6 Plan, FCC Urban tree and woodland plan?
Increasing the resilience of our natural environment?	As above	Positive	Does the proposal work with nature and consider the use of nature based solutions first and foremost? Does your proposal support the creation of new habitats (in addition to any mitigation or compensation habitat) Does it contribute to the restoration of degraded habitats? Does it improve site management to improve nature value?
Improving understanding and raise awareness of the importance of biodiversity	Within the Behaviour theme of the strategy are requirements to ensure climate change and biodiversity are included in all Council decision making processes as well as provision of mandatory training for affected employees.	Positive	Can your proposal promote understanding of biodiversity? Can the delivery of public goods and services such as social care, community health and recreation promote biodiversity? Can your proposal promote biodiversity with partners/beneficiaries
Encouraging resource efficiency (energy, water, materials and minerals)	Energy efficiency is a key part of this strategy within our own assets and provision of support to homeowners and private sector.	Positive	Will it reduce water consumption and improve water efficiency? Will it reduce energy consumption? *
Reducing waste production and	Reduction of waste and increase of reuse and recycle is included in Land Use theme through development of recovery and refurb	Positive	Will it reduce consumption of materials and resources?

increase recycling, recovery and re-use of waste	services, improved kerbside recycling service and move towards a paperless Council.		Will it reduce household waste? Will it increase recycling, recovery and re-use? Will it reduce construction waste?
Reducing need to travel and promote sustainable forms of transport	Mobility & Transport theme focusses on the Council's own fleet decarbonisation, incentives for employees to cycle to work and salary sacrifice for ultralow emission vehicles. Move towards hybrid working and virtual meetings as a result of Covid-19 has reduced employee commuting and business mileage. Enhancement of public transport further reducing private vehicles.	Positive	Will it reduce volumes of traffic? Will it encourage walking and cycling?*
Improving the physical environment: housing, public space, access to and quality of green space	Improvements to housing, open space, the general landscape and access to all.	Positive	Will it reduce litter? Will it enhance the quality of public realm? Will it improve access and mobility for all equality groups Will it improve open space? Will it improve landscape character? Will it minimise development on Greenfield sites
Protecting and enhancing the historic environment and architectural, archaeological and cultural heritage	Any decarbonisation to historical and protected sites will be carried out sympathetically to enhance the site.	Positive	Will it protect heritage sites and cultural value? Will it protect strategic views? Will it protect listed buildings and their settings? Will it help preserve, enhance and record archaeological features and their settings?

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Health

Determinants of health	Relevant data /information	Positive and /or negative impacts	Prompts (not an exhaustive list) Guidance from  HIA_Tool_Kit_V2_W EB.pdf
Lifestyles	The strategy promotes access to active travel routes to encourage walking and cycling to improve health Reduction in carbon emissions into the atmosphere which improves air quality Access to greenspaces to encourage exercise Carbon sequestration through tree and woodland plan and the agricultural estate Cleaner fuel use and less car journeys	Positive	Diet Physical activity Use of alcohol, cigarettes, non-prescribed drugs Sexual activity Other risk-taking activity
Social and community influences on health Page 307			Family organisation and roles Citizen power and influence Social support and social networks Neighbourliness Sense of belonging Local pride Divisions in community Social isolation Peer pressure Community identity Language/Cultural and spiritual ethos Racism Other social exclusion
Mental well-being	Improved access and provision of green spaces has been proven to enhance mental wellbeing and resilience.	Positive	Does this proposal support sense of control? Does it enable participation in community and economic life? Does it impact on emotional wellbeing and resilience?

Living/environmental conditions affecting health			Built environment Neighbourhood design Housing Indoor environment Noise Air and water quality Attractiveness of area Green space Community safety Smell/odour Waste disposal Road hazards Injury hazards Quality and safety of play areas
Economic conditions affecting health			Unemployment Income Economic inactivity <input type="checkbox"/> Type of employment Workplace conditions
Access and quality of services			Medical services Other caring services Shops and commercial services Public amenities Transport including parking Education and training Information technology
Macr-economic, environmental and sustainability factors			Government policies Gross Domestic Product Economic development Biological diversity Climate

	Relevant data or information	Positive and/or negative impacts	Prompts (not exhaustive)
Relevant Article	Health benefits through less exposure to air pollution Access to clean and enhanced green spaces Access to active travel routes to encourage walking and cycling and the associated health benefits Reduction in waste to combat climate change		Summary of conventions

There are four articles in the convention that are seen as special. They're known as the "General Principles" and they help to interpret all the other articles and play a fundamental role in realising all the rights in the Convention for all children. They are:

Article 2	The Convention applies to every child without discrimination, whatever their ethnicity, sex, religion, language, abilities or any other status, whatever they think or say, whatever their family background
Article 3	(best interests of the child) The best interests of the child must be a top priority in all decisions and actions that affect children.
Article 6	(life, survival and development) Every child has the right to life. Governments must do all they can to ensure that children survive and develop to their full potential
Article 12	2 (respect for the views of the child) Every child has the right to express their views, feelings and wishes in all matters affecting them, and to have their views considered and taken seriously. This right applies at all times, for example during immigration proceedings, housing decisions or the child's day-to-day home life

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9. Are there any data or information gaps and if so what are they and how do you intend to address them?

Note: If it is not possible to obtain this information now, you should include this in your action plan in Step 6 so that this information is available for future IIAs.

10. How does your proposal ensure that you are working in line with the requirements of the Welsh Language Standards (Welsh Language Measure (Wales) 2011), to ensure the Welsh language is not treated less favourably than the English language, and that every opportunity is taken to promote the Welsh language (beyond providing services bilingually) and increase opportunities to use and learn the language in the community?

All public facing media is available in welsh and english language to ensure equality as per the Welsh Language Standards.

11. **If this IIA is being updated from a previous version of a similar policy or practice, were the intended outcomes of the proposal last time achieved or were there other outcomes?** (Please provide details, for example, was the impact confined to the people you initially thought would be affected, or were other people affected and if so, how?)
12. **What is the cumulative impact of this proposal on different protected groups when considering other key decisions affecting these groups made by the organisation?** (You may need to discuss this with your Chief Officer or Cabinet Member to consider more widely if this proposal will affect certain groups more adversely because of other decisions the organisation is making, e.g., financial impact/poverty, withdrawal of multiple services and whether this is disadvantaging the same groups, e.g., disabled people, older people, single parents (who are mainly women), etc)

13. **How does this proposal meet with each of the 7 goals of the Well-being of Future Generations (Wales) Act 2015?**

For more information, please see: <https://futuregenerations.wales/about-us/future-generations-act/>

14. **How does this proposal meet with the 5 ways of working of the Well-being of Future Generations (Wales) Act 2015 ?**

For more information, please see: <https://futuregenerations.wales/about-us/future-generations-act/>

15. **Describe any intended negative impact identified and explain why you believe this is justified** (for example, on the grounds of advancing equality of opportunity or fostering good relations between those who share a protected characteristic and those who do not or because of an objective justification¹ or positive action²)

Note¹: Objective Justification - gives a defence for applying a policy, rule or practice that would otherwise be unlawful direct or indirect discrimination. To rely on the objective justification defence, the employer, service provider or other organisation must show that its policy or rule was for a good reason – that is 'a proportionate means of achieving a legitimate aim'. A **legitimate aim** is the reason behind the discrimination which must not be discriminatory in itself and must be a genuine or real reason, e.g., health, safety or welfare of individuals. If the aim is simply to reduce costs because it is cheaper to discriminate, this will not be legitimate. Consider if the importance of the aim outweighs any discriminatory effects of the unfavourable treatment and be sure that there are no alternative measures available that would meet the aim without too much difficulty (proportionate) and would avoid the discriminatory effect.

Note²: Positive Action - Where an employer takes specific steps to improve equality in the workplace to address any imbalance of opportunity, lessen a disadvantage or increase participation in a particular activity, for example, increasing the number of disabled people in senior roles where they are under-represented by targeting specific

groups with job adverts or offering training to help create opportunities for certain groups. The public sector is expected to consider the use of positive action to help them comply with the Public Sector Equality Duty.

16. Could any of the negative impacts identified amount to unlawful discrimination but are perceived to be unavoidable (e.g., reduction in funding)?

Yes No Not Sure (Please double click on the relevant box (X) and select 'checked' as appropriate)

17. If you answered Yes or Not Sure to question 15, please state below, which protected group(s) this applies to and explain why (including likely impact or effects of this proposed change)

18. If you answered No to question 15, are there any barriers identified which amount to a differential impact for certain groups and what are they?

STEP 3 - Procurement and Partnerships

The Public Sector Equality Duty (PSED) requires all public authorities to consider the needs of protected characteristics when designing and delivering public services, including where this is done in partnership with other organisations or through procurement of services. The Welsh Language Standards also require all public authorities to consider the effects of any policy decision, or change in service delivery, on the Welsh language, which includes any work done in partnership or by third parties. We must also ensure we consider the Socio-economic Duty when planning major procurement and commissioning decisions to consider how such arrangements can reduce inequalities of outcome caused by socio-economic disadvantage.

When procuring works, goods or services from other organisations (on the basis of a relevant agreement), we must have due regard to whether it would be appropriate :

- for the award criteria for that contract to include considerations to help meet the General Duty (to eliminate discrimination, promote equality of opportunity and foster good relations);
- to stipulate conditions relating to the performance of the contract to help meet the three aims of the General Duty.

This only applies to contractual arrangements that are “relevant agreements” which means either the award of a ‘public contract’ or the conclusion of a ‘framework agreement’, both of which are regulated by the Public Sector Directive (Directive 2004/18/EC) which regulates the specified EU thresholds. Further information can be found [here](#).

We must consider how such arrangements can improve equal opportunities and reduce inequalities of outcome due to protected characteristics and caused by socio-economic disadvantage, particularly on major procurement and commissioning decisions. The PSED applies to the work that private sector organisations undertake when delivering a public function on our behalf. We therefore need to ensure that those organisations exercise those functions by ensuring our procurement and monitoring of those services complies with the General Duty under Section 149 of the Equality Act 2010. In the same way, the Welsh Language Standards applies to any work undertaken on behalf of, and in the name of, public bodies that are themselves subject to the Standards, and so consideration should be given to how these requirements are monitored and communicated through the procurement documents. The Socio Economic Duty does not pass to a third party through procurement, commissioning or outsourcing. Therefore when we work in partnership with bodies not covered by the Socio Economic Duty, the duty only applies to us as the relevant public body.

19 Is this policy or practice to be carried out wholly or partly by contractors or in partnership with another organisation(s)?

Yes No (Please double click on the relevant box (X) and select 'checked' as appropriate)

If No, please proceed to Step 4

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20. If Yes, what steps will you take to comply with the General Equality Duty, Human Rights and Welsh Language Legislation and the Socio-Economic Duty in regard to procurement and/or partnerships? Think about :

Procurement

- Setting out clear equality expectations in Tendering and Specification documentation, showing how promotion of equality may be built into individual procurement projects
- On what you based your decisions in the award process, including consideration of ethnical employment and supply chain code of practice
- Ensure that contract clauses cover the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 and socio-economic requirements as well as Welsh Language Duties (remember that any duties from the Welsh Language Measure 2011 and Welsh Language Standards are also applicable to services provided on your behalf under contract by external bodies).
- Performance and Monitoring measures are included to monitor compliance, managing and enforcing contracts

Partnerships

Be clear about who is responsible for :

- Equality Monitoring relevant data
- Equality Impact Assessments
- Delivering the actions from the IIA
- Ensuring that equality, human rights and Welsh Language legislation is complied with by all partners
- Demonstrating due regard to the Public Sector Equality Duty and the Socio-Economic duty

STEP 4 - Dealing with Adverse or Unlawful Impact and Strengthening the Policy or Practice

21. When considering proportionality, does the policy or practice have a significantly positive or negative impact or create inequalities of outcome resulting from socio-economic disadvantage?

(Please give brief details)

Significantly positive impact	Significantly negative impact

22. It is important that you record the mitigating actions you will take in developing your final policy/practice draft. Record here what measures or changes you will introduce to the policy or practice in the final draft which could reduce or remove any unlawful or negative impact or disadvantage and/or improve equality of opportunity/introduce positive change; or reduce inequalities of outcome resulting from socio-economic disadvantage? (This could also inform the Action Plan in Q30)

Unlawful or Negative Impact Identified	Mitigation / Positive Actions Taken in the Policy/Practice	Completed (✓)

23. Will these measures remove any unlawful impact or disadvantage?

Yes No (Please double click on the relevant box (X) and select 'checked' as appropriate)

24. If No, what actions could you take to achieve the same goal by an alternative means?

25. What measures or changes in the following important legislative areas have you included to strengthen or change the policy/practice:

- a) to foster good relations and advance equality of opportunity as covered by the General Duty in the Equality Act 2010;
- b) to reduce inequalities of outcome as a result of socio-economic disadvantage;
- c) to increase opportunities to use the Welsh language and in treating the Welsh language no less favourably than the English language as set out in the Welsh Language (Wales) Measure 2011 and reduce or prevent any adverse effects that the policy/practice may have on the Welsh language?

26. Do you have enough information to make an informed judgement?

Yes No (Please double click on the relevant box (X) and select 'checked' as appropriate)

27. If you answered Yes, please justify:

28. If you answered No, what information do you require and what do you need to do to make a decision?
 (Note: Should data collection be included in the action plan (Step 6)?)

[You may need to stop here until you have obtained the additional information]

STEP 5 - Decision to Proceed

Page 3

29. Using the information you have gathered in Steps 1 – 4 above, please state on the table below whether you are able to proceed with the policy or practice and if so, on what basis?

(Please double click on the relevant box (X) and select 'checked' as appropriate)

Decision	
<input checked="" type="checkbox"/> Yes	Continue with policy or practice in its current form
<input type="checkbox"/> Yes	Continue with policy or practice but with amendments for improvement or to remove any areas of adverse impact identified in Step 4
<input type="checkbox"/> Yes	Continue with the plan as any detrimental impact can be justified
<input type="checkbox"/> No	Do not continue with this policy or practice as it is not possible to address the adverse impact. Consider alternative ways of addressing the issues.

30. Are there any final recommendations in relation to the outcome of this Equality Impact Assessment?

STEP 6 - Actions and Arrangements for Monitoring Outcomes and Reviewing Data

The IIA process is an ongoing one that doesn't end when the policy/practice and IIA is agreed and implemented. There is a specific legal duty to monitor the impact of policies/practices on equality on an ongoing basis to identify if the outcomes have changed since you introduced or amended this new policy or practice. If you do not hold relevant data, then you should be taking steps to rectify this in your action plan. To review the EHRC guidance on data collection you can review their [Measurement Framework](#).

31. Please outline below any actions identified in Steps 1-5 or any additional data collection that will help you monitor your policy/practice once implemented:

Action	Dates	Timeframe	Lead Responsibility	Add to Service Plan (✓)

32. Please outline below what arrangements you will make to monitor and review the ongoing impact of this policy or practice including timescales for when it should be formally reviewed:

Monitoring and Review arrangements (including where outcomes will be recorded)	Timeframe & Frequency	Lead Responsibility	Add to Service Plan (✓)

STEP 7 - Publishing the Integrated Impact Assessment

Please arrange for this completed IIA to be agreed by your Chief Officer and arrange for translation and publishing with a copy sent to Stephanie Aldridge: stephanie.aldridge@flintshire.gov.uk.

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CABINET

Date of Meeting	Tuesday, 15 th February 2022
Report Subject	Welsh in Education Strategic 10 Year Plan 2022-2032
Cabinet Member	Leader of the Council and Cabinet Member for Education
Report Author	Chief Officer (Education and Youth)
Type of Report	Strategic

EXECUTIVE SUMMARY

This report has been developed to provide Members with an overview of the draft plan for the next Welsh in Education Strategic Plan (WESP) which will run from September 2022 until 2032.

Flintshire County Council believes that the Welsh Language belongs to everyone. The Welsh Education Strategic Plan in Flintshire is a long-term strategic tool for us to contribute our part in the country-wide goal of a million Welsh speakers by 2050. Flintshire County Council is committed to increasing the number of those speaking Welsh within the wider community, with the aim of creating an increasingly bilingual county and country.

The well-established Flintshire Welsh in Education Strategic Plan (WESP) Forum works closely with its partners to challenge, support and monitor developments in Flintshire's Welsh medium strategy. The Forum is a vibrant body that celebrates innovative actions to support the Welsh language and Welsh medium education in Flintshire but also challenges the Council and other partners to be ambitious in its vision for the future.

The first ten year Plan will commence on 1 September 2022 and expire on 31 August 2032. Each further Plan will commence on 1 September in the year during which the previous ten year Plan will come to an end i.e. 1 September 2032 to 31 August 2042 etc. The Plan must include a target outlining the expected increase in the number of Year 1 learners taught through the medium of Welsh in the local authority area during the lifespan of the Plan.

In response to the COVID-19 pandemic the Welsh in Education Strategic Plans (Wales) Regulations 2019 were amended. The Welsh in Education Strategic Plans (Wales) (Amendment) (Coronavirus) Regulations 2020 ("the 2020 Regulations") came into force on 1 December, 2020. These delayed the start date of the next

WESP cycle from 1 September 2021 to September 2022. The current Flintshire WESP cycle (2017 - 2021) was therefore extended by one year and will conclude by September 2022.

RECOMMENDATIONS

1	That Cabinet considers the feedback on the consultation for the Welsh in Education Strategic Plan 2022-2032 and approves the Plan for implementation by the Council, subject to approval by Welsh Ministers.
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REPORT DETAILS

1.00	EXPLAINING THE WELSH IN EDUCATION STRATEGIC PLAN (WESP)
1.01	<p>The Welsh in Education Strategic Plan is made under Section 84 of The School Standards and Organisation (Wales) Act 2013 and the content complies with the Welsh in Education Strategic Plans (Wales) Regulations 2019.</p> <p>A Plan must contain:</p> <p>a. A local authority's proposals on how it will carry out its education functions to:</p> <ul style="list-style-type: none"> i. Improve the planning of the provision of education through the medium of Welsh ("Welsh-medium education") in its area; ii. Improve the standards of Welsh-medium education and of the teaching of Welsh in its area; <p>b. The local authority's targets for improving the planning of the provision of Welsh medium education in its area and for improving the standards of that education and of the teaching of Welsh in its area;</p> <p>c. Report on the progress made to meet the targets contained in the previous Plan or previous revised Plan.</p> <p>Section 85 of the 2013 Act requires each local authority to submit its Plan to Welsh Ministers for approval.</p> <p>The Welsh Ministers may:</p> <ul style="list-style-type: none"> • approve the Plan as submitted, • approve the Plan with modifications, or • reject the Plan and prepare another Plan which is to be treated as the authority's approved Plan.
1.02	The seven outcomes of the Plan set by Welsh Government are:

	<p>Outcome 1: More nursery children/ three-year olds receive their education through the medium of Welsh.</p> <p>Outcome 2: More reception class children/ five-year olds receive their education through the medium of Welsh.</p> <p>Outcome 3: More children continue to improve their Welsh language skills when transferring from one stage of their statutory education to another.</p> <p>Outcome 4: More learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh.</p> <p>Outcome 5: More opportunities for learners to use Welsh in different contexts in school.</p> <p>Outcome 6: An increase in the provision of Welsh-medium education for pupils with additional learning needs (ALN) in accordance with the duties imposed by the Additional Learning Needs and Education Tribunal (Wales) Act 2018.</p> <p>Outcome 7: Increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh.</p>
1.03	<p>Welsh Strategic Forum:</p> <p>Flintshire County Council has a well-established and effective Welsh Strategic Forum. This meets termly, with work programmes developed through its three sub-groups (Provision, Standards and Workforce).</p> <p>The Forum's remit is to:-</p> <ul style="list-style-type: none"> • Support council officers to develop the Welsh in Education Strategic Plan which includes challenging targets and performance measures to achieve success. • Monitor the implementation of the WESP and evaluate success in achieving its objectives. • Ensure appropriate cross-referencing is made to other plans and strategies – locally, regionally and nationally as determined by Welsh Government regulatory requirements. • Provide support and challenge to all partners on the implementation of the WESP particularly schools including workforce and governors. • Provide good quality Welsh-medium education provision which is strongly advertised to parents/carers to encourage high level of take up. • Provide feedback to the Council's leadership and elected members on the priorities within the WESP through the appropriate means e.g. Cabinet and Education, Youth and Culture Overview & Scrutiny Committee.

	<ul style="list-style-type: none"> • Work closely with relevant bodies and partners, including neighbouring local authorities, to improve the success of the WESP in achieving its objectives. • Work with the five other Councils identified by Welsh Government as being within Group 4 to achieve the WESP targets. • Provide a forum for information sharing and the dissemination of best practice. • Reach out to other authority WESP Forum groups to support/challenge each other by sharing good practice and investigating common challenges. 			
1.04	<p>Welsh in Education Strategic Plan Ten Year Targets</p> <p>The Welsh in Education Strategic Plans (Wales) 2019 Regulations make provisions requiring a local authority to design their plans on the basis of a target. The Council is therefore required to set a ten year target outlining the expected increase in Year 1 children who are taught through the medium of Welsh in Flintshire.</p> <p>Councils have been grouped by Welsh Government into different categories reflecting the current similarities and differences between the 22 local authorities in Wales. The factors considered when grouping included the percentage of learners taught in Welsh in an area; the models of Welsh-medium education provision adopted and the linguistic nature of the area. For this purpose Flintshire has been placed in Group 4.</p> <p>The Definition of Group 4 is:</p> <p>Group 4: 12% or fewer of Year 1 children in these local authorities were being taught through the medium of Welsh in 2017/18. There is a choice between Welsh-medium education and English-medium education in these local authorities.</p>			
1.05	<p>Flintshire Ten Year Target:</p> <p>Welsh Government has established a lower range and an upper range target for Flintshire. This represents a 6 percentage point increase (lower range) and 10 percentage point increase (upper range) in the number of Year 1 pupils being taught through the medium of Welsh. Whilst the lower range is the minimum to be achieved, the upper range should not be treated as a maximum.</p> <p>We will need to look to increase the number of Year 1 pupils being taught through the medium of Welsh to between 225 and 295 pupils over the ten years of this Plan.</p> <table border="1" data-bbox="320 1951 1385 2056"> <tr> <td data-bbox="320 1951 700 2056">2019/2020</td> <td data-bbox="700 1951 1070 2056">2031/2032 Target Lower Range</td> <td data-bbox="1070 1951 1385 2056">2031/2032 Target Upper Range</td> </tr> </table>	2019/2020	2031/2032 Target Lower Range	2031/2032 Target Upper Range
2019/2020	2031/2032 Target Lower Range	2031/2032 Target Upper Range		

	Number of year 1 pupils = 105	225	295
	Percentage (%) of year 1 cohort = 6	13%	17%
1.06	<p>'Cymraeg 2050 – A million Welsh speakers' introduces the Welsh Government's long-term vision for a Wales where the Welsh language thrives. The strategy aims to:</p> <ul style="list-style-type: none"> • Increase the number of Welsh speakers to 1 million by 2050 and, • ensure that the percentage of the population that speak Welsh daily, and can speak more than just a few words of Welsh, increase from 10 per cent (in 2013–5) to 20 per cent by 2050. <p>The strategy focuses on three themes:</p> <ul style="list-style-type: none"> • increasing the number of Welsh speakers • increasing the use of Welsh • creating favourable conditions – infrastructure and context <p>The statutory education system has a vital role to play in increasing the number of Welsh speakers. We must increase the number of school learners who have the opportunity to develop Welsh-language skills in school and the opportunity to use it in their everyday lives, significantly, to achieve our goals.</p>		

2.00	RESOURCE IMPLICATIONS
2.01	<p>The Education and Youth Portfolio leads the management of the WESP and it sits within the remit of School Improvement. Core budget is allocated to support this work. The team of Welsh Advisory teachers play an essential role in supporting the delivery of the WESP objectives and will continue to have a key role in supporting the Council to meet the requirements of this new ten year plan.</p> <p>Capital Investment - the capital programme for the expansion of Welsh medium provision will be included in a future report on School Modernisation later in the Scrutiny cycle.</p>

3.00	IMPACT ASSESSMENT AND RISK MANAGEMENT
3.01	<p>The Education Portfolio maintains a detailed risk register including the an identified risk in relation to the WESP: The risk is defined as: <i>'Failure to meet the statutory targets in the Welsh in Education Strategic Plan due to insufficient parental take up of Welsh medium education'</i>.</p> <p>The current risk rating is Amber and the target risk rating for the end of the 10 year plan period is Yellow.</p>

	The risk register is reviewed on a monthly basis by the Portfolio's Senior Management Team and is reported on regularly to the Council's Recovery Committee and to Education, Youth and Culture Overview and Scrutiny Committee.	
3.02	A draft integrated impact assessment has been undertaken to assist the Council in discharging its legislative duties (under the Equality Act 2010, the Welsh Language Standards (No.1) Regulations 2015, the Well-being of Future Generations (Wales) Act 2015 and the Environment (Wales) Act 2016. The final integrated impact assessment will be completed once feedback on the WESP is received from Welsh Government and ahead of implementation in September 2022.	
3.03	Ways of Working (Sustainable Development) Principles Impact	
	Long-term	Positive – increases number of Welsh speakers and protects the language
	Prevention	No change
	Integration	Positive – encourages people to use their Welsh language skills within their communities
	Collaboration	Positive – WESP actively encourages partnership working between key stakeholders to achieve the Plan's targets/outcomes
	Involvement	Positive – WESP actively involves a wide range of partners and stakeholders who are committed to supporting the Welsh language
3.04	Well-being Goals Impact	
	Prosperous Wales	Positive – more Welsh speakers to support employment opportunities and the economy. Encourages young people to stay, study and work in Wales.
	Resilient Wales	Positive – more opportunities for people to live and work in Wales and use their Welsh language skills for study, work and recreation
	Healthier Wales	No impact
	More equal Wales	Positive – encourages people to use their Welsh language skills potentially increasing employability and reducing poverty.
	Cohesive Wales	Positive – encourages respect for Welsh language and culture.
	Vibrant Wales	Positive – promotes a thriving Welsh language and a strong cultural identity.
	Globally responsible Wales	No impact.

4.00	CONSULTATIONS REQUIRED/CARRIED OUT
4.01	<p>Each Council is expected to consult for no less than 8 weeks on their draft plan with the following bodies/stakeholders:</p> <ul style="list-style-type: none"> a. neighbouring local authorities; b. heads of all schools maintained by the authority; c. the governing bodies of all schools maintained by the authority; d. all further education sector institutions within the area; e. in respect of any foundation school or voluntary school in the area – <ul style="list-style-type: none"> – the person responsible for appointing governors – if the school has a religious character, the relevant religious body; f. The Welsh Language Commissioner (within the meaning of section 2 of the Welsh Language (Wales) Measure 2011); g. The Early Years Development and Childcare Partnership (within the meaning of "Early years development and Childcare Partnership" in section 119 of the Act 1998); h. Her Majesty's Chief Inspector of Education and Training in Wales; i. providers of initial school teacher training; j. such organisations providing services to children and young people as the local authority considers appropriate; and k. such other persons or bodies as appear to the local authority to be appropriate. <p>Flintshire's consultation period started on Wednesday 17th November 2021 and ended on Wednesday 15th January 2022. The results from this consultation have been used to inform this Welsh in Education Strategic Plan 2022-2032, which will begin September 2022. The Consultation documents were available on the Council website and a high level summary of responses received is included in the appendices.</p>

5.00	APPENDICES
5.01	<p>Appendix 1 - Consultation Feedback Report Appendix 2 – Final Draft Welsh in Education Strategic Plan</p>

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	<p>Guidance on Welsh in Education Strategic Plans (January 2021) https://gov.wales/welsh-education-strategic-plans</p>

7.00	CONTACT OFFICER DETAILS
7.01	<p>Contact Officer: Vicky Barlow, Senior Manager for School Improvement Telephone: 01352 704019 E-mail: vicky.barlow@flintshire.gov.uk</p>

8.00	GLOSSARY OF TERMS
8.01	<p>Cymraeg 2050: Our national Welsh language strategy for a million Welsh speakers was published in August 2017. Our ambition for reaching a million Welsh speakers by 2050 and to continue to encourage more people to use and speak Welsh in their everyday lives is incorporated in the aims and values of the Future Generations (Wales) Act 2015 and also Prosperity for all: the national strategy.</p> <p>Ten year target: the target is consistent with the milestones in Cymraeg 2050 which relate to the increase in the number of learners in Welsh-medium education required to meet the target of a million Welsh speakers by 2050</p> <p>Welsh Government ten year target categories:</p> <ul style="list-style-type: none"> • Group 1 The vast majority of Year 1 children (more than 91% in 2019/20) are already being taught through the medium of Welsh in these local authorities. Welsh-medium community education is the norm and English-medium schools are rare exceptions. • Group 2 Between 17% and 73% of Year 1 children in these local authorities were being taught through the medium of Welsh in 2019/20. It may be that Welsh-medium community education is the norm, or that it is the norm in a significant number of communities within the local authorities. In other areas, there is a choice between Welsh-medium education and English-medium education. • Group 3 Between 14% and 19% of Year 1 children in these local authorities were being taught through the medium of Welsh in 2019/20. It may be that Welsh-medium community education is the norm in one/a very small number of areas, but this is the exception not the rule. There is usually a choice between Welsh-medium education and English-medium education. • Group 4 13% or fewer of Year 1 children in these local authorities were being taught through the medium of Welsh in 2019/20. There is a choice between Welsh-medium education and English-medium education in these local authorities. <p>Integrated Impact Assessments: An Integrated Impact Assessment (IIA) is a way to look at how a proposal could affect communities and if different groups within the community will be affected differently. It takes into consideration impacts on the environment, equality (people with protected characteristics), health, poverty and Welsh language.</p>

Draft Welsh in Education Strategic Plan

2022- 2032

Consultation Feedback

1. Background

1.1 This Welsh in Education Strategic Plan is made under Section 84 of *The School Standards and Organisation (Wales) Act 2013* and the content complies with the Welsh in Education Strategic Plans (Wales) Regulations 2019. We have given due regard to the statutory guidance issued by Welsh Ministers when setting the targets in our plan.

1.2 The public consultation sought the views on stakeholders on Flintshire's proposed Welsh in Education Strategic Plan (WESP) 2022-2032. The results from this consultation will be used to inform the final document. This plan is due to be implemented from September 2022.

1.3 Flintshire County Council believes that the Welsh Language belongs to everyone. The Welsh Education Strategic Plan in Flintshire is a long-term strategic tool for us to contribute our part in the country-wide goal of a million Welsh speakers by 2050. Flintshire County Council is committed to increase the number of those speaking Welsh within the wider community, with the aim of creating an increasingly bilingual county and country. We aspire for people of all ages to improve their Welsh language skills and have the ability to use these confidently within their families, in their places of learning, in their workplaces and in their communities.

1.4 The consultation period ran from 17th November 2021 to 15th January 2022 and was available on the Council website. It was also sent directly to the following stakeholders in line with Welsh Government guidance:

- a. neighbouring local authorities
- b. heads of all schools maintained by the authority
- c. the governing bodies of all schools maintained by the authority
- d. all further education sector institutions within the area
- e. in respect of any foundation school or voluntary school in the area –

- the person responsible for appointing governors
- if the school has a religious character, the relevant religious body
- f. The Welsh Language Commissioner (within the meaning of section 2 of the Welsh Language (Wales) Measure 2011);
- g. The Early Years Development and Childcare Partnership (within the meaning of "Early years development and Childcare Partnership" Section 119 of the Act 1998);
- h. Her Majesty's Chief Inspector of Education and Training in Wales;
- i. providers of initial school teacher training;
- j. such organisations providing services to children and young people as the local authority considers appropriate; and
- k. such other persons or bodies as appear to the local authority to be appropriate.

2. Response to the Consultation

2.1 We received 9 responses to the Consultation. There were 6 responses received in Welsh, one received in Welsh and English and 2 responses in English. Respondents were asked to provide comments relating to each section of the draft WESP Plan. The report was also considered by the Education, Youth and Culture Overview and Scrutiny Committee at their meeting on the 2nd December 2021.

2.2 The local authority has considered the responses received during the period of the consultation and has amended the draft WESP accordingly (Appendix 2). Feedback from the consultation will also contribute to the forward work programme of the Welsh Strategic Forum. The Forum meets termly, with work programmes developed through its three sub-groups (Provision, Standards and Workforce). The Forum's remit is to:-

- Support council officers to develop the Welsh in Education Strategic Plan which includes challenging targets and performance measures to achieve success
- Monitor the implementation of the WESP and evaluate success in achieving its objectives

- Ensure appropriate cross-referencing is made to other plans and strategies – locally, regionally and nationally as determined by Welsh Government regulatory requirements
- Provide support and challenge to all partners on the implementation of the WESP particularly schools including workforce and governors
- Provide good quality Welsh-medium education provision strongly advertised to parents/carers to encourage high level of take up
- Provide feedback to the Council’s leadership and elected members on the priorities within the WESP through the appropriate means e.g. Cabinet, Education, Youth and Culture Overview & Scrutiny Committee
- Work closely with relevant bodies and partners, including neighbouring local authorities to improve the success of the WESP in achieving its objectives
- Work with the 5 other Councils within Welsh Government Group 4 to achieve the WESP targets.
- Provide a forum for information sharing and the dissemination of best practice
- Reach out to other authorities’ WESP Forum groups to support/challenge each other by sharing good practice and investigating common challenges

2.3 A draft integrated impact assessment has been undertaken to assist the Council in discharging its legislative duties (under the Equality Act 2010, the Welsh Language Standards (No.1) Regulations 2015, the Well-being of Future Generations (Wales) Act 2015 and the Environment (Wales) Act 2016. The final integrated impact assessment will be completed once feedback on the WESP is received from Welsh Government and ahead of implementation in September 2022.

3. Overview of responses

3.1 Responses included a number of comments that recognised and agreed with the vision and principles of the draft WESP including the following:

- Mae'r strategaeth yn glir ac wedi ei selio ar weledigaeth gadarn gan Gyngor Sir y Fflint i sicrhau bod y Gymraeg yn iaith sy'n eiddo i bawb. Mae'r egwyddorion sylfaenol yn ddilys ac yn ddigon uchelgeisiol. *The strategy is clear and based on a strong vision from Flintshire County Council to ensure that the Welsh language is a language that belongs to everyone. The basic principles are valid and ambitious enough.*
- Mae ymrwymiad y Cyngor i'r gwaith yn cyd-fynd â pholisïau eraill Llywodraeth Cymru yn y maes. Mae'r awdurdod lleol wedi sefydlu amcanion sy'n cynnwys sylw priodol i gyfathrebu'n eglur gyda rhieni, i weithio gyda rhanddeiliaid yn yr ysgolion cyfrwng Cymraeg, i ddarparu hyfforddiant priodol i'r gweithlu ac i weithio gydag ysgolion cyfrwng Saesneg i godi safonau yn y Gymraeg. *The Council's commitment to the work is in line with other Welsh Government policies in the field. The local authority has established objectives that include appropriate attention to communicating clearly with parents, to work with stakeholders in Welsh-medium schools, to provide appropriate training for the workforce and to work with English-medium schools to raise standards in Welsh.*
- Yn gyffredinol credwn fod y cynllun strategol hwn yn adlewyrchu gweledigaeth gadarnhaol y Sir dros y Gymraeg ym myd addysg. Rydym yn croesawu'r camau gweithredu sydd wedi'u cynnwys a bydd cyflawni amcanion a thargedau'r cynllun hwn yn gam arwyddocaol yng nghyd-destun cyfraniad y sir at y weledigaeth genedlaethol o Gymru gynyddol ddwyieithog. *This strategic plan reflects the County's positive vision for the Welsh language in education. We welcome the actions included. Achieving the objectives and targets of this strategic plan will be a significant contribution to the national vision of an increasingly bilingual Wales.*

Rydym yn cymeradwyo ysbryd dyheadol y Cynllun, ac yn croesawu'r egwyddorion sydd wrth galon y strategaeth. *We applaud the aspirational spirit of the Plan, and welcome the principles at the heart of the strategy.*

3.2 Comments suggesting amendments or additions to the draft WESP have been carefully considered, including the need to change wording and provide greater clarity. Areas addressed included:

- Provide greater clarity around the Capital Programme for Welsh medium provision
- Include stronger reference to the links between other council plans such as the Welsh Language Strategy, the Local Development Plan and the Childcare Sufficiency Assessment
- Further information about support for Welsh-medium learners with Additional Learning Needs
- Include partnership working with a wider range of provision such as registered childminders and day nurseries

- Highlight the importance of working with schools and colleges to support the accessibility of training and qualifications
- Specific actions around GCSE and A level Welsh provision across the county
- Statistical and descriptive outline of Flintshire's current education workforce

3.3 Many of the respondents asked for specific detail, which is not included in the overall WESP. This included:

- how the Council will communicate with parents
- enhanced information on Cylch Meithrin provision within the county
- how schools will progress along the Welsh Government determined language categorisation model
- any considerations or intentions regarding development of dual stream provision within the County
- how the Council will work with initial teacher education providers, neighbouring authorities and similar authorities
- Development of immersion support for latecomers to Welsh medium provision
- Details of how the authority will target staff in schools to use more Welsh and raise confidence in teaching through the medium of Welsh
- Additional school data to be included.

Much of this detail is either already included in the work programme of the Welsh Strategic Forum and its sub groups or will now feed into future work streams as part of the 10 year strategy from 2022. The WESP is a strategic plan and will necessitate a significant number of actions to achieve all of the targets within. It would not be practical to include all of these within the plan which is already significant in length. We acknowledge, however, the considerable effort respondents have made in suggesting helpful actions to be considered, and these will be shared with the Welsh Strategic Forum and contribute to action plans for each of the 7 outcomes within the WESP.

3.4 As a result of these and other comments, the draft WESP has been amended.

3.5 A more comprehensive summary of responses will be reported to future meetings of the Welsh Strategic Forum and the Education, Youth and Culture Overview Scrutiny Committee following feedback from Welsh Ministers.

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WELSH IN EDUCATION STRATEGIC PLAN

Name of Local Authority

Flintshire County Council

Period of this Plan

2022-2032

This Welsh in Education Strategic Plan is made under Section 84 of *The School Standards and Organisation (Wales) Act 2013* and the content complies with the *Welsh in Education Strategic Plans (Wales) Regulations 2019*¹⁻². We have given due regard to the statutory guidance issued by Welsh Ministers when setting our targets.

Signed: Claire Homard

Date: 27.10.21

(This Plan needs to be signed by the Chief Education officer within your local authority)

¹ [The Welsh in Education Strategic Plans \(Wales\) Regulations 2019](#)

² [The Welsh in Education Strategic Plans \(Wales\) \(Amendment\) \(Coronavirus\) Regulations 2020](#)

Our ten year vision for increasing and improving the planning of the provision of Welsh-medium education in our area

Vision:

Flintshire County Council believes that the Welsh Language belongs to everyone. The Welsh Education Strategic Plan in Flintshire is a long-term strategic tool for us to contribute our part in the country-wide goal of a million Welsh speakers by 2050. Flintshire County Council is committed to increasing the number of those who speak Welsh in the wider community, with the aim of creating an increasingly bilingual county and country. We aspire for people of all ages to improve their Welsh language skills and have the ability to use these confidently within their families, in their places of learning, in their workplaces and in their communities. We are enthusiastically playing our part in contributing to the delivery of the national target. We are dedicated to supporting all of our learners and have inspiring actions moving forward to develop Welsh medium education provision within the authority.

Principles:

1. Pre-school and early years Welsh medium provision is easily accessible across the authority to support and encourage parents/carers to choose Welsh medium education for their children.
2. Welsh medium education is available to all learners within a reasonable travelling distance of their home (in line with our duties set out under section 10 of the Learner Travel (Wales) Measure 2008).
3. Learners in the Welsh medium sector are actively encouraged to transfer successfully at each point of transition e.g. family/toddler groups → playgroup/funded early education → part time nursery class → primary school → secondary school.
4. First language Welsh learners in Welsh medium schools (primary and secondary) achieve the highest possible outcomes in Welsh.
5. Second language Welsh learners from English medium primary schools are supported and encouraged to access a Welsh medium secondary education through a dedicated immersion programme.

6. Second language Welsh learners in English medium schools (primary and secondary) achieve the highest possible outcomes in Welsh.
7. Effective joint working exists with other partners, agencies and services to promote and increase bilingualism in educational and social contexts.
8. Learners with additional learning needs receive equal linguistic opportunity.
9. All learners become proficient in Welsh and English.
10. Progress and commitment to developing the Welsh language across all aspects of the Council is celebrated.

Commitment:

Flintshire County Council is committed to supporting, expanding and promoting Welsh-medium education within the whole community, increasing the number and percentage of pupils receiving Welsh-medium education in compliance with the Welsh Government's 'Welsh-Medium Education Strategy' of developing learners who are fully bilingual (i.e. fluent in both English and Welsh).

Welsh Language Standard 145 requires the Council to develop a Welsh Language Promotion Strategy which sets out how we will promote the Welsh language and facilitate the use of the language. We are also required to set targets to maintain or increase the number of Welsh speakers in the county.

As a local authority, we recognise that we have a responsibility and a duty as a community leader to promote, support and safeguard the Welsh language for the benefit of present and future generations. We are committed to taking action to achieve this and are confident that the Welsh language in Flintshire has a prosperous future. Our Welsh Language Promotion Strategy sets out how we will do this, raising the visibility and audibility of the Welsh language and increasing opportunity to use Welsh in different settings -socially, at work and when using services. This will support our pupils and school leavers to continue to have opportunities to use and develop their Welsh language skills. The WESP and the Welsh Language Promotion Strategy both support each other and contribute to Flintshire becoming a bilingual county.

Flintshire County Council is committed to taking full account of Welsh Government policies and national priorities in its strategy for Welsh medium education:-

Rewriting the Future – Flintshire County Council is committed to the principles of raising aspiration and attainment in its schools by removing barriers faced by learners from disadvantaged backgrounds. It aims to achieve this by raising

aspirations across the education network, through the provision of the highest quality opportunities for learning and teaching, through timely and appropriate interventions for individual learners and through the effective use of the Pupil Development Grant (PDG) and Early Years Pupil Development Grant (EYPDG).

Successful Futures – the role of the Welsh language in the new curriculum for Wales is clearly stated within the ‘Successful Futures’ report. Flintshire County Council is committed to the implementation of the new curriculum model to secure improvements in the quality of Welsh language instruction, to widen the use of Welsh as the language of communication formally and informally across all educational providers and to improve the outcomes achieved by all Flintshire learners in Welsh.

Well-being of Future Generations (Wales) Act 2015 – Flintshire County Council is committed to the seven goals within the Act by supporting and developing a society within its borders which promotes, protects and celebrates the culture, heritage, environment, economy, health, community diversity and language of Wales.

WG Strategy – A Million Welsh Speakers by 2050 – Flintshire County Council is committed to supporting the Welsh Government to achieve this aspirational and challenging target through its strategic plans to increase the number of children and young people accessing a Welsh medium education and improving the outcomes achieved by all its learners in Welsh. The main strategy for achieving this target is to encourage more parents to choose a Welsh medium education at the outset for their children at nursery level so they have the best opportunity to become fully bilingual. A key aspect of this is raising the awareness of parents from English speaking homes of the benefits of being fully bilingual and to remove barriers which may prevent them from thinking that a Welsh medium education is suitable for their children. We also warmly welcome older pupils who select Welsh-medium education and will provide additional linguistic support.

21st Century Schools and Education Programme – Flintshire County Council’s capital investment programme, in conjunction with the 21st Century Schools programme, will continue to be developed and delivered in light of the requirements of the WESP in order to secure improvements in the quality of the schools estate to raise outcomes for all learners, including those in the Welsh medium sector.

The Council’s Local Development Plan (LDP) will shortly be agreed. This includes strategic candidate sites and windfall sites for additional residential housing across Flintshire. Each new site, when developed, will generate a pupil yield. It is hoped that a percentage of this pupil yield will choose their education through the medium of Welsh.

Objectives:

By working in partnership with schools, stakeholders and other providers we will: -

- actively provide parents with clear information about the advantages of Welsh-medium education and the opportunities which exist within Flintshire; explaining clearly that:
 - (a) all parents/carers in Flintshire are entitled for their children to take advantage of this opportunity
 - (b) all children are welcomed warmly into our designated Welsh-medium schools
 - (c) parents/carers with little or no Welsh will be encouraged to consider Welsh-medium education as a possibility for their children and receive advice from the authority on how to support their children on their educational journey
 - (d) parents of children from mainly English speaking homes in Welsh-medium education will receive practical advice on how to support their children
 - (e) in planning for future teaching models e.g. blended learning, schools will explicitly plan to support families with limited Welsh-language skills
 - (f) in planning for the new curriculum schools will provide strong structures to support families and extend the parent/carers understanding of their children's educational experiences
 - (g) there are intellectual advantages to being bilingual/multi-lingual
- work with stakeholders to increase significantly the number of pupils who receive their education through the medium of Welsh in the current designated Welsh-medium schools in the County (5 primary and 1 secondary) and enhancing this through: -
 - (a) increasing the provision for Welsh medium education including early education services
 - (b) Further developing a more effective immersion system to achieve an increase of pupils entering Ysgol Maes Garmon through the 'Trochi' scheme, year on year. This is a purpose-designed key stage 3 immersion programme for pupils from English medium primary schools who choose to transfer to Welsh medium secondary education
 - (c) Increasing numbers of pupils entering Welsh medium in Year 2-Year 6 by the provision of a specifically designed immersion programme. Where a latecomer arrives at a primary school in Key Stage 2, the authority has an intensive 10 week language programme that is delivered in the school by an appropriately skilled member of staff who is supported by a member of the Welsh Advisory Team
- Work with schools and through the Regional School Improvement Service (GwE) to develop an effective programme of continuous professional development opportunities for the education workforce which will increase the number of practitioners within the Welsh-medium sector. This will also ensure:

- (a) equal opportunity of CPD for practitioners within the Welsh-medium sector
- (b) a wealth of expertise in curriculum and managerial areas to support the development of Welsh-medium education

- Work with schools to raise standards for all learners:
 - (a) in the Welsh-medium sector (Welsh First Language and subjects taught through the medium of Welsh across the curriculum)
 - (b) in the English-medium sector (where Welsh is taught and promoted as a second language)
- Ensure elected members, officers, headteachers and governors (Welsh-medium and English-medium) have full knowledge and understanding of the nature of Welsh-medium education and that this message permeates through all aspects of the Council's work
- Safeguard and increase the current provision, ensuring that any developments in the School Modernisation Programme benefit the Welsh language and Welsh-medium education
- Work with existing Welsh-medium schools that are under-capacity to attract parent/carers to choose their schools for their children

Welsh Strategic Forum:

Flintshire County Council has a well-established and effective Welsh Strategic Forum. This meets termly, with work programmes developed through its three sub-groups (Provision, Standards & Workforce). The Forum's remit is to:-

- Support council officers to develop the Welsh in Education Strategic Plan which includes challenging targets and performance measures to achieve success
- Monitor the implementation of the WESP and evaluate success in achieving its objectives
- Ensure appropriate cross-referencing is made to other plans and strategies – locally, regionally and nationally as determined by Welsh Government regulatory requirements
- Provide support and challenge to all partners on the implementation of the WESP particularly schools including workforce and governors
- Provide good quality Welsh-medium education provision strongly advertised to parents/carers to encourage high level of take up

- Provide feedback to the Council's leadership and elected members on the priorities within the WESP through the appropriate means e.g. Cabinet, Education, Youth and Culture Overview & Scrutiny Committee
- Work closely with relevant bodies and partners, including neighbouring local authorities to improve the success of the WESP in achieving its objectives
- Work with the 5 other Councils within Group 4 to achieve our WESP targets.
- Provide a forum for information sharing and the dissemination of best practice
- Reach out to other authority's WESP Forum groups to support/challenge each other by sharing good practice and investigating common challenges

Flintshire County Council is pursuing an ambitious plan for the development of the Welsh language and Welsh medium education and is seeking to continue to build effectively on its delivery of a highly successful Urdd Eisteddfod in May 2016.

The Council has very effective working relationships with key partners in the Welsh sector e.g. Mudiad Meithrin, Menter Iaith, the Urdd and Coleg Cambria and this joint working is the cornerstone of the delivery of our Welsh in Education Strategic Plan. The Welsh Strategic Forum provides effective support and scrutiny and underpins the whole process of the plan's delivery.

Transport:

Local authorities have a statutory duty under Section 10 of the Learner Travel Measure (Wales) 2008 to promote access to education and training through the medium of Welsh. Flintshire County Council meets the requirements of Section 10 of the Learner Travel Measure (Wales) 2008. The Council's School Transport Policy includes provision for pupils of compulsory school age to be provided with free transport to Welsh Medium schools in accordance with the distance criteria set out in the Learner Travel Measure, i.e. 2 miles for primary age children and 3 miles for secondary. This includes provision of free transport to Welsh medium schools outside the County if appropriate, subject to the school being the nearest school with places to the learner's home address. Accessibility to education through the medium of Welsh is facilitated by the provision of a network of suitable transport routes and travel times are not excessive.

Free transport is provided to learners who wish to access post 16 courses at the local authority's Welsh medium Secondary School. The policy also includes providing free transport to educational establishments in neighbouring authorities if

appropriate, if the courses being followed are at sites over 3 miles and are nearest to the learner's home address.

Capital Programme:

Cabinet level political support for expansion of Welsh medium education capital programme continues strong and committed.

Ysgol Glanrafon, Yr Wyddgrug - this £4.2m investment project is funded primarily from Welsh Government Welsh Medium and Childcare Offer Grants. This extension and remodelling project incorporates childcare provision (wrap-around) includes a Junior Classroom, Library, Specialist room, Toilets, Admin Area and remodelling the ALN Unit, Staff room and providing cloaks and outdoor access for all Foundation phase classrooms. Construction started November 2020 and completes in April 2022,

Ysgol Croes Atti, Glannau Dyfrdwy - this £1.1m investment project is funded primarily from Welsh Government Welsh Medium and Childcare Offer Grants. This project remodels areas of the existing school, demolishes an obsolete canteen block, provides new childcare facilities (wrap-around) and improves external play areas. Construction started in January 2022 and will be complete by August 2022. Pupil roll at Ysgol Croes Atti Glannau Dyfrdwy continues to grow. There are 76 full time pupils in Reception to Year 6. The first cohort have reached Year 6 in 2021.

Ysgol Croes Atti, Flint – This project replaces the existing school on a new site in Flint. Tenders for contractor commission have been received, they are currently being checked and evaluated, following this there will be a formal appointment of the contractor (in early 2022). Once contractor is appointed arrangements will be made to start the design development process with the school. The ambition for the project is that the school will start at a capacity 240FT and will have Childcare provision and will be constructed as a Net Zero Carbon school. The site has room to expand provision to 420FT should this be required in the future. Post contractor commission, estimated timelines, are as follows:-

- 12 months detailed for detailed design development, planning application leading to cost certainty and Full Business Case submission to WG
- Assuming full planning application & WG Business case approval, construction can commence with an anticipated 12-18 months construction period.

Investment in Welsh medium schools beyond the current investment programme

The Council will be considering future projects and further investment in the Welsh Medium estates as part of its strategy for Welsh Government 21st Century schools band C (and any other funding streams which may be available)

The Council have in late 2021 submitted an expression of interest for additional Welsh Government Welsh Medium (WM) Grant Funding. The submission highlights the need for new Welsh Medium start up provision within Buckley/Mynydd Isa area, as identified within the WESP. At the time of writing, Welsh Government are currently reviewing Local Authorities' submissions.

Welsh in Education Strategic Plan ten year targets

The Welsh in Education Strategic Plans (Wales) 2019 Regulations make provisions requiring a local authority to design their plans on the basis of a target. We are required to set a ten year target outlining the expected increase in Year 1 children who are taught through the medium of Welsh in Flintshire.

Councils have been grouped by Welsh Government into different categories reflecting the current similarities and differences between the 22 local authorities in Wales. The factors considered when grouping included the percentage of learners taught in Welsh in an area; the models of Welsh-medium education provision adopted and the linguistic nature of the area. For this purpose Flintshire has been placed in Group 4.

Group 4: 12 per cent or fewer of Year 1 children in these local authorities were being taught through the medium of Welsh in 2017/18. There is a choice between Welsh-medium education and English-medium education in these local authorities.

Welsh Government has established a lower range and an upper range target for Flintshire. This represents a 6 percentage point increase (lower range) and 10 percentage point increase (upper range) in the number of Year 1 pupils being taught through the medium of Welsh. Whilst the lower range is the minimum to be achieved, the upper range should not be treated as a maximum.

Flintshire ten year target:

We will need to look to increase the number of Year 1 pupils being taught through the medium of Welsh to between 225 and 295 pupils over the ten years of this plan.

2019/2020	2031/2032 Target Lower Range	2031/2032 Target Upper Range
Number 105	225	295
Percentage (%) 6	13	17

Numbers in Welsh medium education in Flintshire

School	Year	Number on Roll	Capacity	Percentage (%)	Empty Spaces (%)
Ysgol Maes Garmon	2017	506	711	71.17	28.83
Ysgol Cymraeg, Mornant	2017	32	81	39.51	60.49
Ysgol Terrig, Treuddyn	2017	53	93	56.99	43.01
Ysgol Gwenffrwd, Holywell	2017	166	256	64.84	35.16
Ysgol Glanrafon, Mold	2017	283	309	91.59	8.41
Ysgol Croes Atti, Flint	2017	168	207	81.16	18.84
Ysgol Croes Atti, Shotton	2017	38			
2017 FT TOTALS		1246	1657	75.20	24.80
Ysgol Maes Garmon	2018	537	711	75.53	24.47
Ysgol Cymraeg, Mornant	2018	39	81	48.15	51.85
Ysgol Terrig, Treuddyn	2018	54	93	58.06	41.94
Ysgol Gwenffrwd, Holywell	2018	170	256	66.41	33.59
Ysgol Glanrafon, Mold	2018	287	309	92.88	7.12
Ysgol Croes Atti, Flint	2018	183	207	88.41	11.59
Ysgol Croes Atti, Shotton	2018	31			
2018 FT TOTALS		1301	1657	78.52	21.48
Ysgol Maes Garmon	2019	529	711	74.40	25.60
Ysgol Cymraeg, Mornant	2019	40	81	49.38	50.62
Ysgol Terrig, Treuddyn	2019	53	93	56.99	43.01
Ysgol Gwenffrwd, Holywell	2019	155	256	60.55	39.45
Ysgol Glanrafon, Mold	2019	294	309	95.15	4.85
Ysgol Croes Atti, Flint	2019	173	207	83.57	16.43
Ysgol Croes Atti, Shotton	2019	50			
2019 FT TOTALS		1294	1657	78.09	21.91
Ysgol Maes Garmon	2020	557	711	78.34	21.66
Ysgol Cymraeg, Mornant	2020	45	81	55.56	44.44
Ysgol Terrig, Treuddyn	2020	62	93	66.67	33.33
Ysgol Gwenffrwd, Holywell	2020	150	256	58.59	41.41
Ysgol Glanrafon, Mold	2020	296	309	95.79	4.21
Ysgol Croes Atti, Flint	2020	170	207	82.13	17.87
Ysgol Croes Atti, Shotton	2020	61			
2020 FT TOTALS		1341	1657	80.93	19.07
Ysgol Maes Garmon	2021	572	711	80.45	19.55
Ysgol Cymraeg, Mornant	2021	54	81	66.67	33.33
Ysgol Terrig, Treuddyn	2021	83	93	89.25	10.75
Ysgol Gwenffrwd, Holywell	2021	149	256	58.20	41.80
Ysgol Glanrafon, Mold	2021	327	309	105.83	-5.83
Ysgol Croes Atti, Flint	2021	197	207	95.17	4.83
Ysgol Croes Atti, Shotton	2021	76			
2021 All Pupil TOTALS		1458	1657	87.99	12.01

Outcome 1:

More nursery children/ three year olds receive their education through the medium of Welsh

Where are we now?

Supporting statement:

Each Welsh medium primary school in the county has very strong links with a Welsh medium playgroup, a Cylch Meithrin, affiliated to, or run directly by, Mudiad Meithrin. Of the seven Welsh medium registered providers within Flintshire, five are co-located on the same site as one of the Welsh medium schools and two are based in the local community. The aim of the Cylch Meithrin is to promote the education and development of children from the age of two to school age. Each of these playgroups is also registered with the local authority to deliver the part time education offer for three year olds, known locally as 'Early Entitlement'. These two factors are a strength in ensuring that virtually all children transfer from Welsh playgroup provision into school nursery classes in the Welsh medium sector.

Current situation:

All requests for Welsh medium school places in Flintshire in 2019-20 were granted. The Childcare/Early Education offer was fully rolled out across Flintshire and all parental requests for Welsh Medium provision have been met. Take up numbers dropped initially in Mudiad Meithrin settings due to Covid-19 closures but after a strong publicity campaign the pupil numbers are growing again. During the year Mudiad Meithrin provided a range of support for parents and children including on-line and outdoor based activities.

Number of children attending the Cylchoedd Meithrin

Numbers	2015/16	2016/17	2017/18	2018/19	2019/20
Number of children	260	208	222	242	210

Percentage of children transferring from the Cylch Meithrin to a Welsh-medium primary school

%	2015/16	2016/17	2017/18	2018/19	2019/20
% transferring to Welsh medium education	88.7	86.4	8.5	93.3	3.9

Where do we aim to be within the first 5 years of this Plan and how we propose to get there?

Aims:

- Create a new Welsh-medium primary school in the Buckley/Mynydd Isa area in order to take advantage of the successful enrolment of young children at the Buckley Cylch established in 2019
- All English medium schools in Flintshire significantly increasing the amount of Welsh being taught in their provision. Schools ultimately moving along the categorisation model that is finally determined by Welsh Government
- Expanded Welsh medium early years services within Flintshire

To achieve this outcome:

- Encourage parents to select Welsh medium education post nursery by providing good quality provision at statutory level
- Communicate clearly and positively with parents/carers about Welsh medium provision in Flintshire
- Continue to provide additional funding to Mudiad Meithrin as a strategic partner of the Council to support an officer post which focuses on increasing numbers into Welsh medium childcare, early years education and then full time education
- Continue through the Family information Services and all other partnerships in Flintshire to advertise parent and baby / toddler sessions such as Cymraeg I Blant and Cylchoedd Ti a Fi Sessions to a wide audience
- Continue to work with Mudiad Meithrin to promote Welsh medium early years services, childcare and early education
- Plan for training, information and/or resources to raise awareness with childcare practitioners on the benefits of bilingualism to support sharing messages with families.
- Work in conjunction with the Childcare Team and the Childcare Sufficiency Assessment to ensure development and promotion of Welsh medium services through Mudiad Meithrin
-

Where do we expect to be at the end of our ten year Plan?

- All English medium schools have increased the amount of Welsh being taught
- A number of schools have moved along the language categorisation model
- A new Welsh medium school established in the Buckley/Mynydd Isa area including early years and wrap around care with pupil numbers increasing year on year
- A Welsh medium school with fully integrated childcare services being delivered within all major towns in Flintshire

Key Data

In 2020-21 a total of 84 three year old children were educated through the medium of Welsh. This represented 5% of all 3 year old children educated.

Numbers and % of 3-year olds receiving their education through the medium of Welsh

2022 - 2023		2023 - 2024		2024 - 2025		2025 - 2026		2026 - 2027	
105	6	115	6.5	125	7.1	130	7.3	140	7.9
2027 - 2028		2027 - 2028		2027 - 2028		2027 - 2028		2027 - 2028	
150	8.5	160	9	180	10.2	205	11.6	230	13.3

Outcome 2

More reception class children/ five year olds receive their education through the medium of Welsh

Where are we now?

Supporting statement:

Flintshire's strategy for increasing the number of reception class children/five year olds being taught through the medium of Welsh is a long term one. It focuses on parents choosing the route of Welsh medium education for their children at the outset of their educational journey at Cylch/playgroup level. This approach is dependent on providing quality information to new parents about the benefits of their children being bilingual in Welsh and English, even if parents are not Welsh speaking themselves. It requires the Council to use a range of strategies and work effectively with its key partners to provide quality information to parents about the family/early years' services that available across the authority to support them engaging in Welsh

language provision. Only by helping parents to make an informed choice, by making quality Welsh pre-school services accessible and addressing any misconceptions or removing potential barriers, will more English speaking parents consider Welsh medium education for their children. Similarly, it is vital that parents from Welsh speaking backgrounds recognise the value of being bilingual in today's world and send their children into the Welsh medium system.

Current situation:

Flintshire currently has five primary schools and one Welsh secondary school delivering Welsh medium education, spread geographically across the authority:

- Ysgol Mornant, Gwespyr Picton *
- Ysgol Gwenffrwd, Holywell
- Ysgol Croes Atti Flint including the Glannau Dyfdrwy satellite, Shotton
- Ysgol Glanrafon, Mold
- Ysgol Terrig, Treuddyn
- Ysgol Maes Garmon, Mold (secondary)*

*In 2016, Ysgol Mornant and Ysgol Maes Garmon created a federation – Cwlwm – to protect and strengthen Welsh medium provision in the rural north area of Flintshire. This approach has been taken by the governors of both schools with the full support of the County Council as Ysgol Mornant had met the triggers within the Council's School Modernisation Strategy for review and possible closure.

Each Welsh medium primary school in the county has very strong links with a playgroup affiliated to, or run directly by, Mudiad Meithrin. The recent Cylch provision in Buckley is very successful attracting large numbers of children whose parents/carers report will move on into nursery/statutory education in the Welsh-medium sector rather than transfer to the nearest English medium school.

Flintshire County Council completes Childcare Sufficiency Assessments and Demand Surveys for Welsh medium education when appropriate in accordance with the regulations and uses this information to plan for future needs. Feedback for the most recent Childcare Sufficiency Assessment is currently being gathered, including from members of the Welsh Strategic Forum in order to inform the 2022-2026 report, which will be implemented from June 2022.

The last Welsh medium demand survey was conducted in 2013 and the data was used to successfully create additional Welsh medium provision in the Shotton area through the opening of the Glannau Dyfdrwy satellite of Ysgol Croes Atti, Flint in September 2014. We aim to explicitly target areas where there is a perceived lack of interest in Welsh Medium education and actively engage with parents/carers to promote the benefits of bilingualism.

Flintshire County Council was an early implementer of the Welsh Government's pilot scheme for providing 30 hours of free childcare/early education. The Childcare offer is now fully rolled out across Flintshire.

In Flintshire latecomers into the Welsh medium sector under the age of seven are placed directly into the appropriate Foundation Phase class for their age as the authority has an 'immersion' approach for learners aged 3-7 in all Welsh medium schools. The vast majority of learners in Welsh medium schools come from English speaking homes anyway and so are also new to the language. There is a structured and progressive approach to learning Welsh as these children move through their Foundation years.

In response to local demand for Welsh medium education in the Shotton area, the local authority was able to utilise a school building freed up by an amalgamation/new build in the English medium primary sector to create additional Welsh medium provision. Ysgol Glannau Dyfdrwy, under the leadership and governance of Ysgol Croes Atti, has operated successfully since 2014 and the first Year 6 cohort will move to secondary education in 2022. The Council and school plan to mark this significant event and publicise this achievement as part of our strategy to promote Welsh medium education across the county. The commitment and enthusiasm of the Headteacher and governors has been a key factor in creating this new provision and drawing in pupils from a traditionally English speaking area. Embedding and extending this provision in Shotton to increase the numbers of pupils in the Welsh medium sector remains a key priority within the WESP. Developing more Welsh medium provision in other areas of the County remains part of our future school modernisation strategy.

Flintshire County Council needs to ensure there are a sufficient number of school places, of the right type (which would include Welsh medium), in the right locations. This is not straightforward in that there are a large number of surplus school places in some areas of the county, whilst other areas don't have enough places to meet the local demand. In other areas, school populations are sustained by children and young people from outside the local area through parental preference. The need to maintain a large number of ageing school buildings and the supporting infrastructure is unsustainable in the current financial climate. The Council, in forming its priorities for capital investment, references national and local policies e.g. maintaining and sustaining the Welsh Language, Admissions, Transport and Inclusion and Additional Learning Needs); demographical data; asset management data relating to suitability and condition and pupil projections to form priorities for capital investment, including the use of 21st Century Schools funding and the Council's school modernisation funding WG 21st Century Schools funding, WG Welsh Medium grant funding and the Council's own capital funding.

Flintshire's challenge remains surplus places in the Welsh medium sector rather than a lack of capacity. The challenge is to attract children to these schools through reaching out to parents/carers, highlighting high standards, good quality school buildings fit for the new curriculum and the benefits of being bilingual.

Where do we aim to be within the first 5 years of this Plan and how we propose to get there?

Aims:

- Welsh medium provision extended in line with the Capital build programme
- Completion of the development of Ysgol Glanrafon site in Mold
Ysgol Glanrafon Full Time capacity from 309- 356 (Sept 2022) when complete
- Completion of the development Ysgol Croes Atti, Glannau Dyfrdwy by August 2022
- Completion of development of Ysgol Croes Atti on new site in Flint.
Full time capacity increased from 207 – 240 on construction of new school, however, the new site has the potential to have a capacity of 420 FT to allow for future expansion
- Further capital development in Buckley/Mynydd Isa for new primary provision

To achieve this outcome:

- Flintshire County Council will continue to work innovatively and effectively with key partners such as Menter Iaith Sir y Fflint, Mudiad Meithrin, Flying Start, Family Information Services and the local Health Board to provide quality information to parents about local Welsh language services. An excellent example of this joint approach has been the development of the county's website championing Welsh Medium education and signposting to other partnerships.
- The Council is continually seeking innovative ways to increase Welsh Language uptake in the school network. We continue to consider dual language stream provision as it is widely accepted in other LAs in the region and across Wales. Creating alternative models of provision would provide viable alternatives and could support areas where demand is insufficient to set up a new school. It could also provide an alternative model to support schools which are considered too small to be sustainable under the Council's

School Modernisation Strategy but where there could be some limited demand for Welsh medium provision.

- Flintshire’s WESP Forum responded to the Welsh Government’s draft Consultation on future categorisation of schools in 2021 and we await to hear its conclusions. We continue to encourage English medium schools to consider changing their language status, based on the level of Welsh used as the language of instruction. We will encourage governing bodies to have a new dialogue with all their stakeholders at school and plan for an increase in Welsh provision within their school as appropriate to their school Improvement plans especially where teachers have attended the Welsh Government sabbatical scheme and have the required skills in increase Welsh medium provision on their return to school.
- Further develop effective partnership working with Welsh Government, Menter Iaith Sir y Fflint, Mudiad Meithrin, Flying Start and other childcare providers to deliver high quality and accessible Welsh pre-school services to advocate the benefits of being bilingual and encourage parents to make an early choice to access a Welsh medium education.
- Ensure current providers of Welsh medium education are high performing schools (learner outcomes/ /Estyn reports/local reputation) to attract parents to choose Welsh medium and ensure they remain in Welsh medium education

Where do we expect to be at the end of our ten year Plan?

- Reduced surplus capacity in Welsh medium schools particularly in the more rural areas of the county
- Newly built Welsh medium primary schools in two Flintshire towns to replace current buildings which are old and in poor condition to enhance the offer to local parents and also increase pupil capacity
- A new primary school build in the Buckley/Mynydd Isa area to offer a local Welsh medium option.
- Higher numbers of pupils in Welsh medium reception classes.

Key Data

In 2020-21 a total of 119 5 year olds were educated through the medium of Welsh. This represented 7% of all 5 year old children educated.

Number and % of 5 year olds educated through the medium of Welsh.

2022 - 2023	2023 - 2024	2024 - 2025	2025 - 2026	2026 - 2027
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130	7.6	140	8.2	150	8.8	160	9.4	170	10
2027 - 2028		2028 - 2029		2029 - 2030		2030 - 2031		2031 - 2032	
185	10.9	190	11	205	12	220	13	255	15

Outcome 3

More children continue to improve their Welsh language skills when transferring from one stage of their statutory education to another

Where are we now?

Supporting statement:

As part of its long term strategy to ensure learners continue to improve their language skills, Flintshire carefully monitors the transfer rates at every point of transition on a child's educational journey through the Welsh medium sector and has intervened when transfer rates appear to have dropped e.g. encouraged focussed activities through the local Urdd provision to promote Welsh and Welsh medium secondary education. The authority's aim is to ensure that every child who enters Welsh medium early years provision completes their education in a Welsh medium secondary school.

Having very close links between the Welsh medium playgroups either on school sites or close by within the local community encourages very good rates of progression into school nursery classes. The provision of wrap around care in these groups also supports working parents when the nursery education offer is only part time and can often be a barrier to full participation. As each Cylch provides part time early education for three year olds prior to nursery admissions, (Early Entitlement) there are very strong links between local Mudiad Meithrin officers and Early Entitlement Advisory Teachers. Mudiad Meithrin are represented and actively participate on the statutory Early Years Development and Childcare Partnership and the Early years Board, ensuring a strong voice for Welsh medium education and excellent working relationships with the local authority. This successful joint working helps to provide a seamless route for parents and their children to move from Welsh pre-school to Welsh early education provision.

Analysis of the progression rates from Welsh medium primary to secondary school over time has shown that the vast majority of pupils do remain within the Welsh language system but a few are lost due to various reasons:

- family moves for work commitments

- some pupils at the northern end of the authority moving to Prestatyn High School (English medium) rather than Ysgol Glan Clwyd (Welsh medium)
- a very small number pupils transferring into the private sector (English medium) over the border
- traveller families withdrawing their children from secondary education at the point of transition

For many pupils from Welsh medium primary schools, Ysgol Maes Garmon in Mold is their secondary school of choice. However, in the northern end of the authority, a number of pupils transfer to Ysgol Glan Clwyd in Denbighshire so this still means they are retained within the Welsh medium sector. It is hoped that the federation between Ysgol Mornant (right on the border with Denbighshire and close to Prestatyn) and Ysgol Maes Garmon in Mold, will encourage more pupils to remain within Welsh medium education and choose to attend Flintshire's only Welsh medium secondary school. However, as in all admission processes, parents continue to be able to express a preference for a place at any secondary school.

Support for latecomers

At the current time, where a latecomer arrives at a primary school in Key Stage 2, the Council has developed an intensive 10 week language programme that is delivered in the school by an appropriately skilled member of staff who is trained and supported by a member of the LA's Welsh Advisory Team. This programme is delivered within the child's own school so that they are learning the language surrounded by their peers and a familiar environment, rather than attending a specialised centre elsewhere. This programme has been proven to be very successful and cost efficient as the current number of late comers into Flintshire does not make an immersion centre model financially viable. It also builds long term capacity within the school to deal with late comers in the future.

At Key Stage 3, there is a purpose-designed immersion programme for pupils from English medium schools who choose to transfer to Welsh medium secondary school (Trochi) so any late comer to this phase would be included in this programme.

The Childcare/Early Education offer has been fully rolled out across Flintshire and all parental requests for Welsh Medium provision have been met. Take up numbers dropped initially in Mudiad Meithrin provision due to Covid-19 closures but after a strong publicity campaign the pupil numbers are growing. During the year Mudiad Meithrin provided a range of support for parents and children including on-line and outdoor based activities. Siarter Iaith, the Welsh Language Charter, work continues with all of Flintshire's 5 Welsh medium primary schools achieving Gold by 2020. This is the main vehicle for increasing higher standards in Welsh with its focus on extending the use of pupils' Welsh in a social context. The requirement to involve all

members of the school community including the whole workforce, parents, governors and the community will ensure widespread commitment and ownership.

As an English border county with a small number of Welsh medium schools, extending the quality of the language skills of Welsh learners in English medium schools is a key priority to contribute to the WG target of a million Welsh speakers. Cymraeg Campus plays a large part in this process and is supported by Flintshire's Welsh advisory Team.

Current situation:

- In September 2022 the first learners from Ysgol Croes Atti at Glannau Dyfrdwy will transition to Ysgol Maes Garmon.
- In September 2021 96.4% of pupils transitioned to Welsh Medium secondary schools (84.95% pupils to Ysgol Maes Garmon and 11.49% of pupils in the north of the County to Welsh medium provision in Denbighshire).
- Number of latecomers to Welsh medium primary provision:
 - 2020/ 21 | less than 5 pupils
 - 2019/20 4 less than 5 pupils
 - 2018/19 6 pupils
- Number of pupils who have participated in the Trochi immersion programme:
 - 2018 – 12 pupils
 - 2019 - 8 pupils
 - 2020 - 9 pupils
 - 2021 –14 pupils

All requests for Welsh medium school places in Flintshire in 2019-20 were granted.

Where do we aim to be within the first 5 years of this Plan and how we propose to get there?

- To have a mechanism in place to monitor linguistic progression of children as they transfer from one stage of their statutory education to another
- To have a system in place to monitor transfer rates between one year group to another and have a system to address these issues promptly
- To have a system in place across Flintshire schools to promote linguistic development from primary to secondary school with parents/carers

- To ensure schools have sufficient support in place to enable them to meet required educational and linguistic outcomes by 2032

To achieve this outcome:

- Continue to develop the Welsh cluster model – with schools working collaboratively. Bespoke support provided for each cluster
- Use data from the School Workforce Census and other sources to continue to identify staff for Welsh Language training
- Work collaboratively with other neighbouring authorities in ensuring consistent expectations when preparing for the Cymraeg requirements of the new curriculum
- Work collaboratively with schools in their preparation and when implementing the Cymraeg requirements of the new curriculum
- Continue to support the workforce in schools through the work of the Flintshire Welsh Advisory team
- The WESP Forum will take into consideration the national picture on the impact the Sabbatical Teachers scheme has on the use of Welsh as a medium to teach in English medium schools. Flintshire Sabbatical teachers will continue to receive support from a member of the Welsh Advisory team. Headteachers of schools with newly returned Sabbatical teachers will continue to be contacted to assess impact on standards of Welsh.
- Make effective use of the Welsh Government Welsh medium late immersion grant to build on our immersion language programmes by developing an online platform
- Brand our provision and online presence for both primary and secondary to be modern, state of the art that will attract and inspire the user to continue their Welsh language journey in a planned, approachable and thorough manner
- The WESP Forum will continue with considering the possibility of developing dual language provision in Flintshire and is awaiting review of language designation of schools model (WG consultation December 2020).

- Local member support strong for school re-organisation in Mynydd Isa which will release another school building of good quality to provide Welsh Medium education in the last major town in Flintshire
- Pupils who are latecomers into Welsh Medium Education are fully integrated
- The 10 week immersion programme is continuously reviewed and adapted to ensure accessibility for learners

Where do we expect to be at the end of our ten year Plan?

- To have further developed a mechanism to monitor linguistic progression of children as they transfer from one stage of their statutory education to another
- To have evaluated results of the monitoring of transfer rates between one year group to another and have a system to address these issues promptly
- To have further developed a system at cluster level to promote linguistic development from primary to secondary school with parents/carers
- Fully established an immersion centre to support late comers
- An enhanced key stage 3 immersion programme which is delivering 30 pupils per year from English medium primary to Welsh medium secondary education
- Pupil outcomes in Welsh Language have improved across all phases

Outcome 4

More learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh

Where are we now?

Supporting Statement:

Flintshire has one Welsh medium secondary school, Ysgol Maes Garmon which offers the opportunity for every learner to study for assessed qualifications in Welsh first language and all subjects, with the exception of English Language and Literature, through the medium of Welsh.

All Key Stage 4 learners follow a Learning Pathway aimed at 5 or more qualifications at Level 1 or Level 2. 100% of learners, at key stages 3, 4 and 5, undertake qualifications through the medium of Welsh.

Maintaining a broad curriculum requires methods of working collaboratively. Due to the location of the school, collaborative working at key stage 4 level for Welsh medium courses can be challenging as travelling time can impact significantly on contact time.

In September 2022 the first learners from Ysgol Croes Atti at Glannau Dyfrdwy will transition to Ysgol Maes Garmon.

At KS5, collaborative arrangements can be challenging to achieve and sustain. From September 2021 the previous arrangement for pupils of Ysgol Maes Garmon to travel to Ysgol Morgan Llwyd or Ysgol Glan Clwyd has been phased out for A levels in Drama and Media Studies. Use of video conference facilities at Ysgol Maes Garmon allow for Coleg Meirion Dwyfor tutors to deliver A level courses in Sociology, Psychology, Government and Politics and Law through the medium of Welsh. In September 2021 Ysgol Maes Garmon began delivering AS Spanish as part of the E-ysgol scheme and has ambitious plans to develop this further.

100% of all learners at Ysgol Maes Garmon study and sit external exams through the medium of Welsh. The challenge is to increase the number of pupils in the school overall and this must be achieved by improving the percentage of Welsh medium take up at primary school level and those pupils then making the transfer into Welsh medium secondary education.

An important strategy is to increase the numbers of pupils from English medium primary schools joining the Trochi immersion course into Ysgol Maes Garmon for Year 7. This kind of increase will only be secured if young people and parents can be convinced that there is sound evidence of potentially enhanced opportunities for further training or employment if an individual can offer fluency in Welsh.

Local intelligence suggests that there is a growing need for Welsh medium speakers in the care and early years' sectors and in public services e.g. education, health, police, prison service etc. If appropriate courses could be identified and funded through a partnership approach between the post sixteen providers in the North East region including Coleg Cambria, these would create career pathways for young people and retain them locally for the employment market where there is currently a Welsh language skills gap. This would also increase the opportunity to work with groups such as the Urdd or Mudiad Meithrin to provide relevant work experience to youngsters to support their academic study and raise their aspirations to develop a career where their Welsh language skills would be a real asset.

Recent challenges include:

- progress impeded by Covid-19 restrictions in delivering Trochi transition course, however on-line support provided by Authority's Welsh Advisory team effectively filled this gap
- recruiting teaching staff with excellent skills in teaching, especially to teach specialist subjects through the medium of Welsh at KS4 and KS5
- recruiting Welsh language teachers in English medium schools

Current situation:

Covid-19 provided an additional level of challenge for non-Welsh speaking parents supporting their children's learning from home. Additional support was provided by producing bi-lingual programmes of study and targeting individual learners for catch up sessions. 4 pupils transferred to English Medium secondary school during the period of the pandemic. Attendance at online lessons was very good as support staff monitored registers and contacted families to encourage attendance. Vulnerable pupils were identified and invited into school regularly. This course of action saw an increase in engagement over the lockdown period. Literacy and Numeracy Test results will be used to target interventions during Autumn 2021.

An intensive whole school programme of language, literacy and Welsh was delivered during the summer term of 2021 to retrieve lost learning and language due to the pandemic.

In September 2021, a number of KS4 learners enrolled on a BTEC L2 agricultural course at Llysfasi College. GCSE Drama will be assessed for the first time in Summer 2022. This course provides creative and expressive opportunities for learners though the medium of Welsh and encourages them to appreciate Welsh culture. A natural progression to this course would be a Level 3 qualification in Performing Arts.

Ysgol Maes Garmon has been participating in a language project known as PCAI which is designed to increase language usage of young people in the secondary sector. The key objectives are to build upon the previous work of the project and to ensure it links in and builds upon the Siarter Iaith programme in primary schools in order to offer a continuation of support to pupils during their educational journey. This will be an ongoing priority through the WESP to ensure maximum impact on the standards of Welsh being used by young people in secondary school.

Flintshire's current position and targets relating to the percentage of learners entered for GCSE Welsh (first language qualifications), related to pupils entered for :-

- At least two further Level 1 or Level 2 qualifications through the medium of Welsh.
- at least five further Level 1 or Level 2 qualifications through the medium of Welsh

* Note that all of the data here relates to one Welsh medium secondary school, Ysgol Maes Garmon. There is no other type of Welsh medium provision in Flintshire e.g. dual stream.

	Current Position 2021/22	2022/2023	2023/2024	2024/2025
a) Studying at least 2 Level 1 or 2 qualifications	102 pupils	91 pupils	89 pupils	109 pupils
b) Studying at least 5 Level 1 or 2 qualifications	102 pupils	91 pupils	89 pupils	109 pupils

GCSE Welsh English Medium provision

There are 10 English medium secondary schools in Flintshire. All schools follow a programme of Welsh second language at KS3 and KS4 and offer GCSE Welsh Second Language.

Reporting on national performance measures has been suspended in 2020 and 2021 due to the pandemic.

Support for Welsh in the secondary sector is delivered by the regional consortia, GwE. Priorities are focused on:

- Maintaining and raise standards of teaching Welsh and Literacy across the region.
- Providing targeted support for Welsh departments and departments within the Languages, Literacy and Communication AOLE in schools causing concern.
- Supporting Welsh within the Curriculum for Wales Reform Journey for the region's schools.

Where do we aim to be within the first 5 years of this Plan and how we propose to get there?

Aims:

- Maintain 100% of learners studying for assessed qualifications in Welsh first language and through the medium of Welsh
- Continue to ensure that the maximum numbers of primary pupils in Welsh medium schools continue into Welsh medium secondary education within Flintshire or neighbouring local authorities by promoting the benefits of Welsh language education
- Embedded federation between Ysgol Maes Garmon and Ysgol Mornant, securing higher numbers of primary pupils transferring between the two schools
- Increased number of W2L primary pupils (target of 30) who transfer via the Trochi programme into Welsh medium secondary education

To achieve this outcome:

- Continue to improve the quality of teaching through the medium of Welsh across all subject areas through the professional development of staff by engaging with the Regional School improvement Service, GwE, and through active involvement in professional networks with other Welsh medium schools in the region. This will support the achievement of high standards across the range of KS4 indicators.
- Extend the Trochi programme at Ysgol Maes Garmon to engage with Year 5 pupils in primary schools specifically More Able and Talented (MAT) pupils in Welsh. Also extend Trochi intervention to Year 4 to stimulate interest in pupils and parents in Welsh Medium secondary education
- Develop a recruitment strategy in partnership with schools to increase the numbers in the education workforce with the appropriate Welsh language skills. This will be developed within the context of the Welsh Language Commissioner's Briefing Note 'The Welsh Language and the statutory education workforce in Wales' (August 2020) to meet the future expansion of Welsh medium provision in Flintshire.
- Monitoring of the effectiveness of the Council's website in positively championing Welsh Medium education

- Work collaboratively with Initial Teacher Education (ITE) providers relating to the training of teachers with skills in the Welsh language based on Cymraeg 2050 local and national targets
- Support ongoing collaborative working between Ysgol Maes Garmon and Welsh secondary schools in neighbouring authorities
- Support Ysgol Maes Garmon's further participation in the E-sgol project which aims to expand opportunities for post-14 learners to study courses that would not otherwise be available to them following the introduction of Spanish AS Level in September 2021

Where do we expect to be at the end of our ten year Plan?

- Maintain 100% of learners studying for assessed qualifications in Welsh first language and through the medium of Welsh
- Maximum numbers of primary pupils in Welsh medium schools continuing into Welsh medium secondary education within Flintshire or neighbouring Local Authorities and reflecting growth in primary provision
- Increased number of pupils from English medium primary schools (30) transferring via the Trochi programme into Welsh medium secondary education.

Key Data

Numbers and % of learners studying for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh

2022 - 2023		2023 - 2024		2024 - 2025		2025 - 2026		2026 - 2027	
91	100%	89	100%	109	100%	114	100%	110	100%
2027 - 2028		2028 - 2029		2029 - 2030		2030 - 2031		2031 - 2032	
110	100%	110	100%	110	100%	110	100%	110	100%

Outcome 5

More opportunities for learners to use Welsh in different contexts in school

Where are we now?

Supporting statement:

There are five Welsh medium primary schools and one Welsh medium secondary school (Ysgol Maes Garmon) in the authority. It is important to note that the majority (over 83% data from Estyn reports 2015-2020) of the learners in Welsh medium education come from non-Welsh speaking homes. The planning for raising standards of Welsh first language within schools has to take this into account.

Raising the aspirations of young people to be bilingual and the benefits this brings for career development continues to be a priority. Flintshire will work with its partners such as Coleg Cambria, the Urdd and Menter Iaith to deliver activities to raise awareness of improved employment opportunities for those with Welsh language skills in the workplace e.g. schools, the local health board, prison service, police, fire and ambulance services, early years provision, care services for the elderly, local government and local employers in the private sector. Flintshire's Integrated Youth Service also plays a pivotal role in this because of the nature of its provision and high levels of contact with young people in both the Welsh and English sectors across the authority.

Current situation:

The Siarter Iaith in Welsh medium primary schools has had a major impact and its completion to the Gold standard in all Welsh Medium schools is a success.

The roll-out programme of the Siarter for Welsh Second Language, Cymraeg Campus, over the last three years has been a critical part of the authority's plan to improve the quality of Welsh in the English medium sector. All English medium primary schools in Flintshire have adopted the Cymraeg Campus framework. 23 schools have achieved the Bronze award and 1 school has achieved the Silver award.

The Welsh Advisory Team also provide a range of opportunities for learners to practice and extend their Welsh outside the classroom across all key stages. There are also a range of activities developed between the Urdd, Menter Iaith and the authority's Youth Service and there are community based clubs to ensure that Welsh used more widely than just in schools. These opportunities will continue to be enhanced and delivered across Flintshire.

Flintshire Integrated Youth Services are committed delivering a high standard of service to the young people and to allow opportunities for them to flourish through the Welsh Language and Culture and to be proud of it.

National support for schools:

During the Covid restrictions an electronic resource 'Gwaith Cartref Cymraeg' was produced by the Welsh Language Unit, Carmarthenshire Council. As encouraged by Welsh Government to share resources, the Council has consulted with parents, schools and Mudiad Meithrin and adopted the resource and personalized it for use with parent/carers in Flintshire. The resource has gone to all schools. We believe it will encourage parents to choose Welsh Medium education for their children.

Urdd Gobaith Cymru:

Urdd Gobaith Cymru is a voluntary children and young people's organisation which provides various opportunities to use the Welsh language and gain experiences outside the classroom and in their communities. All these opportunities are available and include a range of local, county, regional and National activities.

The Urdd is a key partner to realise the WESP within the Council, and a main provider of extra-curricular and community opportunities which increases the use of the Welsh language amongst children and young people.

Community

- Officers provide community arts opportunities throughout the year
- Groups and community clubs for children and young people to enjoy and use the Welsh language
- Digital provision for all ages

Sports

- Community clubs
- Sports competitions – county based, regional and National
- Regional and National sports festivals
- Digital activities
- Physical literacy education provision for schools

Urdd Camps

- Llangrannog, Glan-llyn, Cardiff and Pentre Ifan
- Residential experiences which offer learning experiences, fun and positive memories regarding the use of the Welsh language

Eisteddfod and the Arts

- Cylch and County Eisteddfod which offer opportunities to schools and pupils to experience the arts, develop self-confidence and learn more about the culture and literature of Wales.
- The Urdd National Eisteddfod and being part of a National festival
- Digital arts provision, music, theatre, art and back stage.

Welsh language apprenticeships

- Educational progression and employment for young people who wish to gain qualifications and experience through the medium of Welsh

International

- Peace and Goodwill Message - reaching out a hand of friendship and discussing matters of importance to young people on a worldwide level.
- Specific projects with partners in Ireland, America and Japan
- Opportunities to volunteer and international exchanges

Resources

- Digital Urdd magazines

Youth Officer

Flintshire Council employs a Community Welsh language Officer within its Integrated Youth Provision (IYP) to establish a strong and coherent approach in implementing, promoting and expanding the use of the Welsh Language amongst young people within their communities. The role is to encourage and support young people to confidently express themselves bilingually in their leisure and social time.

Where do we aim to be within the first 5 years of this Plan and how we propose to get there?

Aims:

- Council staff who come into regular contact with parents/carers champion our key messages regarding Welsh medium education
- Strong progress towards a fully bilingual Integrated Youth Provision service by 2032– through the role of the Welsh Language Officer
- Ways of signposting parents/carers to suitable on-line support regarding Welsh medium education are further developed
- Opportunities clearly mapped for school age children to use their Welsh through working collaboratively with other agencies (LA Youth services, Urdd, Menter Iaithe and others e.g. Capel Bethesda)

To achieve this outcome:

- To support school governing bodies to attract, retain and develop staff who are committed to learning or improving their Welsh language skills

- Continue to promote Siarter Iaith (Language Charter) to enhance and develop the use of Welsh outside formal learning, embedding it into today's young people so they sustain the use of the language in the future and choose Welsh medium education for their children when they become parents. Advisory teachers for Welsh and Siarter Iaith coordinator to collaborate with schools regarding the transition to the new national framework for developing the informal use of Welsh.
- To work collaboratively with Initial Teacher Education (ITE) providers relating to the training of teachers with skills in the Welsh language based on Cymraeg 2050 local and national targets
- Work with partners to support the workforce development within the childcare, early years and play settings through training and resources to support the development of the Welsh language
- To work collaboratively with neighbouring authorities
- To work collaboratively with other authorities in Group 4 (in same Welsh Government target group to increase numbers of Welsh speakers); Bridgend, Blaenau Gwent, Torfaen, Monmouthshire, Newport
- The Welsh Language Officer for Integrated Youth Service will:
 - support the development of a bilingual Summer camp
 - introduce a Welsh Language unit as part of the Young Leaders award
 - support the summer Play schemes to introduce the Welsh language without affecting the child's right to play – a Welsh Audit has been carried out Summer of 2021 and staff are actively keen to use the Welsh Language
 - Support the setting up of a Welsh Youth Club in the Rural North area
 - Create Welsh resources for all our youth clubs to use
 - In consultation with the Integrated Youth Provision team, ensure that all paperwork used with young people is bilingual
 - Build strong relationships with training bodies to discuss the importance of the Welsh Language within youth work here in Flintshire
 - Ensure that all staff are confident in signposting young people to suitable Welsh resources and support
 - Support and re-establish Flintshire Youth Council with a fully bilingual ethos.
 - Take a lead on the use of Welsh language on our social media platforms to ensure equal balance between both languages
 - Develop and lead on a new Volunteering Programme that has the Welsh language and culture at the core. As part of the programme we will aim to recruit young people as Community Welsh Language Ambassadors in partnership with Community Councils and Youth Services

Where do we expect to be at the end of our ten year Plan?

- All Council staff explicitly championing bilingualism in Flintshire; Flintshire is a leading workplace that champions and values Welsh language speaking skills throughout
- All primary schools to have fully embedded the Siarter Iaith and all secondary schools to have embarked on the Siarter Iaith journey; building on the success of the work carried out at primary schools
- Welsh Advisory Team and Siarter Iaith coordinator to work alongside schools to ensure this momentum is maintained at all levels and in all schools
- A fully bilingual Integrated Youth Provision
- An embedded youth volunteering programme which actively promotes the Welsh language and culture
- Increased use of the Welsh language in play schemes and youth activities by children and young people
- More extensive web and social media presence to promote the Welsh language and Welsh medium provision for children and young people which is provided by the Council

Outcome 6

An increase in the provision of Welsh-medium education for pupils with additional learning needs (ALN) (in accordance with the duties imposed by the Additional Learning Needs and Education Tribunal (Wales) Act 2018

Where are we now?

Supporting statement:

Flintshire County Council is committed to securing the best outcomes for all children including those with Additional Learning Needs (ALN) through our provision and access to specialist support services and intervention through the medium of Welsh.

The Council acknowledges the duties placed on it by the Additional Learning Needs and Education Tribunal (Wales) Act 2018 (ALNET) to implement a bilingual ALN system and to keep its additional learning provision (ALP) under review, giving due consideration to the sufficiency of ALP available through the medium of Welsh and the requirement to make this available wherever possible. The detail of how the Council will meet these duties will be referenced as part of key documents and strategies including the ALN Policy Framework and School Modernisation Strategy and further information regarding the actions in relation to implementation of ALNET are detailed in the Council's ALN Transformation Plan.

The importance of developing bilingual specialist services to support our aims is recognised and staff are being encouraged and facilitated to engage with the Welsh language courses offered through the Council and there has been a positive uptake of these. Where bilingual staff are not available, the Council will continue to broker access to this from neighbouring Councils.

The demand for Welsh medium highly specialist provision is variable and the Council has adopted a proactive response to this in considering these cases on an individual bases and working with providers to develop appropriate packages. The development of the sub-regional services e.g. sensory support (visual and hearing impairment) has facilitated access to Welsh medium staff across Flintshire and its neighbouring authorities. Developing more extensive partnerships across the region in relation to Additional Learning Needs (ALN) and Well-Being to ensure efficient delivery of services through the medium of Welsh will continue to be a priority within the WESP. The Council will commission a survey of the provision of ALN services through the medium of Welsh to identify where there is effective current provision but also to identify any shortfalls so that this can be addressed. It is likely that the provision of services will need to be developed on a regional basis in order to be sustainable due to the relatively low numbers and the need to ensure that the placements offer suitable peer engagement and educational opportunities.

Flintshire has a generic resource for primary aged pupils with ALN based within one of its Welsh medium schools. This resource caters for pupils with a range of learning needs. Funding has been delegated to the Welsh medium secondary school to provide additional resources for pupils within Key Stages 3/4/5.

The maintenance of school placements within a child's locality is a priority for the Council and the development of an outreach service as part of our Portfolio of Pupil Referral provision (Plas Derwen) to support schools to meet a range of behavioural, social and emotional needs is progressing. The importance of the availability of Welsh medium staff as part of this provision is recognised.

The Council recognises the need to upskill school-based staff to ensure they are well-trained and able to respond to a wide range of presenting needs and works in collaboration with GwE to offer an appropriate programme.

A delegated funding mechanism has been implemented to support schools to make their own decisions regarding the appropriate provision and intervention for pupils with Additional Learning Needs, including those in the Welsh medium sector and this will be reviewed regularly to ensure it supports schools to achieve this.

Current situation:

- The situation remains the same in relation to specialist provision, with the Key Stage 2 Generic Resource continuing to be the only designated Welsh Medium Resource across the county. Take up of places within the Resource is low suggesting an alternative model may be required to effectively meet the needs of our pupils.
- The level of Welsh language skills has increased significantly across the Inclusion and Progression Service, with 100% of services having at least one member of staff having some level of skill in this area (Audit 2021). This compares favourably with the audits undertaken in 2011 and 2016 where this was the case for 83% of the services. There has been a rise in the number of staff reporting themselves as fluent Welsh speakers (10 in 2021, 8 in 2016 and 9 in 2011) and also more notable, in the number of those reported as having some level of Welsh (38 in 2021, 13 in 2011 and 8 in 2011). There are a further 12 members of staff who have engaged or are looking to secure access to training to improve their level of skill in this area.

Challenges remaining:

- Recruitment of specialist key personnel e.g. Educational Psychologists remains challenging and even more so for those with appropriate Welsh language skills.
- Developing the skills of those staff members with some Welsh language skills to be confident and fluent enough to engage fully through the medium of Welsh.
- Meeting the Welsh medium ALP requirements of our children and young people with ALN as outlined by ALNET in a meaningful, sustainable and financially viable.

Where do we aim to be within the first 5 years of this Plan and how we propose to get there?

- To have fully implemented the new duties and requirements of ALNET across the Council and our schools by 2024
- To have a clear and embedded system in place in relation to the reviewing of Additional Learning Provision (ALP) by 2022
- A strategy to secure the level of Welsh medium provision required, engaging in regional collaboration where appropriate by 2022
- A range of specialist provision is planned/in place to meet the identified needs of children and young people with ALN by 2026
- To provide a structure to upskill central Inclusion team members Welsh language skills through planning following the audit in the autumn 2021 with the long term aim of securing at least one fluent member of staff within each service area by 2022
- To continue to develop the Welsh language skills of ALN teachers and teaching assistants, including staff within Plas Derwen, through further professional development provided by Welsh Advisory Team
- To further develop Welsh language skills of staff based at Plas Derwen

To achieve this outcome:

- Implementation of the local and regional ALN Transformation Plans to implement the new system in line with WG timescales
- Continue to increase access to in-house Welsh medium advice and intervention from the range of specialist services, either through recruitment or individual development or through the extension of regional collaborations
- Provide outreach provision through Plas Derwen (Portfolio of Pupil Referral Units) to support learners to retain their mainstream placements
- Continue to develop the skills of ALNCoS and school-based staff to increase expertise and awareness of how best to meet the wide range of needs presented by learners with ALN
- Enhance the training offer through the development of e-learning ALN modules
- Work flexibly and cooperatively with children/families, partner agencies and providers to develop provision in response to demand. To ensure pupils with ALN access online provision with Welsh resources alongside their peers in school

- Source Welsh language expertise from neighbouring authorities when required for ALN processes
- LA Inclusion workforce to continue to have access to support from Flintshire Welsh Advisory Team (WAT) with resources/teaching strategies as well as their own welsh language skills development
- LA Inclusion workforce to attend Welsh training as part of Performance Management
- Commission a survey on ALN Welsh medium provision to inform service planning in and report to the WESP Forum
- Engage with the Flintshire Welsh Advisory team to analyse the results of the Inclusion & Progression Service and identify a range of interventions to secure further skill development across the teams
- Flintshire Welsh advisory team provide further professional development to school based ALN staff

Where do we expect to be at the end of our ten year Plan?

- Succession planning and training has resulted in an increased availability of staff with the relevant specialist skills and knowledge and the ability to deliver through the medium of Welsh, meeting the service demand
- Equality of access to specialist services and provision for children and young people with ALN

Outcome 7

Increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh

Where are we now?

Supporting Statement:

Flintshire places a very high priority on delivering or commissioning quality professional development programmes for its school based staff at all levels. The Welsh Advisory Team (WAT) deliver a range of specific training programmes for both the Welsh medium and English medium sectors for teachers and support staff in the primary phase, tailored for Foundation Phase, Lower and Upper Key Stage 2. This is the mainstay of the Council's approach in ensuring a sufficiently language competent workforce and raising standards of pupil achievement in Welsh.

Headteachers continue to identify where professional development is needed for staff in order to improve their Welsh skills and the standards achieved by their pupils. This approach will be continued and over the lifetime of this WESP. Heads will be actively encouraged to use the performance management process to focus on Welsh and to include improvement priorities for Welsh in their school improvement plans.

Particular attention will need to be paid to the professional development of staff in the secondary English medium sector. School leaders continue to express concern about the difficulty of recruiting staff into the English medium sector with the appropriate language and methodology skills to deliver Welsh and achieving high standards of pupil outcomes.

The local authority will continue to work in close collaboration with the regional school improvement consortium (GwE) and other neighbouring authorities to increase the professional development opportunities for staff to deliver the new specification and local networks are already holding professional meetings to share information and best practice.

Extended opportunities for professional development in Welsh language skills through the use of the Sabbatical schemes has been very successful in Flintshire and remains a core part of the delivery programme. Flintshire alongside Wrexham was the first North Wales authority to pilot a sabbatical programme for Classroom Assistants in Welsh medium schools developed by Canolfan Bedwyr and WG and jointly delivered between them and a member of Flintshire's Welsh Advisory Team. This is to continue to be developed in the WAT's range of on-going support and training to schools

One of the key priorities of this strategic plan must be to raise the awareness of school governors of the Welsh Government's strategy to ensure a million Welsh speakers by 2050 and how the WESP will contribute to this target. As a border county we have historically had some challenges in encouraging school governors and parents of the value of bilingualism. However we have many examples of positive community support e.g. the numbers of pupils now at Ysgol Glannau Dyfrdwy in Shotton.

It is the responsibility of the local authority to ensure that governors understand their statutory responsibilities in relation to the Welsh language and qualifications through targeted training, regular information sharing and the monitoring of provision and outcomes in Welsh in all schools. The WESP operational lead for Flintshire has attended the Flintshire Governors Association meeting where the role of the sabbatical scheme was discussed in detail.

The national Digital Competency Framework for schools, the use of the Welsh Government online learning platform (Hwb) and supporting of digital Apps is having a positive impact on the Welsh standards achieved by pupils and the language competence of the workforce. Flintshire's Welsh Advisory Team are already using Hwb as part of their training by creating Hwb networks where course participants can share resources and provide ongoing support to each other e.g. Welsh language skills teaching for teaching assistants. The development of apps to support the Welsh language and teaching methodology are being increasingly used to engage staff and pupils because of their immediacy, accessibility and relevance to the modern world and the further development of these is a key element of Flintshire's strategic plan going forward. During 2020 online and blended learning made increased use of these technologies that are continuously being developed to meet the needs of the new curriculum.

The Council is aware of the severe challenges faced by its schools in recruiting quality teachers and support staff able to deliver the curriculum through the medium of Welsh. There is evidence of particular challenges in the secondary sector in some subject areas e.g. Welsh, chemistry and physics. The Council will provide Welsh medium schools with appropriate HR support when required in relation to recruitment issues. It also needs to actively promote a positive view of the Welsh medium education sector in Flintshire across the region to attract staff to come and work in the area. The use of the sabbatical scheme for staff in Welsh medium schools has been effective in up-skilling the quality of spoken and written Welsh of support staff who have been recruited into these roles, having undertaken their own education through the medium of Welsh years before, but may have lost confidence or become unfamiliar with the terminology used in schools. A longer term ambition must be to encourage today's secondary school pupils in the Welsh medium sector to retain their use of Welsh and pursue further and higher education courses through Welsh, seeing it as a positive step to develop their career opportunities in the area.

The Workforce Welsh Language Skills Audit was repeated in 2017-18 as part of the regional consortia's approach to develop the workforce to support Welsh in Education. The data gathered informed local and regional planning for staff development. Flintshire has already identified a key area of need within Key Stage 3 where evidence shows that staff need to improve their everyday Welsh language skills and as well developing their understanding and use of subject specific vocabulary. Improvements in this area would ensure that good progress in pupils'

language skills achieved in Key Stage 2 is further enhanced at Key Stage 3, providing a stronger platform for success at Key Stage 4.

Developing strong leaders in the Welsh medium sector is another key priority for Flintshire as current numbers accessing the National Professional Qualification for Headship through Welsh and for Welsh medium headship is low.

The regional service, GwE, has developed an innovative continuum of professional development for leadership at all levels, from newly qualified teachers, through middle leadership and ultimately to senior leadership and headship. It will be a target of this WESP to ensure higher numbers of potential school leaders' access this programme and progress to headship in the Welsh medium sector, which can be more static in Flintshire because of the smaller number of Welsh medium schools and limited opportunities for promotion.

The Urdd also provide volunteering and accreditation opportunities through the medium of Welsh for young people to develop their skills and knowledge and to develop confidence in their abilities by working as part of a team. Every volunteer is registered on the Urdd database and each volunteer receives a letter of thanks and a certificate to acknowledge their achievement. One of the priorities within the revised WESP will be to further develop opportunities such as these.

In their regular meetings with civil servants in relation to the WESP, Flintshire's senior officers will also encourage Welsh Government to consider national and regional issues in ensuring a suitably linguistically qualified workforce e.g. through ensuring sufficiency of Welsh medium teacher training places in the region and through the use of statutory powers to promote staff competence in the use of Welsh e.g. through regulations related to Performance Management, School Improvement Plans, Annual Reports to Parents and the deployment of the Education Improvement Grant.

In conjunction with GwE and the Welsh Advisory Team, schools requiring additional support for curriculum delivery of Welsh and further professional development of staff to achieve higher outcomes for all learners are identified and targeted. The local authority is also committed to extending its working partnership with other key organisations to provide extended opportunities for staff development and enhanced pupil activities to support higher outcomes in Welsh e.g. Mudiad Meithrin, Menter Iaith Sir y Flint, Coleg Cambria, Bangor University and the Urdd.

The Urdd and the Council's Youth Service have a strong collaborative working relationship and offer a range of activities through the medium of Welsh or bilingually for young people in and out of school settings. This ensures a close link between the use of the Welsh language in schools and the use of Welsh in the community. The

Urdd run a number of community based clubs and projects (Adran and Uwchadran) so that the use of Welsh is extended beyond school boundaries. The Urdd also hold lunchtime Welsh clubs and activities called Clybiau Cinio Cymraeg for children and young people in English and Welsh medium schools to give them the opportunity to developing confidence in using their language skills as part of fun activity. These opportunities will continue to be enhanced and delivered across Flintshire.

We continue to build on the momentum from the successful Urdd Eisteddfod, hosted by Flintshire in May 2016, which achieved some of the highest attendance figures in recent times. This provided a real opportunity for the profile of the Welsh language and the Welsh education system to be raised. It provided an impetus for all schools across the authority to focus on the Welsh language and Welsh culture through their preparations for the event. The target of this WESP will be to secure a long lasting legacy from the Eisteddfod in terms of the higher outcomes achieved by learners and though the number of children coming into Welsh medium education, to secure its future in Flintshire and ensure more children become bilingual adults.

Current Situation:

Number of teachers according to ability in Welsh, Flintshire, 2019						
	No Skills	Entry Level	Foundation Level	Intermediate Level	Higher Level	Proficient Level
Primary	18	120	287	153	52	99
Secondary	247	189	73	23	31	98
Number of teachers according to ability in Welsh, Flintshire, 2020						
Primary	19	120	287	147	55	100
Secondary	259	190	73	29	29	98

Teacher numbers; if teaching through the medium of Welsh, Flintshire, 2019				
	Teaching / Working through the medium of Welsh	Can teach / work through the medium of Welsh but do not	Unable to teach / work through the medium of Welsh	Teaches Welsh as a subject only
Primary	68	62	93	508
Secondary	62	72	570	15
Teacher numbers; if teaching through the medium of Welsh, Flintshire, 2020				
Primary	61	66	97	518
Secondary	62	70	526	14

- Strong interest from schools and parent/carers in teaching resources/workforce development opportunities provided online by the Welsh Advisory Team
- Support provided through online training for school based workforce (Foundation Phase & Key Stage 2 teachers)
- The Sabbatical Teachers Scheme - The Council has a strong record over a number of years of supporting and evaluation impact of sabbatical teachers on their return to school. Some Flintshire schools are in their 3rd or 4th year of releasing teachers to attend the training. There are excellent examples of returning sabbatical teachers impacting significantly on standards of Welsh in school through teaching Welsh to TAs and support staff e.g. canteen staff.
- Flintshire continues to have a good regional take up of sabbatical courses – 15 having returned to school between 2019-2021 accessing a support programme in 2021-22 provided by a member of Welsh Advisory Team ; 9 Sabbatical teachers returned to school September 2020 –to access a programme of support up to summer 2022; 2 Sabbatical teachers returned to school September 2021 to access a programme of support up to summer

2022; 4 Sabbatical teachers returned to school in September 2019 to access a programme of support up to summer 2022.

- Across Flintshire schools, cluster Leads for Welsh are encouraged to discuss school priorities for this year taking into consideration Flintshire's WESP including a focus on:
 - Support plans for the development of Welsh provision in their school
 - Ensure purposeful opportunities for pupils to develop and use their Welsh language skills in both formal and informal settings (including the Language charter/Cymraeg Campus)
 - Develop a programme of professional learning to ensure that the workforce is continuously developing its Welsh skills
- WESP Forum members consider the recent report from The Welsh Language Commissioner 'The Welsh Language and the Statutory Workforce in Wales 6th August 2020. This is a considerable document that requires LAs to have specific targets in terms of Teacher and Teaching Assistant numbers required over the next 10 years.
- The recently developed NE Wales ACL Partnership for Adult Learning in Flintshire and Wrexham are strengthening links with each LA's Welsh Language Officer and increasing the number of courses in specific sectors that will be delivered through the medium of Welsh, starting with health and social care, hospitality and customer service skills.

Where do we aim to be within the first 5 years of this Plan and how we propose to get there?

- Improved Welsh language skills of the workforce
- Collaboration embedded with external partners including GwE, Bangor University, Coleg Cambria, Mudiad Meithrin, Menter Iaith and the Urdd.
- Extra staffing capacity available for English Medium schools that are in transit across the new school categories from English Medium to Welsh Medium

To achieve this outcome we will:

- Facilitate school governor training on role of implementing the WESP
- Target staff at KS3 in English medium schools in everyday Welsh and subject specific language skills

- Target staff working in English medium primary schools to improve their Welsh language skills
- Further develop the effective use of digital platforms to support training delivery and the use of language in schools e.g. Hwb, Welsh Apps etc.
- Encourage young people to understand the benefits for their career development of being bilingual and support them to seek employment opportunities locally where they can use their Welsh language skills, especially in demand areas e.g. early years provision, the schools' sector and care/health services
- Further embed the Sabbatical scheme across the authority to increase numbers of children using Welsh and ensure strong impact on standards of Welsh in schools
- Support headteachers and governors to prioritise the development of Welsh language skills by surveying their staff, targeting them with quality professional development and monitoring progress through the performance management system to up-skill the workforce and achieve higher standards by pupils in Welsh
- Continue to use data from the School Workforce Annual Census (SWAC) to plan future provision

Where do we expect to be at the end of our ten year Plan?

- To have implemented the action plan to ensure sufficient supply of staff English Medium schools that are in transit across the new school categories from English Medium to Welsh Medium
- Governing Bodies can clearly evidence how the WESP has been implemented in their schools
- Continue to work closely with authorities across the region to develop joint solutions.

How we will work with others to achieve our vision

The well-established Flintshire WESP Forum works closely with its partners to challenge, support and monitor developments in Flintshire's Welsh medium strategy. The Forum is a vibrant body that celebrates innovative actions to support

the Welsh language and Welsh medium education in Flintshire but also challenges the Council and other partners to be ambitious in its vision for the future.

Structure

The WESP Forum structure consists of a main Forum membership group with members also participating in three sub-groups – provision, standards and workforce. The WESP meets three times a year – once a term, with the sub-group meetings directly preceding the main Forum meeting – twelve meetings in total. The sub-group members then feed progress on their individual action plans back to the Forum’s main action plan. The membership of both the Forum and the sub-groups has a good balance of representation from schools and other educational establishments and Council officers. The partnership working thus created ensures mutual challenge and support.

The WESP Forum constitution and Terms of Reference (TOR) were reviewed in 2020 to further enhance the work of the sub-groups and also ensure that the main Forum did not become too big or unbalanced. All members of the WESP Forum were able to participate in a consultation prior to adoption of new TOR. The aim is for temporary task-led sub-groups to be formed as and when appropriate. In 2019 a Data group was temporarily established with a specific task to investigate and report back to the Forum on the impact of its communication with parents/carers regarding Welsh medium education.

Key priorities:

The Forum’s main objectives continue to be the take up of Welsh Medium childcare & education places by parents from the early years and to increase the provision of Welsh Medium places through capital investment in key locations across the authority to facilitate parental choice.

Alignment with key policy areas:

Childcare Sufficiency Assessments

30 hours Childcare offer for pre-school Welsh medium education

21st Century Schools and Colleges programme.

Welsh Government Strategy – A Million Welsh Speakers by 2050

FCC Welsh Language Standards

FCC Welsh Language Promotion Strategy

FCC Welsh in the Workplace Policy

A Curriculum for Wales – Our National Mission



CABINET

Date of Meeting	Tuesday, 15 th February 2022
Report Subject	Multiplying Impact – Flintshire Integrated Youth Provision Delivery Plan 2021-2024
Cabinet Member	Leader of the Council and Cabinet Member for Education
Report Author	Chief Officer (Education & Youth)
Type of Report	Strategic

EXECUTIVE SUMMARY

This report provides details of the new plan that has been developed for the delivery of the Council's youth services, known as the Integrated Youth Provision, for the period 2021-2024.

This plan has been prepared following consultation with young people, with staff in the Integrated Youth Provision Team and with our key partners who support us in our delivery of services to young people aged 11 to 25 in Flintshire. It has also been developed within the context of the ongoing COVID-19 pandemic which is widely acknowledged to have had a significant impact on the emotional, mental and physical health of young people.

Aspects of the delivery plan are already being actioned as the service has continued its support for children and young people throughout the pandemic. This has often been in different ways from traditional youth work activities due to the COVID-19 restrictions that have been in place at different times.

The title of the plan, **Multiplying Impact**, is deliberate in order to demonstrate how lessons learned about service delivery during the pandemic are embedded in our youth work going forward and also how effective partnership working between the Council and its key partners in this arena positively benefits our young people and maximises its impact.

The plan outlines the national and local context for youth work, references the feedback from the consultation process on which the plan has been built and sets out ambitious priorities for the future development of the service.

RECOMMENDATIONS

1	Members positively acknowledge the vital work of the Integrated Youth Provision during the COVID-19 pandemic in supporting Flintshire's children and young people.
2	Members endorse 'Multiplying Impact - Flintshire Integrated Youth Provision Delivery Plan 2021-2024'.

REPORT DETAILS

1.00	EXPLAINING 'MULTIPLYING IMPACT – FLINTSHIRE INTEGRATED YOUTH PROVISION DELIVERY PLAN 2021-2024'
1.01	Flintshire Integrated Youth Provision (FIYP) aspires for all young people in the county to have access to quality support that contributes to their personal development, emotional health and wellbeing, physical health and personal safety. The aim is that young people can reach their potential and live free from disadvantage and the harmful impacts of inequality and disadvantage.
1.02	The service recognises that the COVID-19 pandemic, which is still ongoing after nearly two years, has had a variety of impacts on young people – some positive but many are negative. It is acknowledged that at a time when young people and families needed support the most, many of the protective factors which normally help them to cope were inaccessible because of the national restrictions e.g. schools and workplaces closed, leisure centres, gyms, sports clubs, youth clubs and social venues closed and for significant periods of time, limitations on meeting with family and friends. Many young people and families have also experienced increasing financial hardship and have increased stress around employment and poverty.
1.03	As pandemic restrictions have been eased, although not yet completely removed, some of our youth services have begun to operate again, alongside the reopening of schools but what is already emerging is that the impact of the pandemic has had a wide range of impacts on young people and this will continue to become more visible over time and particularly for the most vulnerable in our communities.
1.04	FIYP has a long and proud history of advocating for and partnering with young people, schools, wider services and key partners to meet the needs of those aged 11 to 25. FIYP is, therefore, well placed to meet the challenges that emerge in the presentation of young people including disengagement, anxiety, mental health issues and in the more complex cases, self-harm and suicide ideation.
1.05	Welsh Government is promoting a whole-school approach to emotional health and wellbeing and actively encourages greater use of youth work to

	<p>support young people within the 11-25 age range. The FYIP team have a vast range of expertise and skills to enhance this approach both inside and outside the formal school setting. Youth workers offer a unique insight into the needs of young people and are adept at identifying and supporting those who may be at greater risk.</p>
1.06	<p>As Wales heads towards implementation of the new curriculum in September 2022, with its four key purposes:</p> <ul style="list-style-type: none"> • ambitious, capable learners, ready to learn throughout their lives; • enterprising, creative contributors, ready to play a full part in life and work; • ethical, informed citizens of Wales and the world; • healthy, confident individuals, ready to lead fulfilling lives as valued members of society; <p>the contribution of quality youth work will be critical.</p> <p>Working strategically and collaboratively with young people and partners, our ambition is to ensure that everyone benefits from formal and informal activities and experiences, led by a skilled and enthusiastic youth team and that the impact of everyone's efforts is multiplied.</p>
1.07	<p>Based on data from the Office for National Statistics in 2019, 156,100 people live in Flintshire, which represents about 5% growth since 2001. Of the total population, 28% are aged 0-25 years (42,314) with young people aged 11-25 years totalling 23,714.</p>
1.08	<p>The population in Flintshire is spread across the towns of Flint, Buckley, Holywell, Connah's Quay and Mold, but unlike some Welsh counties there is no main single centre. The remainder of the population are located either in a westward linear pattern extending along the Flintshire coast, with more rural and dispersed communities to the central and western areas of the county or in more commuter-based villages to the south and east.</p> <p>Our geography means that some of our young people are more confined to their own areas than is true for counties with main centres. This impacts most on those with less means and less confidence to travel in order to access provision in neighbouring towns and/or villages. This isolation has been exacerbated further for young people, their families and communities because of COVID-19.</p>
1.09	<p>Our geography and local patterns of inward and outward migration with nearby English towns and cities e.g. Chester and Liverpool, have also meant we have tended to have fewer Welsh language speakers in Flintshire - 13.2% compared to 19% for Wales as recorded in the 2011 census. Therefore, encouraging young people to learn and use their Welsh language skills and be proud of their Welsh heritage and culture is a key objective of the service and the new delivery plan and forms part of the Council's Welsh in Education Strategy 2022-2032.</p>

1.10	<p>Youth work: the Youth Provision Service and Youth Support Services in Flintshire have been planned and delivered in an integrated way since 2015, with enhanced collaboration between providers in all sectors.</p> <p>Flintshire Integrated Youth Provision (FIYP) operates across the spectrum of need with a reach across all secondary schools, statutory and voluntary sector partners. FIYP utilises the Youth Support Grant (YSG) and the Families First grant to support a strategic approach to partnership work and an active voluntary sector provision. This has enabled us to adopt a strategic approach to planning and delivering support for young people.</p>
1.11	<p>The Learning and Skills Act 2000 s.123 obliges local authorities to provide and/or secure the provision of Youth Support Services (youth services). Youth services operate from multiple settings, including schools, homes and in communities. This includes dedicated provision for young people more at risk of poor outcomes such as young carers and young people with disabilities, at risk of exclusion, having unhealthy relationships and those with emotional and mental health problems.</p> <p>Youth workers provide these services via 'youth work' - a recognised methodology for working with young people, underpinned by National Occupational Standards and regulated professional qualifications.</p>
1.12	<p>Since 2010, traditional youth service activities in Wales, which were mainly community-based, drop-in and open-access, have reduced. Reasons for this include national policy change, young people's growing preference for digital interaction, more time spent on school-related activities and study and the impact of austerity.</p> <p>The national policy context increasingly focused youth service activities to more targeted provision. The Welsh Government and key agencies such as Estyn have increasingly recognised the essential role of youth workers to helping support positive outcomes with young people that are more vulnerable to disadvantage and exclusion.</p>
1.13	<p>We know from national research and local analysis that young people are affected by adverse childhood traumas (ACEs) and with other challenges arising from factors such as being young carers, intergenerational poverty and/or having a disability, neuro-diverse condition and poor mental and emotional health and wellbeing the challenges facing many young people are significant.</p>
1.14	<p>These challenges are the drivers behind this new delivery plan and are closely linked with three Council priorities:</p> <ul style="list-style-type: none"> • reducing youth homeless; • reducing school absenteeism and exclusions; • improving outcomes for children and young people who are 'looked after' by the local authority and for care leavers.
1.15	<p>The role of young people in shaping the services they want and need is critical and Flintshire's young people positively contributed to the consultation process. Of the 80 young people who responded to the consultation survey, we learned that the majority who use FIYP services</p>

	<p>rate these as great or good with informal education and play activities during the summer, 1:1 and group activities with youth workers in the community, during the school day (but not at school), online and youth clubs all scoring highly.</p> <p>The areas for us to develop further based on their feedback is to improve the experience of young people engaging with youth workers at school and in accessing information, advice and assistance through telephone/email contact with youth workers.</p>
1.16	<p>Amongst young people, we also found strong demand for FIYP to prioritise support:</p> <ul style="list-style-type: none"> • In how to feel more confident, for chances to learn something new, stay safe, relax/have a break, do something different and for support with education and/or employment (85-90% of all young people). • Provide chances to meet more young people like themselves and for support to deal with anxiety, stress and problems at school with other young people (80-84%). • Promote access to youth workers as sources of information and advice about other types of available support and to assist with problems with family/at home and in addressing problems with teachers and school work (67-79%). <p>At least half of young people also value as very important/important FIYP youth and play workers providing information and advice about sexual health, drugs and alcohol and housing.</p>
1.17	<p>While there was little difference in preferences based on location, gender, having a disability or a health/neuro-diverse condition, for some cohorts of young people there were particular areas of support that are more strongly valued. These include:</p> <ul style="list-style-type: none"> • For LGBTQ+ young people • For young people where Welsh or English is not their first language • For young carers.
1.18	<p>The other respondents to the consultation including FYIP staff, partners, parents & carers and elected members largely validated the key priorities identified by young people themselves. These include:</p> <ul style="list-style-type: none"> • Support for young people’s mental health and wellbeing, including anxiety and stress, support networks and to address waiting times for specialist mental health services • Pro-social community activities, including access to informal education, play and activities that alleviate boredom and give young people something to do • Safe environments for young people to meet, access support, hang out etc.

	<ul style="list-style-type: none"> • Information, advice and assistance related to alcohol and drugs • Support for economic empowerment, including jobs and financial advice • Support related to education, such as to help reduce exclusions, support pupil engagement • Access to online support services, including improved online safety and to address digital exclusion
1.19	<p>Those who responded were even more emphatic than the young people themselves in prioritising the following as important:</p> <ul style="list-style-type: none"> • Supporting young people experiencing anxiety and stress e.g. feeling worried, feeling lonely, self-harm (99%). • Supporting young people to feel more confident e.g. body image, peer pressure (99%). • Supporting young people experiencing problems with family/at home (99%). • Supporting young people experiencing problems at school with other young people e.g. bullying, peer pressure (98%). • Support with school/college/getting a job (97%). • Giving young people a chance to do something different (97%). • Giving young people a chance to learn something new (97%). • Giving young people a chance to meet more young people like them e.g. Welsh speakers, disabled young people, LGBTQ+ young people (97%).
1.20	<p>What types of services and how they should be delivered are explored in detail in the plan which is attached at Appendix 1. The consultation demonstrated that young people and wider stakeholders can have similarities and differences in how they consider the best ways to deliver services.</p> <p>The provision of youth clubs in young people's local area was a priority for everyone but there is also recognition that a range of services can be delivered in other formats e.g. on digital platforms, by youth workers being placed in schools, by accessing information in other venues supported by youth workers e.g. leisure centres, parks, clubs, hospitals, homelessness shelters. Broadening the offer of services by working with other partners and maximising technology is a positive way to maximise the impact of constrained resources.</p>

	<p>What the consultation feedback confirmed, therefore, is that the service needs a multi-faceted and inclusive approach to ensure the broadest possible access for young people to our support.</p>
1.21	<p>The consultation provided mostly strong support for the proposals for the development of the Integrated Youth Provision which include:</p> <ul style="list-style-type: none"> • Expanding digital and remote engagement with young people and staff; • Sustaining and developing partnerships with schools and other services such as AURA, Housing and Children's Services to make youth workers available in settings that young people attend e.g. young people at risk of homelessness, self-harm and who are at risk of exclusion from school; • Re-establishing regular youth clubs at Connah's Quay, Flint, Greenfield, Leeswood, Penyffordd, Saltney and Sealand, Mynydd Isa and Treuddyn; • To develop new provision in the Deeside area and to have schools and community organisations manage some buildings in order to release resource to provide other forms of youth work e.g. youth workers in schools.
1.22	<p>The service has developed its vision for the future on the basis of the Youth Work Strategy for Wales 2019 which has the following 5 aims:</p> <ol style="list-style-type: none"> 1. Young people are thriving 2. Youth work is accessible and inclusive 3. Voluntary and paid professional youth work staff are supported throughout their careers to improve their practice 4. Youth work is valued & understood 5. A sustainable model for youth work delivery <p>Each of these themes are developed in greater detail in the delivery plan and expands on the priorities above. The plan outlines what has already been done to support these aims and also how they will be developed further through the lifetime of the plan.</p>
1.23	<p>FIYP will make sure that we build on our collective successes, question ourselves continually and always listen to the voices of our young people, our staff, our partners and our wider stakeholders.</p> <p>FIYP Plan: Multiplying Impact 2021 – 2024 has been developed in that spirit and is grounded in our recent consultation feedback.</p> <p>The 2021 – 2024 Multiplying Impact plan promises to deliver through our proactive and effective partnership work, a relentless focus on quality and holistic support, a bilingual offer and evidence-based youth work provision.</p>

2.00	RESOURCE IMPLICATIONS
2.01	<p>Revenue: there are no implications for the approved revenue budget for this service for either the current financial year or for future financial years. The service operates within its budget.</p> <p>Capital: there are no implications of this delivery plan for the approved capital programme of the Council for either the current financial year or for future financial years. The service will continue to manage a number of youth and community buildings but where appropriate will support others to take control via community asset transfers. This is a more financially efficient model for the service who can then rent out space when it is needed.</p> <p>Human Resources: Any change to current workforce structures or roles will be managed within the service budget.</p>

3.00	IMPACT ASSESSMENT AND RISK MANAGEMENT								
3.01	<p>Integrated Impact Assessments (IIAs)</p> <p>A full Integrated Impact Assessment has been completed, attached as Appendix 3 to this report, which elected members are advised to read.</p> <p>i) The Impact Assessment has identified there will be a potential positive impact on virtually all areas with the note that the only potential negative impact would be if some individuals were digitally disadvantaged. Access to IT equipment and internet access will be continuously reviewed by the service to integrate this into the offer for young people and by signposting them to other local facilities where this is available e.g. libraries.</p> <p>Any identified risks within the Integrated Youth Provision are recorded as part of the Education & Youth Portfolio risk register which is monitored on a monthly basis and reported through the appropriate Council meeting structures.</p> <p>Ways of Working (Sustainable Development) Principles Impact</p> <table border="1"> <tr> <td>Long-term</td> <td>Positive – supports the holistic development of young people as they transition towards adulthood</td> </tr> <tr> <td>Prevention</td> <td>Positive – provides access to support services and information to encourage young people to make healthy choices, maintain personal wellbeing and safety and develop confidence</td> </tr> <tr> <td>Integration</td> <td>Positive – the plan is wholly inclusive and provides opportunities for all</td> </tr> <tr> <td>Collaboration</td> <td>Positive – the plan and the delivery of youth work activities is based on a</td> </tr> </table>	Long-term	Positive – supports the holistic development of young people as they transition towards adulthood	Prevention	Positive – provides access to support services and information to encourage young people to make healthy choices, maintain personal wellbeing and safety and develop confidence	Integration	Positive – the plan is wholly inclusive and provides opportunities for all	Collaboration	Positive – the plan and the delivery of youth work activities is based on a
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	collaborative approach between services and agencies for the benefit of all young people
Involvement	Positive – the plan is based on the consultation and feedback from young people who are actively involved and supports them to develop their understanding of how they can actively participate in all aspects of their lives. It is a rights based approach.

Well-being Goals Impact

Prosperous Wales	Positive – develops the skills and confidence of young people and supports their academic and personal development to lead them to be economically active as adults
Resilient Wales	Positive - develops the skills and confidence of young people and gives them access to services and support to build their personal resilience
Healthier Wales	Positive – provides access to services and experiences that promote physical and emotional health
More equal Wales	Positive – is inclusive and seeks to address the impact of inequality
Cohesive Wales	Positive – built on a rights based approach and the respecting others agenda
Vibrant Wales	Positive – encourages and promotes the Welsh language and culture
Globally responsible Wales	Positive – encourages social and environmental responsibility

The plan makes a significant contribution to the Council’s Wellbeing Objectives and is a key strand of the business plan for the Education & Youth Portfolio which in turn underpins the Council Plan. It supports not only the E&Y Well-being objectives:

- supporting children and younger people to achieve their potential;
- supporting learners from 3 to 18 years of age to aspire to high levels of educational attainment and achievement;
- providing high quality learning opportunities, and learning environments for learners of all ages;

but also contributes to other objectives in relation to healthy and independent living, protecting people from poverty, protecting people from abuse, making communities safer places and giving equal opportunities for all to fulfil their lives.

4.00	CONSULTATIONS REQUIRED/CARRIED OUT
4.01	The plan was widely consulted upon by a range of young people and wider stakeholders and it is on this feedback that the priorities within the plan have been developed, alongside local and national priorities.

5.00	APPENDICES
5.01	Appendix 1 – Multiplying Impact Delivery Plan 2021-2024 Appendix 2 – FIYP Staffing Structure 2022 Appendix 3 – FIYP Integrated Impact Assessment

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	https://gov.wales/sites/default/files/publications/2019-06/youth-work-strategy-for-wales.pdf

7.00	CONTACT OFFICER DETAILS
7.01	Contact Officer: Claire Homard - Chief Officer Education & Youth Telephone: 01352 704190 E-mail: claire.homard@flintshire.gov.uk

8.00	GLOSSARY OF TERMS
	<p>Flintshire Integrated Youth Provision – the name of the youth service within the Council which delivers youth support and early intervention support to all children and families, including our most vulnerable children, young people and families.</p> <p>Youth Support Grant - Welsh Government (WG) Grant paid to each lead youth provision in each Local Authority to enable commissioning of bespoke partnership services for our young people.</p> <p>Families First Programme - The national programme providing a vehicle for delivering on the child poverty strategy</p> <p>NEETS - Young people not in education employment or training.</p>

MULTIPLYING IMPACT 2021 – 2024

Flintshire Integrated Youth Provision Delivery Plan



Introduction

Flintshire Integrated Youth Provision (FIYP) aspires for all Flintshire young people to have the support that contributes to their being safe, healthy, reaching their potential and living free from disadvantage and inequalities of opportunity. As a youth work provision service, we are committed to:

- The importance and relevance of all young people's voice in all that we do.
- Young people choosing to engage and to take part.
- Treating all young people with respect and where we respect and value differences.
- An asset-based and strengths based approach, working alongside young people to build their skills, their capabilities and their sense of self-worth and self-confidence.
- Helping young people develop stronger relationships and cohesive communities. We recognise that this happens when we are led by, and negotiate with, young people. We recognise also that this requires constant adaptation and ever closer partnering with a range of services and other sources of formal and informal support. This includes families, town and parish councils, schools, colleges, play and leisure services and diverse partners from across the statutory, voluntary, community and faith sectors.

In reviewing our efforts and consulting on our future during COVID-19 pandemic, we recognise that there has been innovation in service delivery that is worth sustaining as we move forward. For example, embedding and further expanding digital and remote contact methods with young people and offering sustaining a youth club model that is safe, adaptable and sustainable.

We also recognise that there are significant worries about more young people and stakeholders requiring support for their mental and emotional health and wellbeing as the course of the pandemic and recovery in the coming months and years takes place. We also recognise that for many young people and families at the time when they needed support the most, many of the protective factors which normally help them to cope were inaccessible because of the restrictions imposed as a result of the pandemic; for example, school and workplace closures, as well as closing of gyms, leisure centres, sports clubs and missing out on meeting up with friends and family. Many young people and families also continue to face major financial challenges and worries about employment and poverty.

As lockdown conditions have now begun to ease, schools and further education offers have reopened and universal services have started to operate more normally, the full impact of the pandemic on the lives of young people and families will become more visible, especially for those who are more vulnerable. We will build on our history of advocating for, and partnering with, young people, schools and key support services to prepare for an increase in young people with more complex problems, such as young people with self-harming behaviours, suicidal risks and other mental health difficulties.

Welsh Government is promoting a whole-school approach to mental health and encourages greater use of youth-work approaches to support young people with emotional and mental health and wellbeing needs and those at more risk of disengaging with education, training and employment. As schools begin implementing the revised National Curriculum for Wales from September 2022 onwards, this focus will become sharper and more detailed. Youth work offers insights about how to engage young people who are at greater risk. In Flintshire, we are determined to work strategically and collaboratively with young people and partners to ensure everyone benefits and therefore multiply our impact. Welcome to *Multiplying Impact: Flintshire Integrated Youth Provision FIYP Delivery Plan 2021- 2024*.

Flintshire context for youth work

Flintshire occupies a unique border location in the North East corner of Wales, serving as the gateway to North Wales. Flintshire is bounded by the Welsh authorities of Wrexham and Denbighshire as well as Cheshire West and Chester in England. The population is spread across the towns of Flint, Buckley, Holywell, Connah's Quay and Mold, but unlike some Welsh counties there is no main centre. The remainder of the population are located either in a westward linear pattern extending along the Flintshire coast, with more rural and dispersed communities to the central and western areas of the County or in more commuter-based villages to the south and east.

Almost uniquely in the UK, manufacturing is at the heart of the local economy, providing 24% of all jobs (the figure for the UK is 13%). High value manufacturing is central with aerospace, automotive components, specialty chemicals, food and paper and packaging industries all well represented. Brexit related regulatory burdens are a key worry, given estimates of £300m per year in lost revenue to Flintshire and Wrexham. This will cause higher unemployment, demand on already stretched public services and reduce opportunities for young people for good local jobs.¹ Sustainable energy generation is becoming a more significant part of the local economy. At the Port of Mostyn, Flintshire has the most successful offshore wind servicing and support centre on the west coast of Britain.

156,100 people live in Flintshire (2019 ONS estimates), which represents about 5% growth since 2001. Of the total population, 28% are aged 0-25 years (42,314). Young people aged 11-25 years account for 56%, totalling 23,714. Flintshire people are amongst the most economically active in Wales. In September 2020, 78.9% of people aged 16-64 years were employed, with only Monmouthshire having a higher economic participation rate at 80.6%. By contrast, the Wales average is 73.3% and UK average is 75.5%. There are 13.7% workless households in Flintshire, which compares to 18.4% for Wales and 13.9% for the UK.

Worries about rising unemployment caused by COVID-19, Brexit related trade disruption and economic contraction are reflected in rising numbers of claimants for out-of-work benefits. For example, in January 2021, there are 4,835 claimants in Flintshire (5.1%). This compares to 2,605 in November 2019 (3.1%): a 54% increase in 14 months. Young people are even worse affected. In January 2021, there were 10 young people aged 16-17 years in receipt of out-of-work benefits (0.3%) and 955 young people aged 18-24 years in receipt of out-of-work benefits (8.8%), which compares to an all-Wales average of 8.5% and a UK average of 8.8%. In November 2019, there were 10 young people aged 16-17 years in receipt of out-of-work benefits (0.3%) but only 545 young people aged 18-24 years in receipt of our-of-work benefits (5%). This represents a 75% increase in 14 months.

Our geography means that some of our young people are more confined to their own areas than is true for counties with main centres. This impacts most on those with less means and less confidence to travel in order to access provision in neighbouring towns and/or villages. This isolation has been exacerbated further for young people, their families and communities because of COVID-19.

Our geography and local patterns of inward and outward migration with nearby English towns and cities e.g. Chester and Liverpool, have also meant we have tended to have fewer Welsh language speakers (13.2% cf. 19% for Wales in 2011 census). Through our Council's *Welsh Language Promotion Strategy 2018 – 2023*, we are taking a multi-pronged approach to overcome this. Part of our strategy in the Integrated Youth Provision has been to appoint a Welsh Language Officer who has been in post since May 2021.

Youth work; the Youth Provision Service and Youth Support Services in Flintshire have been planned and delivered in an integrated way since 2015, with enhanced collaboration between

¹ See Deeside News, *Brexit trade impact could see Wrexham and Flintshire economies lose £300m a year*, 8 March 2021 quoting a Grant Thornton report prepared for the Welsh Local Government Association.

providers in all sectors. Flintshire Integrated Youth Provision (FIYP) operates across the spectrum of need with a reach across all secondary schools, statutory and voluntary sector partners. FIYP utilises the Youth Support Grant (YSG) and the Families First grant to support a strategic approach to partnership work and an active voluntary sector provision. This has enabled us to adopt a strategic approach to planning and delivering support for young people. For example, we have been able to unlock broader opportunities for more comprehensive, well-coordinated wraparound support for those young people at more risk of poor life chances. This has included the creation of multiagency, multidisciplinary initiatives such as the Early Help Hub and is reflected in the local governance arrangements established to oversee implementation of the Children and Communities Grant and Housing Support Grant.

Policy context for youth work in Flintshire

National context



Youth Work Strategy for Wales



The Learning and Skills Act 2000 s.123 obliges local authorities to provide and/or secure the provision of Youth Support Services (youth services). Youth services operate from multiple settings, including schools, homes and in communities. This includes dedicated provision for young people more at risk of poor outcomes such as young carers and young people with disabilities, at risk of exclusion, having unhealthy relationships and those with emotional and mental health problems. Youth workers provide these services via 'youth work' - a recognised methodology for working with young people, underpinned by National Occupational Standards and regulated professional qualifications. Youth work aims to enable young people to develop

holistically, working with them to facilitate their personal, social and educational development, to enable them to develop their voice, influence and place in society and to reach their full potential.

Since 2010, traditional youth service activities in Wales, which were mainly community-based, drop-in and open-access, have reduced. Reasons for this include national policy change, young people's growing preference for digital interaction, more time spent on school-related activities and study and the impact of austerity. The national policy context increasingly focused youth service activities to more targeted provision. The Welsh Government and key agencies such as Estyn have increasingly recognised the essential role of youth workers to helping support positive outcomes with young people that are more vulnerable to disadvantage and exclusion. For example:

- Estyn (2018)²: *"The support for these (vulnerable) young people that is most successful in the long-term is engagement with well-trained youth workers who take time to build a relationship of trust with them. They then can foster these young people's personal development, build their confidence and resilience, and develop*

² Estyn. (2018). *Youth Support Services in Wales, The Value of Youth Work*. [estyn.gov.wales] Wales: Estyn, p.7 Used. Available at: <https://www.estyn.gov.wales/system/files/2021-08/Youth%2520Support%2520Services%2520in%2520Wales.pdf> [Accessed: 18th January 2022]

their social skills, so that they are more likely to make better life decisions and in due course re-engage with learning programmes.

- The Welsh Government reports that ‘youth work interventions have been shown to have a positive effect on formal education outcomes, behaviour, attendance and progression through key points of transition’.

Key national policy changes include:

Youth Support Grant changes	Since 2019/20, requirements for youth work approaches to providing emotional and mental health support and to co-ordinate activity to meet statutory requirements for a Youth Homelessness Prevention Service.
Curriculum for Wales 2022	Embeds health and wellbeing as a core ‘area of learning and experience’ in the new curriculum progressively rolled out from 2022.
Estyn framework for inspection of secondary schools	Inspectors will make judgements about schools making appropriate use of partners to provide effective support for pupils where that is required and also about the quality of approaches to improving pupil wellbeing and addressing the needs of more vulnerable learners.
Families First	Since 2016/17, requirements for specific programmes to support young people at more risk of disadvantage e.g., because of experience of care, adverse childhood traumas (ACEs).
Youth Engagement and Progression Framework	A Welsh Government Implementation Plan that aims to increase the education, employment and training of young people aged 11 to 24.

Flintshire policy and operational context

At a Flintshire County Council level, key local priorities are:

<p>Reducing homelessness because Flintshire young people aged 16-24 represent 23% of those presenting as homeless. The aim is to reduce the number of young people who are homeless by 50% every year to 2024</p>	<p>Reducing school absenteeism & permanent & fixed term exclusions as exclusions in secondary schools in Flintshire are higher than all Wales averages.</p>	<p>Improving outcomes for children and young people who are ‘looked after’ (LAC) & for care leavers. Flintshire currently has 252 children and young people who are ‘looked after’. This represents a rise of 21% since 2016. The Council is ambitious for their outcomes and future prospects.</p>
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We know from national research and local analysis that young people affected by adverse childhood traumas (ACEs) and with other challenges arising from factors such as being young carers, intergenerational poverty and/or having a disability, neuro-diverse condition and poor mental and emotional health and wellbeing underlie many of these key priorities.

For example, of young people known working with the Flintshire Youth Justice Service across January-November 2019, 85% have 2+ ACEs, of which 50% have 4 or more. 15% have 7+:

- 85% are affected by parental separation
- 58% by domestic violence
- 47% by drug use
- 46% by mental illness
- 33% by alcohol harm
- 31% parental incarceration
- 28% have been physically abused
- 14% have been sexually abused.

Impact of the Covid-19 Pandemic

We already know that an online mental health support service, Kooth PLC found relatively steady engagement with their service across the pandemic period. Early presenting issues were anxiety and relationships but as the pandemic progressed there was an increase in young people presenting with thoughts of self-harm and suicide, (COVID-19: mental health and wellbeing surveillance report³). The Early Intervention Foundation (June 2020)⁴ Action for Children reports '*The assumption was that there would be a **significant spike** in early help and social care referrals. Services will face a double hit, not only from more families needing more support to deal with a wider range of problems, but also from the knock-on consequences of fewer children and families having received the support that would usually have been available at key moments in their lives.*

With this in mind, we consulted young people and wider stakeholders from within our staff team, councillors, parents/carers and partners during the third national lockdown (beginning in December 2020) to inform our *FIYP Delivery Plan 2021-2024*,

Consultation Outcomes

From our consultation which included over 80 young people, we learned that the majority who use FIYP services rate these as great or good with informal education and play activities during the summer, 1:1 and group activities with youth workers in the community, during the school day (but not at school), online and youth clubs all scoring highly.

The areas for us to develop further are improving the experience of young people engaging with youth workers at school and in accessing information, advice and assistance through telephone/email contact with youth workers.

Service	Great/good	Not good/terrible
1:1 & group activities with youth workers in the community	72%	9%
1:1 & group activities with youth workers online	70%	14%
1:1 & group activities with youth workers during the day at school	28%	30%
1:1 & group activities with youth workers during the school day but not at school (e.g. Forest School)	73%	11%
1:1 & group activities with youth workers at youth clubs	64%	7%
Informal education & play activities at school during the lockdown (Resilience Hubs)	55%	22%
Informal education & play activities during summer time	75%	13%
Information & advice I can get from Youth Services Facebook page	57%	14%
Telephone or email contact with youth workers	62%	25%

³ Kooth PLC. (25th February 2021). *COVID-19: mental health and wellbeing surveillance report; Research and analysis Children and young people*. [www.gov.uk/government/organisations/public-health-england] Public Health England, Ch.7 Telephone and online support service use – children and young people Used. Available at: <https://dera.ioe.ac.uk/37458/1/7.%20Children%20and%20young%20people%20-%20GOV.UK.pdf> [Accessed: 18th January 2022]

⁴ Wilson, H & Waddell, S. (2020). *Covid-19 and early intervention: Understanding the impact, preparing for recovery*. [www.eif.org.uk] London: Early Intervention Foundation, p.14 Used. Available at: <https://media.actionforchildren.org.uk/documents/embargo-covid-19-impact-recovery.pdf> [Accessed: 18th January 2022]

Amongst young people, we also found strong demand for FIYP to prioritise support:

- In how to feel more confident, for chances to learn something new, stay safe, relax/have a break, do something different and for support with education and/or employment (85-90% of all young people)
- Chances to meet more young people like themselves and for support to deal with anxiety, stress and problems at school with other young people (80-84%)
- Access to youth workers as sources of information and advice about other types of available support and to assist with problems with family/at home and in addressing problems with teachers and school work (67-79%)

At least half of young people also value as very important/important FIYP youth and play workers providing information and advice about sexual health, drugs and alcohol and housing.

While there was little difference in preferences based on location, gender, having a disability or a health/neuro-diverse condition, for some cohorts of young people there were particular areas of support that are more strongly valued. These include:

- **For LGBTQ+ young people**
100% rated support with anxiety and stress as very important/important, of which 87% rated this as very important. They are also far more likely to want support with the following issues - problems with family/at home (93%), where else they can go for information and advice on housing (93%) and with sexual health information and advice (87%).
- **For young people where Welsh or English is not their first language**
100% rate support for problems at school with other young people as very important/important and 100% rate the chance to relax/have a break as very important/important.
- **For young carers**
100% rate support with anxiety and stress, the chance to relax/have a break, support for problems at school with other young people, problems with teachers and school work, feeling more confident, staying safe and school/college/getting a job as very important/important. Young carers were also significantly more likely than all other cohorts to report requiring support for problems with teachers and school work.

For 122 FIYP staff, partners, parents/carers and councillors, they largely validated the key priority areas for young people in Flintshire in need of support.

- **Support for young people's mental health and wellbeing**, including anxiety and stress, support networks and to address waiting times for specialist mental health services (43%).
- **Pro-social community activities**, including access to informal education, play and activities that alleviate boredom and give young people something to do (33%).
- **Safe environments** for young people to meet, access support, hang out etc. (25%).

Other priority areas are:

- Information, advice and assistance related to alcohol and drugs (17%).
- Support for economic empowerment, including jobs and financial advice (13%)
- Support related to education, such as to help reduce exclusions, support pupil engagement (12%)
- Access to online support services, including improved online safety and to address digital exclusion (10%).

They were more emphatic than young people about FIYP prioritising as important:

- Supporting young people experiencing anxiety and stress e.g. feeling worried, feeling lonely, self-harm (99%).
- Supporting young people to feel more confident e.g. body image, peer pressure (99%).
- Supporting young people experiencing problems with family/at home (99%).
- Supporting young people experiencing problems at school with other young people e.g. bullying, peer pressure (98%).
- Support with school/college/getting a job (97%).
- Giving young people a chance to do something different (97%).
- Giving young people a chance to learn something new (97%).
- Giving young people a chance to meet more young people like them e.g. Welsh speakers, disabled young people, LGBTQ+ young people (97%).

We also asked young people and wider stakeholders about what they consider best ways of FIYP providing that support. There are some interesting differences between what young people and wider stakeholders told us. While both agreed that youth clubs near where young people live is the 'number one' priority, the consultation also indicated that:

- Online youth clubs are 2nd choice for young people but 5th choice for wider stakeholders
- Accessing information and advice from a youth worker at school was 3rd choice for both young people and for wider stakeholders
- Accessing information and advice from a youth worker remotely when needed e.g. by telephone, email, social media, Zoom was 4th choice for both young people and for wider stakeholders
- Accessing information, advice and support from a youth worker at places a young person might be, such as a leisure centre, park, sports club, hospital or homeless shelter was 5th choice for young people and 2nd for wider stakeholders.

This tells us we need a multifaceted and inclusive approach to engagement to maximise access for young people to our support.

We found mostly strong support for proposals for service development related to:

1. Expanding digital and remote engagement with young people and staff:

- 65% rate this great/good (78)
- 18% okay (23)
- 8% not good (9)
- 9% don't know (10)

Some stakeholders were concerned that digital interaction would become the default way of supporting young people, especially when many young people benefit from face-to-face interaction. For example, one partner noted *'Humans are social beings and as such require social connections and interaction in the real world. Whilst digital content may be better than nothing in times of perceived emergencies that limit freedom, they are a poor substitute for high quality face to face youth work.'*

Overall, there was strong support for expanding the digital and remote offer. For many, there was a sense that this about adapting to the times and for others, simply identifying the benefit to having another method for contact with young people as part of a hybrid service model. For some there was also a sense that expanding digital services was important as a tool for education about online safety. As one community member noted, *'Because young people and*

a growing number of adults inhabit a virtual, on line world, a world fraught with opportunities and also dangers, being able to navigate this space and act professionally within it is of vital importance.'

FIYP have set up all communication systems in line with FCC policies and age appropriate requirements. All bilingual posts to our thriving social media platforms are made by the Estyn Llaw/Reaching Out team.

2. Sustaining and developing partnerships with schools and other services such as AURA, Housing and Children's Services to make youth workers available in settings that young people attend. For instance, young people at risk of homelessness, self-harm and who are at risk of exclusion from school:

- 89% rate this great/good (109)
- 7% okay (9)
- 1% not good (1)
- 3% don't know (3)

There was very strong support for this objective with a clear recognition of the benefits of joint and more integrated work in order to provide a more seamless and accessible service relevant to the needs of individual young people. Some partners used the opportunity to seek to work closer with FIYP. For example:

- An AURA representative said, *"great for FIYP youth workers to be present in venues and services across the community and happy to support with our venues."*
- An Education representative said, *"We already link with some Youth Workers and Youth Justice Service so that is proving positive. But as always, could do more. Could Education and Youth also be offered similar training. A Senior Youth Worker has helped with some - brilliant. More joint work, provision to increase links and support for young people and staff. We have great groups running with AURA and Theatre Clwyd so instead of duplication, stronger links. Also using the tools, the Learner Profiling Tool which highlights potential NEETS". (Not in Employment Education or Training).*

3. Proposals to re-establish regular youth clubs at Connah's Quay, Flint, Greenfield, Leeswood, Penyffordd, Saltney and Sealand, Mynydd Isa and Treuddyn. To develop new provision in the Deeside area and to have schools and community organisations manage some buildings:

- 60% rate this great/good (73)
- 18% okay (22)
- 16% not good (19)
- 6% don't know (7)

Worries about specific communities not having a regular youth club were the main cause for concern amongst those who said 'not good'. There were particular worries expressed about a lack of youth club provision in Buckley, Hope, Holywell, Caergwrle, Abermorddu and Cymau. There were also concerns raised about having static youth clubs. For instance, one councillor expressed worries about them being targeted by 'County Lines' (a form of Criminal Exploitation of young people by out of county drug dealers).

While many local authorities have closed all regular youth clubs, Flintshire will continue to operate clubs in specific geographical communities. We will aspire to supplement this with specific interest youth clubs and pop-ups, with peripatetic play and youth work in locations across the County that is based on local needs. We will also continue to build on our response to the COVID-19 pandemic by further developing our online offer. This includes:

- Enhancing our social media presence. Building on our successful IYP Facebook page launched during 2020 (14th January 2022 – 282 "likes" 336 "followers"), we have also

established an Instagram account in 2021 which now has 301 individuals who “like” the account (January 2022). This has been essential in promoting the new democratic voting entitlement for the 16+ cohort and other local and national campaigns.

- Online special interest youth clubs; for example, Welsh Language speakers that has over 70 young people participate, young people that are supported through the Inspire programme, LGBT+ people
- An online sexual health service delivered by the FIYP sexual health nurse who has a degree in youth work and two level 3 workers. This includes 1:1 support, videos and other resource. This is supplemented with a postal service for prophylactics. This will be supplemented with face-to-face sexual health clinics for young people when safe to do so.

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Delivering on our vision for the future

Using the Youth Work Strategy for Wales 2019 as our overarching framework, we have structured our strategic plan to deliver on the following 5 aims:

1. Young people are thriving
2. Youth work is accessible and inclusive
3. Voluntary and paid professional youth work staff are supported throughout their careers to improve their practice
4. Youth work is valued & understood
5. A sustainable model for youth work delivery

1. Young people are thriving

To make Flintshire a great place for young people to grow up and thrive, we want young people to:

- Feel valued, respected and supported to live authentically in a community that is inclusive and draws strength from diversity.
- Have opportunities for personal and social education in English and Welsh relevant to their need and through which, they will grow in self-confidence and self-worth, stay safe, enjoy healthy relationships and develop resilience and emotional wellbeing.
- Have access to trusted adults in safe environments where they feel they belong and can enjoy opportunities to relax, have fun and meet peers, learn new skills and seek information, advice and assistance.
- Decide for themselves what support they need and how they access it. They will know their rights and responsibilities and have meaningful opportunities to inform decision making about the issues that affect them.

Some of the things we have done to further these aims include:

- Operating a fully bilingual service.
- Maintaining a network of youth clubs across Flintshire and where clubs have needed to close, working with partners to enable continued access to support.
- Supporting our Youth Council to meet regularly.
- Facilitating meetings of the Youth Council with the Council's Leader and Deputy Leader and other senior officers to inform the development of policy affecting young people within Flintshire.
- Partnering with services to co-locate youth work services within settings accessed by young people; for example, working with AURA sports club at Connah's Quay.
- Co-locating youth workers within 5 secondary schools, including our Welsh medium secondary school, Ysgol Maes Garmon, for 1 day per week each week of each school term to deliver 1:1 and group work. We also work with secondary schools to make available the Duke of Edinburgh (DoE) Award programme to 100+ young people across Flintshire every year, and were the first Welsh local authority to provide a specific DoE programme with our specialist secondary school, Ysgol Maes Hyfryd.

- Developing young people's leadership skills through a longstanding partnership with Glyndwr University. Thereafter, these young leaders work in youth clubs and at our annual residential camps providing support to young people. Some young leaders have gone on to represent the young people in their local areas in town and community councils. Four young leaders have gone on to study the Youth Work at Glyndwr University with two having progressed through foundation levels to their final year Degree. One of these has subsequently been employed in a full time capacity with our partner organisation, Urdd Gobaith Cymru, and will jointly facilitate the Young Leaders Project 2022 and the Youth Council. This further enhances our Welsh Language offer to young people in Flintshire.
- Delivering a summer play schemes for children – these have run for 26 years for children aged 5-12. In 2021, despite the pandemic the Flintshire Summer Play Scheme ran at 55 sites within 28 Town and Community Council areas. 2,779 children were registered to participate including 38 disabled children supported by our buddies system. In total, resulting in a total attendance across all schemes of 14,019 children including 120 children who received their play scheme through the Welsh language.
- Contributing to the Welsh Government's 'Summer of Fun' programme for children and young people aged 0—25 by leading the development of a range of activities and experiences across the County during the summer holidays of 2021. This work is currently being extended through the 'Winter of Wellbeing' programme being promoted and funded by Welsh Government.
- Rapidly innovating our service model in response to the pandemic, our Play Development Service delivered Informal education and play activities each day at Resilience Hubs based in several primary schools when schools were closed for formal education in the early stages of the pandemic.
- Developed a creative drama project (devised by a young professional director trained by the Welsh Arts Council) named 'what just happened?' that enables young people to share their thoughts, hopes and fears about the impact of COVID-19 on their lives and futures. The inclusive project involves young people sharing their perspectives using various devices and formats and gives them opportunities to work alongside script writers and digital editors to create a product which can have several uses, e.g. shape service/ amplify the voice of our young people in their own words.
- Making available safe digital, remote services for young people; including online meetings for the Youth Council, 1:1 support, online youth clubs and establishing a Facebook page and an Instagram account to share information and advice and to facilitate contact

<https://www.facebook.com/YouthProvisionFlintshire/>

https://www.instagram.com/youth_provision_flintshire/

As we progress to 2024, we will also:

- Continue to deliver youth clubs where they are sustainable
- Develop new regular provision in key locations across the County to strengthen partnership working e.g. alongside Aura Libraries and Leisure service
- Deliver programmes of daily sport, recreation and informal education in areas where anti-social behaviour is high and where the Council's Play Sufficiency Assessment identifies gaps.
- Re-establish our Youth Exchange programme when travel conditions allow, which broadens opportunities for young people through involvement in a 3-way exchange with young people in Ireland and England. The programme also advances understanding and appreciation of Welsh language and culture.

- Utilising our new colourful distinctive FIYP Estyn Llaw / Reaching Out bespoke bus and pop up shelters, bringing youth services into communities throughout Flintshire. Working with town and parish councils and other key service providers, this provision is based on local needs and in partnership. For instance, we have commenced in 2021 with a pop up classrooms and forest school offer at Ysgol Maes Garmon, our Welsh medium secondary school.
- Expanding our partnerships with other services to co-locate youth work services within settings accessed by young people. This includes developing a more comprehensive youth work offer across AURA managed leisure centres and sporting clubs and working with Theatr Clwyd Cymru to develop creative provision focussed on self-care and preventative messages.
- Expanding the co-location of youth workers working one day per week every week of every term to five secondary schools in 2021, with aspirations for this model to operate at all secondary schools by 2024.
- Enhancing our digital and remote offer for young people. This includes:
 - An online youth club through our partnership with the Urdd for Welsh language speakers that involves 70+ young people and a digital Eisteddfod to facilitate the celebration and promotion of Welsh culture, augmented with TikTok dancing competitions and other social media innovation.

2. Youth work is accessible and inclusive

We want youth work to:

- Inform young people about available support
- Give choice to young people about how they choose to access support
- Work collaboratively with partners to help build resilience and wellbeing for young people that are more vulnerable to disadvantage and problem escalation
- Be responsive to changing needs, circumstances and interests of young people

We have multiple and diverse methods for engaging young people that includes face-to-face engagement through youth clubs, youth workers in schools and play and youth workers in settings which children and young people go to. This includes dedicated open access activities such as those made available during Easter and summer holidays for children and young people. Our engagement with young people is enhanced with digital and remote contact methods, which has expanded in response to the pandemic. We have maximised our offer through the additional funding programmes made available by Welsh Government e.g. Summer of Fun and Winter of Wellbeing.

We have also undertaken the following to advance accessible and inclusive youth work for young people with a wide range of needs:

- Offering informal education packages for young people that are struggling with educational engagement through our bespoke Forest Schools / skills programme which this delivers the John Muir Award.
- Making the Inspire programme based at the Wrexham Maelor hospital available to support young people in Flintshire with needs related to self-harm and suicide risk. This includes access to dedicated online youth clubs to support positive behavioural change and connection, including a dedicated club for LGBT+ young people. This project is support by a member of the Estyn Llaw team on a weekly basis.

- Co-located youth workers within Housing Needs and Children's Services to work with young people at risk of homelessness, including dedicated support for young people leaving care. This is helping contribute to annual targets in our *Flintshire Housing Strategy and Action Plan 2019-2024* to cut youth homelessness by 50% each year.
- Co-locating the Families First Young People consortia and Disability consortia within the Early Help Hub to enable comprehensive information sharing and a rapid and bespoke service response to meet the needs of young people and families that will benefit most from early help.
- PALS (Play and Leisure Support) Project provides 1:1 support for children and young people with disabilities to participate in play, the arts, recreational, cultural, sporting, and other social opportunities.
- Flintshire New Dragons Youth Project for young people with communication and language difficulties. The project is led by young people, with support from a communication champion and youth workers. We add value through providing accredited training.
- As part of our service response to the pandemic: facilitating access to laptops for young people at risk of digital exclusion; and making available additional support for young carers and carers in partnership with North East Wales Carers Support Service (NEWCIS) by providing food and essentials deliveries direct to the home as part of the "Keep well keep safe" initiative set up within the first 2 weeks of lockdown in March 2020.

As we progress to 2024, we will also:

- Build on the legacy of the Resilience Hubs emergency provision to provide ongoing play support to young people attending Ysgol Maes Hyfryd Specialist High School
- Update our Play Sufficiency Assessment to identify gaps and areas for improvement.
- Further develop our Welsh language provision
- Expand our Forest School programme and make it available to a wider cohort of young people including those 'school phobic' young people supported by the Education Progression Team and young people attending the PRU. We will also aim to expand this provision to work with Social Services for Children family Social Workers.
- Develop a pilot transition programme to help to smooth the progression for young people from primary into secondary school.
- Expand our support for young people to improve their mental health and wellbeing and to equip staff from across schools, universal and targeted services with the know-how to respond in light of the impact of the COVID-19 pandemic.
- Expand our support to prevent youth homelessness. This includes:
 - Equipping schools and other services with the know-how to consider homelessness risks in interactions with young people. This includes a focus on hidden cohorts such as young people that are LGBT+, carers and experiencing mental ill health.
 - Deploy play workers and youth workers to provide informal education and play opportunities for children and young people at family centres in Holywell and Northop attached to accommodation managed by Clwyd Alyn.
 - Develop a digital theatre production about homelessness will be used for a campaign to help prevent problem escalation and support early help for young people at risk of homelessness (and then be an available resource thereafter).
 - Provide youth work support to a planned Homelessness Prevention Hub in Flintshire by 2024.

3. Voluntary and paid professional youth work staff are supported throughout their careers to improve their practice

In Flintshire, we want voluntary and paid professional staff to:

- Recognise and be recognised for the essential work they do alongside young people
- Be highly skilled practitioners with ongoing support to develop their knowledge, skills and confidence
- Contribute to the development of local policies affecting young people

Some of what we have done to further these aims include:

- Evaluating of our work with young people and partners. For example:
 - Informal feedback has been very positive overall about Resilience Hubs, summer play sessions and commissioned services particularly Families First services delivered through the Action for Children led Young People consortia and Disability consortia.
 - External evaluation of targeted play work at the Holway Community Centre; the co-location of youth workers within schools, the hospital based Inspire programme; and a package of play, forest school and youth worker led 1:1 and group activities in targeted schools
- Making available support for staff to gain youth work qualifications. This includes staff of partner services, e.g. AURA staff access our IYP training programme.
- Expanding professional development opportunities for full time, part time, sessional staff and volunteers. This includes:
 - Increasing the number of staff that are qualified Forest School Leaders
 - Mindfulness training offered to all staff during lockdown
 - Zoom training offered to staff during lockdown
 - Delivering on line training offered to staff during lockdown
 - Internet delivery safety and participation standards training
 - Health and Safety mandatory training
 - Food hygiene mandatory training
 - First aid mandatory training
- Sharing learning and contribute to wider advocacy through the All-Wales Principal Youth Officers Group
- Funding the Flintshire Local Voluntary Council to support the local voluntary sector with training, advice and networking opportunities.
- Consulting staff about proposals for service development.

4. Youth work is valued and understood

In Flintshire, we want youth work to:

- Be positively recognised and celebrated for its contribution to the personal, social and emotional development of our young people

- Be positively recognised and celebrated for its contribution to prevention and early intervention for young people that are at more risk of disadvantage and problem escalation
- Inform the development of services for young people

Some of what we have done to further these aims include:

- Locating decision making about the Youth Support Grant and Families First provision within overarching multidisciplinary governance arrangements about prevention and support for children, young people, families and more vulnerable adults in Flintshire. For example, FIYP practice has informed commissioning of support for young people at risk of homelessness and support for families with multiple needs.
- Presenting to key decision makers and partners e.g. the Council's Cabinet; Education Youth & Culture Scrutiny Committee and Secondary Head Teachers Federation meetings.
- Progressively increased greater levels of joint work with key partners. For instance:
 - Increasing co-location of youth workers within schools. External evaluation confirms that school staff are very positive about the impact and would welcome increased provision.
 - Play Development Service delivery as part of the Resilience Hubs established in response to the pandemic has left a legacy. A number of schools have requested ongoing involvement of play workers to support children and young people.
 - More partnering with Education Inclusion Services to provide 1:1 support for young people at greatest risk of disengagement from education, training or employment.
- Gained recognition for the impact of our youth work practice. For example:
 - The Estyn inspection of Flintshire Education Services (2019) positively noted the Council's provision of good opportunities to develop young people's self-esteem and social skills and for purposefully engaging individual learners at risk of disengaging with education.
 - Duke of Edinburgh Awards evenings
 - Positive media interest about our play and youth workers.

As we progress to 2024, we will also:

- Build youth worker knowledge and skills in techniques for effective evaluation of their roles and the impact they are having.
- Partner with schools and Education colleagues to help implement Curriculum 2022 which locates health and wellbeing as a core area of learning for all young people.
- Commission part of the Inspire Project to develop and deliver initiatives that further support schools, universal and targeted services and parents/carers with the know-how to better identify and support young people engaged in self-harming behaviours and at suicide risk.
- Participate in the updating and re launching of the Youth Engagement and Progression Framework
- Develop a communications strategy to inform wider stakeholders about the impact that youth work is having and the new initiatives and pilot work we are testing.
- Hold an annual digital celebration and promotion event in Youth Work Week.
- Recommission Families First support for young people and children and young people with disabilities.

5. A sustainable model for youth work delivery

We want a sustainable model for youth work in Flintshire that:

- Has strong creative leadership across the Flintshire statutory and voluntary and community sector to help guide the sector moving forward and is accountable for performance and standards.
- Maximises resources through effective partnership working and embedding youth work in diverse services and settings that interact with young people.
- Promotes good quality youth work.
- Is planned on the basis of good quality data.
- Is financially sustainable

Some of what we have done to further these aims include:

- Developing a financially sustainable service that is responsive to local and national priorities and the needs and interests of young people, especially those at greater risk of disadvantage and problem escalation.
- Facilitating support to key services for young people that have been at risk of closing. For example, helping the URDD with a transfer of staff to FIYP which has permitted the widening of Welsh language youth work provision across FIYP and funding AURA to redevelop two rooms that can support open access activities and delivery of targeted youth work in an accessible, non-stigmatising environment.
- Supporting community asset transfers of youth club buildings to other interested parties to reduce operating costs and allow for investment in other areas of service provision.
- Joint work with partners to facilitate improvements in settings that, in turn, facilitate opportunities for good quality play and youth work. For instance, FIYP brokering access to funding for play space redevelopment at Holway Community Centre.
- Growing our volunteer base consistent with safer recruitment practices. For example, PALS volunteer buddies support children and young people with disabilities to engage in informal education and play activities, including summer activities. The Welsh Language Co-ordinator recruiting and training volunteers to offer increased bilingual provision.

As we progress to 2024, we will also:

- Jointly develop more proposals for funding youth work services with key partners in the voluntary and community sector.
- Embed into our commissioning strategy requirements on providers to expand apprenticeship and accredited training opportunities for Flintshire young people.
- Expand our volunteer workforce with an ambition to develop a cadre of volunteer peer mentors to support young people during the transition process into secondary school.
- Continue to support community asset transfers of youth buildings wherever possible to maximise core youth service funding for investment in broader initiatives
- Develop access cards for free or low-cost services for young people at more risk of disadvantage and problem escalation. For example, looked after children and care leavers and young carers.
- Recruit and train apprentice youth worker through the Council's apprentice scheme to enable us to grow our own staff.

Final observations

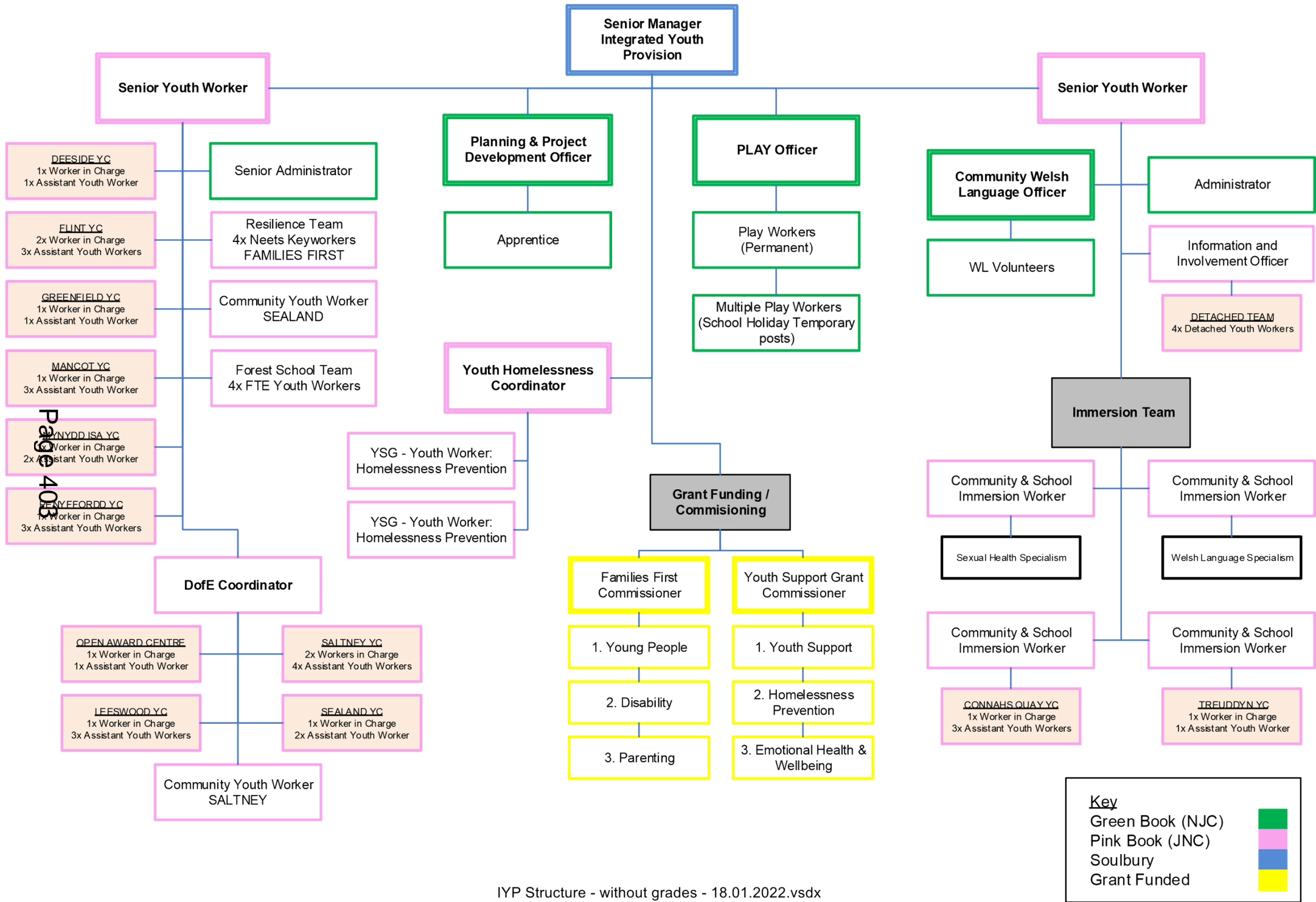
FIYP will make sure that we build on our collective successes, question ourselves continually and always listen to the voices of our young people, our staff, our partners and our wider stakeholders.

FIYP Plan: Multiplying Impact 2021 – 2024 has been developed in that spirit and is grounded in our recent consultation feedback.

This Plan will bring the results of that thorough consultation to life, whilst embedding good practice and being agile and open to change across the lifetime of delivery.

The 2021 – 2024 Multiplying Impact plan promises to deliver through our proactive and effective partnership work, a relentless focus on quality and holistic support, a bilingual offer and evidence-based youth work provision.

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Integrated Impact Assessment (IIA) (including equality, environment, health, human rights, socio-economic Duty, United Nations Conventions the Rights of the Child and Welsh language

Name of Policy or Practice	Multiplying Impact : Flintshire Integrated Youth Provision (FIYP) 2021-2024 Plan		
Responsible Officer (responsible for the Policy or Practice)	Senior Manager, Integrated Youth Provision		
Service / Portfolio	Integrated Youth Provision/Education and Youth	Start Date of – Assessment	17/6/2021

Name of officer(s) (and partners) completing the IIA		
Name(s)	Job Title(s)	Signature(s)
	Senior Youth Worker	SYW
	Information and Involvement Officer	IIO

*Consider including only job titles when publishing

Document Version	Revision Date	Briefly Describe the Changes
1	April 2024	New Plan for Service Delivery

IIA Approved by Responsible Officer / Portfolio / Service / Committee	
Date IIA Concluded	25.1.22
Name	
Job Title	Chief Officer Education & Youth
Signature	COE&Y

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Introduction

This document is a multi-purpose tool ensuring the appropriate steps are taken to comply with the [Public Sector Equality Duty \(PSED\)](#) Equality Impact Assessment legislation and to demonstrate that we have shown due regard to the need to reduce inequalities of outcome resulting from socio-economic disadvantage when taking strategic decisions under the [Socio-economic Duty](#). It also incorporates [Welsh Language impacts](#), environmental and bio-diversity impacts, health impacts and United Nations Conventions Rights of a Child.

When we plan to introduce a new, or revise an existing, policy, strategy or practice, develop a new service, make changes or cuts to a service or make strategic decisions, we are required to consider if the decision would have a disproportionate impact on people sharing one or more [protected characteristic](#) or whether it could create inequalities of outcome around socio-economic disadvantage. Where this is likely to be the case, we must take appropriate action. The IIA process is not intended to prevent us doing things but to ensure we have considered the impact. It helps us focus on the actions we can take to remove and/or mitigate any disproportionate or discriminatory impact and introduce measures to advance equality of opportunity.

To comply with the PSED [General Duty](#) and [Socio-economic Duty](#), we must have 'due regard' (or consciously consider the need) to: eliminate discrimination, advance equality of opportunity and foster good relations and to the need to reduce the inequalities of outcome resulting from socio-economic disadvantage. The greater the relevance and potential impact, the higher the regard required by the duty. The General Duty will be more relevant to some functions than others and they may also be more relevant to some protected characteristics than others. Our duty must be exercised with rigour, an open mind and considered at a time when it can make a difference to our decisions. Policies with high relevance, such as strategic budgetary decisions, grant-making programmes, changes to service delivery (including withdrawal or reorganisation of services), and recruitment or pay policies should always be subject to an assessment for impact. For further guidance see [EHRC Assessing Impact Guidance](#). Our duty to comply with this legislation cannot be delegated.

This form should demonstrate the steps taken to carry out the assessment including relevant engagement/consultation, the information taken into account, the results of the assessment and any decisions taken in relation to those results. The IIA should be published where it shows a substantial (or likely) impact on our ability to meet the PSED.

Benefits of undertaking an IIA:

- Gain a better understanding of those who may be impacted by the policy or practice
- Better meet differing needs and become more accessible and inclusive
- Enable planning for success – identifies potential pitfalls and unintended consequences before any damage is done
- Enable improved planning that will make decisions proactive rather than reactive, avoid having to reverse decisions which could have cost and reputational implications
- Demonstrate decisions are thought through and have taken into account the views of those affected
- Enable us to manage expectations by explaining the limitations within which we are working (e.g. budget)
- Help avoid risks and improve outcomes for individuals

- Remove inappropriate or harmful practices and eliminate institutional discrimination
- Ensure we put Welsh and English Language on an equal footing. and that decisions are made that safeguard and promote the use of the Welsh language
- Improve and protect health, maximising health benefits and reducing health risks
- Be more open and transparent
- Use our resources more effectively

Whilst this document may seem lengthy, as well as containing the necessary steps in the process, it also contains guidance notes in the key areas to assist you in undertaking the IIA. Additional links to further information are also included for assistance. Further information can be found on NHS/ WLGA PSED/ EIA [here](#).

The Welsh Government¹ guidance states that:

Impact assessment prompts and guides us to gather, and if necessary, seek evidence so as to improve the development of a policy or delivery plan, or inform a change of direction in policy or delivery. It is a methodology to help in the development and implementation of policy, rather than templates with tick boxes and checklists.

Integrated Impact Assessment Steps

- Page 405
- Step 1 - Identify the Main Aims and Objectives of the Policy or Practice
 - Step 2 - Data, Engagement and Assessing the Impact
 - Step 3 - Procurement and Partnerships
 - Step 4 - Dealing with Adverse or Unlawful Impact and Strengthening the Policy or Practice
 - Step 5 - Decision to Proceed
 - Step 6 - Actions and Arrangements for Monitoring Outcomes and Reviewing Data
 - Step 7 - Publishing the Integrated Impact Assessment

Important Note to Completing Officer(s):

It is important that the IIA is completed when the policy or practice is being developed so that the findings from the IIA can be used to influence and shape the policy or practice. It is recommended as a minimum, it is completed by a lead officer who is responsible for the policy or practice, a subject matter expert and a critical friend with at least one who has received formal IIA training. This document needs to be presented to the decision makers along with the draft policy or practice as part of the decision making process.

¹ Welsh Government Integrated Impact Assessment Guidance

Where you are developing a high level strategy or plan that does not contain sufficient detail to show how it will impact on individuals or groups (i.e. where there will be plans and actions sitting beneath the strategy that will determine this), you should still undertake the Impact Assessment. You may also need to complete additional IIA(s) on the plans and actions beneath the high level strategy. This will ensure you demonstrate that you have shown due regard to complying with the [General Duty](#), the [Public Sector Equality Duty](#), the [Welsh Language Standards](#) the [Socio-economic Duty](#), the Human Rights Act, the United Nations Conventions, Rights of the Child.

If your policy or practice is as a result of a UK, Welsh Government or Local Authority wide directive, you should still assess the impact of this locally to identify any differential impact due to local difference.

You should consider whether other events, e.g. COVID-19, Brexit, Black Lives Matter, etc. have highlighted or exacerbated inequalities that need to be addressed as you work through the IIA.

STEP 1 – Identify the Main Aims and Objectives of the Policy or Practice

1. What is being assessed? *(Please double click on the relevant box(es) (X) and select 'checked' as appropriate)*

- X New and revised policies, practices or procedures (which modify service delivery or employment practices)
- Service review or re-organisation proposals which affect the community and/or staff, e.g. early years provision, care, education
- Efficiency or saving proposals, e.g., resulting in a change in community facilities, activities, support or employment opportunities
- Setting budget allocations for new financial year and strategic financial planning
- Decisions affecting service users, employees or the wider community including (de)commissioning or revised services
- New project proposals affecting staff, communities or accessibility to the built environment, e.g. new construction work or adaptations to existing buildings, moving to on-line services, self-service, changing location
- Large Scale Public Events
- Local implementation of National Strategy/Plans/Legislation (refer to any national IIA and consider local impact)
- Strategic directive and intent, including those developed at Regional Partnership Boards and Public Service Boards which impact on a public bodies functions
- Medium to long term plans (for example, corporate plans, development plans, service delivery and improvement plans)
- Setting objectives (for example, well-being objectives, equality objectives, Welsh language strategy)
- Major procurement and commissioning decisions
- Decisions that affect the ability (including external partners) to offer Welsh language opportunities and services
- Other please explain in the box below:

2. What are the overall aims, objectives and intended outcomes of the policy or practice?

A new 4 year delivery plan for IYP following consultation with Flintshire Communities with an emphasis on service users to ensure relevant and fit for practice service.

3. Who are the main consultative groups (stakeholders)?

Note: Consider communities of interest or place (where people are grouped together because of specific characteristics or where they live)

Extensive consultation with Children and Young People, IYP staff, FCC directorates, partner organisations and those linked to providing services to young people. Communities in Flintshire consulted including local Town and Community Councils. Wellbeing of future generations act. Children's act 2004. Social Services and Wellbeing Act. Every Child Matters. Educative empowering expressive participative inclusive. Youth engagement framework strategy - reduce NEET. Youth work principles and practice. Department for Works and Pension's Welfare Reform Programme, including Universal. Credit. Council plan 18/19. The Rights Children and Young person Measure 2011 due regard

4. Is the policy related to, influenced by, or affected by other policies or areas of work (internal or external), e.g. strategic IIAs if this is an operational IIA and vice versa?

Note: Consider this in terms of statutory requirements, local policies, regional (partnership) decisions, national policies, welfare reforms.
Youth Work Strategy 2019, Learning and Skills Act 2000, Wellbeing of Future Generations Act 2015, Flintshire County Council's Welsh Language Promotion Strategy, Rights of Children and Young Persons (Wales) Measure 2011, Cymraeg 2050 Welsh Government Strategy, Curriculum for Wales 2020, united Nations convention on the Rights of the Child (UNCRC),

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STEP 2 - Data, Engagement and Assessing the Impact

When completing this section, you need to consider if you have sufficient information with which to complete your IIA, or whether you need to undertake a period of engagement/consultation before continuing. The legislation relating to the IIA process requires you to **engage and involve people who represent the interests of those who share one or more of the protected characteristics and with those who have an interest in the way you carry out your functions**. The socio economic duty also requires us to **take into account the voices of those in the community including those with lived experience of socio economic disadvantage**. You should undertake engagement with communities of interest or communities of place to understand if they are more affected or disadvantaged by your proposals. This needs to be proportionate to the policy or practice being assessed. Remember that stakeholders can also include our own workforce as well as partner organisations.

Before carrying out particular engagement activities, you should first look to data from recent consultations, engagement and research. This could be on a recent related policy or recent assessments undertaken by colleagues or other sources, e.g., [Is Wales Fairer?](#), [North Wales Background Data Document](#), Info Base Cymru, WIMD. This can help to build confidence among groups and communities, who can see that what they have said is being acted on. If you have very little or no information from previous engagement that is relevant to this IIA, you should undertake some engagement work with your stakeholders and with relevant representative groups to ensure that you do not unwittingly overlook the needs of each protected group. It is seldom acceptable to state simply that a policy will universally benefit/disadvantage everyone, and therefore individuals will be affected equally whatever their characteristics. The analysis should be more robust than this, demonstrating consideration of all of the available evidence and addressing any gaps or disparities. Specific steps may be required to address an existing disadvantage or meet different needs.

The Gunning Principles, established from past court cases, can be helpful in ensuring we apply fairness in engagement and consultation:

Principle 1: Consultation must take place when the proposals are still at a formative stage. You must not have already made up your mind.

Principle 2: Sufficient reasons must be put forward to allow for intelligent consideration and response. Have people been given the information and opportunity to influence?

Principle 3: Adequate time must be given for consideration and response. Is the consultation long enough bearing in mind the circumstances?

Principle 4: The product of consultation must be conscientiously taken into account when finalising the decision.

5. Have you complied with the duty to engage as described above and are you sufficiently informed to proceed?

Yes X No *(please cross as appropriate X)*

6. If Yes, what engagement activities did you undertake and who with?

Countywide consultation with Flintshire Young People and wider stakeholders from within our staff team, councillors, Town and community Councils, parents/carers and partners. The consultation was conducted during the third lockdown and was widely promoted by Social Media (FIYP and FCC) young people, staff, partner organisations, schools and colleges and Town and Community Councils.

Staff from specialist agencies were also asked to comment via a professional's survey. Information was sent to Gypsy and Traveller links to share with young people however they are digitally isolated so would need support to complete the online consultation.

Staff from specialist agencies were also asked to comment via a professional's survey. Young carers, LGBT+ and young people with disabilities were given the opportunity to take part in the consultation via specialist workers within Integrated Youth Provision and via partner agencies.

Staff from specialist agencies were also asked to comment via a professional's survey. The consultation was distributed to the Housing Options team to enable young people at risk of homelessness or who are homeless to take part.

7. If No, you may wish to consider pausing at this point while you undertake (further) engagement activities which you can include in the action plan below. Please incorporate any information obtained from this additional activity in the boxes in question 8.

Action	Dates	Timeframe	Lead Responsibility	Information added to IIA (✓)

8. **What information do you hold about the impact on each of the following characteristic and statutory considerations / duties from your experience of current service delivery and recent engagement or consultation?** Include any additional relevant data; research and performance management information; surveys; Government, professional body or organisation studies; Census data; Is Wales Fairer? (EHRC² data); complaints/compliments; service user data and feedback; inspections/ audits; socio-economic data including WIMD³ data. You may wish to include sub-headings showing where each element of your data has come from, e.g. national data, local data, organisation data, general or specific engagement exercises, etc.

Consider any positive or negative impact including trends in data, geography (urban or rural issues), demography, access issues, barriers, etc. Also include any areas where there are inequalities of outcome resulting from socio-economic disadvantage or other relevant issues identified by communities of interest or communities of place (i.e. where stakeholders, service users, staff, representative bodies, etc. are grouped together because of specific characteristics or where they live) and any issues identified for people living in less favourable social and/or economic circumstances.

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Prompts for
Equality Impact Asses

Equality and Human Rights			
Protected Characteristic /Group	Relevant Data	Positive and / or Negative Impact	Prompts (not an exhaustive list)

² Equality and Human Rights Commission

³ Wales Index of Multiple Deprivation

Equality and Human Rights

Protected Characteristic /Group	Relevant Data	Positive and / or Negative Impact	Prompts (not an exhaustive list)
<p>Age</p>	<p>The age range Integrated Youth Provision work with is 11-25 years. Through promotion of the consultation via networks and digital promotion on IYP social media all young people were given to opportunity to take part in the consultation.</p> <p>Flintshire Integrated Youth Provision (FIYP) aspires for all Flintshire young people to have the support that contributes to their being safe, healthy, reaching their potential and living free from disadvantage and inequalities of opportunity. As a youth work provision service, we are committed to: The importance and relevance of all young people’s voice in all that we do.</p> <p>Young people choosing to engage and to take part.</p> <p>Treating all young people with respect and where we respect and value differences.</p> <p>An asset-based and strengths based approach, working alongside young people to build their skills, their capabilities and their sense of self-worth and self-confidence.</p> <p>Helping young people develop stronger relationships and cohesive communities.</p> <p>A multifaceted and inclusive approach to engagement to maximise access for young people to our support. Wider stakeholders reinforce the importance of a multifaceted approach to engaging young people.</p>	<p>Positive – All young people given the opportunity to take part</p> <p>Negative – Digital exclusion for some young people</p>	<p>Older People Children Young People Working Age People Young Families Demographics NB: Where children / young people are affected complete the Childrens Rights Checklist United Nations Convention on the Rights of the Child (UNCRC) Caring responsibilities</p>

Equality and Human Rights

Protected Characteristic /Group	Relevant Data	Positive and / or Negative Impact	Prompts (not an exhaustive list)
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 414</p>	<p>Informal education packages for young people that are struggling with educational engagement through our bespoke Forest Schools / skills programme.</p> <p>Expanding digital and remote engagement with young people and staff:</p> <p>As part of our service response to the pandemic: facilitating access to laptops for young people at risk of digital exclusion; and making available additional support for young carers and carers in partnership with North East Wales Carers Support Service (NEWCIS) by providing food and essentials deliveries direct to the home as part of the “Keep well keep safe” initiative set up within the first 2 weeks of lockdown in March 2020.</p> <p>Sustaining and developing partnerships with schools and other services such as AURA, Housing and Children's Services to make available youth workers in settings that young people attend. For instance, young people at risk of homelessness, self-harm and who are at risk of exclusion from school:</p>		
<p>Disability</p>	<p>Via specialist partners young people with a disability were given the opportunity to take part in the consultation.</p> <p>PALS (Play and Leisure Support) Project provides 1:1 support for children and young people with disabilities to participate in play, the arts, recreational, cultural, sporting and other social opportunities. PALS continued supporting children and young people with disabilities through lockdowns with digital 1:1 play and</p>	<p>Positive – All young people given the opportunity to take part with support from partnership agencies with specialist skills</p>	<p>Mobility / Dexterity Blind or Visually impaired Deaf or Hearing impaired Mental Health Learning Disabilities Dementia Neurological difference / Autism Access to buildings/ facilities, induction loops, signage</p>

Equality and Human Rights

Protected Characteristic /Group	Relevant Data	Positive and / or Negative Impact	Prompts (not an exhaustive list)
<p>Page 415</p>	<p>leisure support.</p> <p>The Inspire programme is available to support young people in Flintshire with needs related to self-harm and suicide risk. This includes access to dedicated online youth clubs to support positive behavioural change and connection, including a dedicated club for LGBT+ young people.</p> <p>Flintshire New Dragons Youth Project for young people with communication and language difficulties. The project is led by young people, with support from a communication champion and youth workers. We add value through providing accredited training</p> <p>A drama project for young people with disabilities at Ysgol Maes Hyfryd provides a path to an Asdan accreditation. (ASDAN offers a range of nationally approved qualifications based around the development of personal, social and employability skills). They are supported by peer mentors from St David's High School who also gain an Asdan accreditation and are then encouraged to become young leaders.</p>	<p>Positive – All young people given the opportunity to take part with support from partnership agencies with specialist skills</p>	<p>Access to communication methods, use of British Sign Language, Easy Read Carers Dietary requirements Other Long Term Health Conditions</p> <p>United Nations Convention on the Rights of Persons with Disabilities (UNCRPD)</p>
<p>Gender Reassignment</p>	<p>Via specialist partners young people were given the opportunity to take part in the consultation.</p>	<p>Positive – All young people given the opportunity to take part with support from partnership agencies with specialist skills</p>	<p>A person who proposes to, starts or has changed their gender identity Transgender Appropriate language use, i.e. gender neutral language, appropriate pronouns</p>

Equality and Human Rights


Protected Characteristic /Group	Relevant Data	Positive and / or Negative Impact	Prompts (not an exhaustive list)
			Gender neutral changing facilities and toilets confidentiality
Marriage & Civil Partnership	Youth workers provide informal information to educate YP on these issues. All IYP staff have training from specialist agencies and partners. Staff adhere to FCC policies and procedures	Positive – YP and staff have an understanding	Marital status Civil Partnership status Reference to partners and not assuming husband and wife relationships /terminology
Pregnancy & Maternity	Youth workers provide informal information to educate YP on these issues. All IYP staff have training from specialist agencies and partners. Staff adhere to FCC policies and procedures	Positive – YP and staff have an understanding	Pregnant mothers Those entitled to maternity and paternity leave Foster/Adoption Breastfeeding mothers Access to breast feeding facilities Dress codes/uniforms- do they accommodate pregnant women
Race	Information was sent to Gypsy and Traveller links to share with young people however they are digitally isolated so would need support to complete the online consultation. Youth workers provide informal information to educate YP on these issues. All IYP staff have training from specialist agencies and partners. Staff adhere to FCC policies and procedures	Negative – Digital exclusion for some young people Positive – YP and staff have an understanding	Consider Ethnicity Nationality Gypsies / Travellers Language: interpreter provision Use of plain language Refugee / Asylum Seekers Migrants Positive Action Awareness events United Nations Convention on the Elimination of All Forms of Racial Discrimination (UNCERD)
Religion & Belief	Youth workers provide informal information to educate YP on these issues. All IYP staff have training from specialist agencies and partners.	Positive – YP and staff have an understanding	Faith Communities Non Beliefs Dietary requirements Vegetarianism/Veganism Other philosophical beliefs

Equality and Human Rights			
Protected Characteristic /Group	Relevant Data	Positive and / or Negative Impact	Prompts (not an exhaustive list)
	Staff adhere to FCC policies and procedures		Dress code/uniforms Religious festivals/activities Buildings – access to prayer room facilities
Sex	<p>The age range Integrated Youth Provision work with is 11-25 years. Through promotion of the consultation via networks and digital promotion on IYP social media all young people were given to opportunity to take part in the consultation.</p> <p>Provide online sexual health service delivered by the FIYP sexual health nurse who has a degree in youth work and two level 3 workers. This includes 1:1 support, videos and other resource. This is supplemented with a postal service for prophylactics. This will be supplemented with face-to-face sexual health clinics for young people when safe to do so.</p> <p>Youth workers provide informal information to educate YP on these issues. All IYP staff have training from specialist agencies and partners.</p> <p>Staff adhere to FCC policies and procedures</p>	<p>Positive – All young people were asked to take part in the consultation</p> <p>Positive – YP and staff have an understanding</p>	<p>Men / Women Gender Identity Toilet facilities/baby changing Childcare Gender Pay Gap Sex workers United Nations Convention on the Elimination of All Forms of Discrimination against Women (UNCEDAW)</p>
Sexual Orientation	<p>Via specialist partners young people were given the opportunity to take part in the consultation.</p> <p>Flintshire will operate in specific geographical communities when it is safe to do so. We will supplement this with specific interest youth clubs and pop-up and peripatetic play and youth work throughout Flintshire that is based on local needs and conducted in partnership with town and parish councils and other key service</p>	<p>Positive – All young people given the opportunity to take part with support from partnership agencies with specialist skills</p>	<p>Gay Lesbian Bi-sexual Heterosexual Terminology - Avoid making assumptions about a person's sexual orientation use gender-neutral terms such as partner(s). Confidentiality about sexuality</p>

Equality and Human Rights

Protected Characteristic /Group	Relevant Data	Positive and / or Negative Impact	Prompts (not an exhaustive list)
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 418</p>	<p>providers. We will also continue to build on our response to the COVID-19 pandemic by further developing our online offer. This includes: Enhancing our social media presence. Building on our successful Facebook page launched during 2020, we have established an Instagram account in 2021 which within three weeks had 105 followers.</p> <p>Online youth clubs relevant to specific communities of interest. For example, Welsh language speakers that has over 70 young people participate, young people that are supported through the Inspire programme, LGBT+ people supported through the Inspire programme.</p> <p>Youth workers provide informal information to educate YP on these issues. All IYP staff have training from specialist agencies and partners.</p> <p>Staff adhere to FCC policies and procedures</p>	<p>Positive – YP and staff have an understanding</p>	<p>Further resources available from Stonewall Cymru</p>
<p>Socio-economic Considerations- Reducing inequalities caused by socio-economic disadvantage</p>	<p>Sustaining and developing partnerships with schools and other services such as AURA, Housing and Children's Services to make available youth workers in settings that young people attend. For instance, young people at risk of homelessness, self-harm and who are at risk of exclusion from school:</p> <p>Proposals to re-establish regular youth clubs again at Connah's Quay, Flint, Greenfield, Leeswood, Mancot and Sandycroft, Penyffordd, Saltney and Sealand, develop new provision at Cyfle</p>	<p>Positive – All young people given the opportunity to take part with support from partnership agencies with specialist skills</p>	<p>People living in less favourable social and economic circumstances than others in the same society. Disadvantage may be exacerbated by many factors of daily life, not just urban or rural boundaries. 'Intersectionality' issues - where identity compounds socio-economic status, e.g., single</p>

Equality and Human Rights

Protected Characteristic /Group	Relevant Data	Positive and / or Negative Impact	Prompts (not an exhaustive list)
	<p>Hub as Deeside is no longer available to us and to have schools and community organisations manage at least some buildings:</p> <p>Sustaining and developing partnerships with schools and other services such as AURA, Housing and Children's Services to make available youth workers in settings that young people attend. For instance, young people at risk of homelessness, self-harm and who are at risk of exclusion from school:</p> <p>Flintshire will operate in specific geographical communities when it is safe to do so. We will supplement this with specific interest youth clubs and pop-up and peripatetic play and youth work throughout Flintshire that is based on local needs and conducted in partnership with town and parish councils and other key service providers. We will also continue to build on our response to the COVID-19 pandemic by further developing our online offer. This includes:</p> <p>Enhancing our social media presence. Building on our successful Facebook page launched during 2020, we have established an Instagram account in 2021 which within three weeks had 105 followers.</p> <p>Online youth clubs relevant to specific communities of interest. For example, Welsh language speakers that has over 70 young people participate, young people that are supported through the Inspire programme, LGBT+ people supported through the Inspire programme.</p>		<p>parents (often women), disabled people, some BAME groups. Examples include lower levels of good health, lower paid work, poorer educational attainment and an increased risk of being a victim of crime</p> <p>Further resources available from Welsh Government including examples of inequalities of outcome caused by socio-economic disadvantage</p>  <p>Inequalities of outcome.pdf</p>


Equality and Human Rights

Protected Characteristic /Group	Relevant Data	Positive and / or Negative Impact	Prompts (not an exhaustive list)
	<p>Co-locating the Families First Young People consortia and Disability consortia within the Early Help Hub to enable comprehensive information sharing and a rapid and bespoke service response to meet the needs of young people and families that will benefit most from early help.</p>		
<p>Human Rights</p> <p>Page 420</p>	<p>IYP commit to delivery that ensures YP feel valued, respected and supported to live their authentic selves in a community that is inclusive and draws strength from diversity.</p> <p>YP will be empowered to decide for themselves what support they need and how they access it. They will know their rights and responsibilities and have meaningful opportunities to inform decision making about the issues that affect them.</p> <p>Youth Council regularly comes together; and meets with the Leader and Deputy Leader, other senior stakeholders and inform the development of policy affecting young people within Flintshire.</p> <p>Developing young people's leadership skills through a partnership with Glyndwr University. Thereafter, these young leaders work in youth clubs and at our annual residential camps providing support to young people. Some young leaders have gone on to represent the young people in their local areas in town and community councils. Two young leaders have gone on to study the Youth Work Degree at university.</p>	<p>Positive – YP feel valued</p>	<p>See Human Rights Articles below. https://humanrightstracker.com/en/ on EHRC website</p>

Equality and Human Rights

Protected Characteristic /Group	Relevant Data	Positive and / or Negative Impact	Prompts (not an exhaustive list)
<p>Other (please state)</p>	<p>The consultation was distributed to the Housing Options team to enable young people at risk of homelessness or who are homeless to take part.</p> <p>Youth workers provide informal information to educate YP on these issues. All IYP staff have training from specialist agencies and partners.</p> <p>Staff adhere to FCC policies and procedures</p>	<p>Positive – All young people given the opportunity to take part with support from partnership agencies with specialist skills</p> <p>Positive – YP and staff have an understanding</p>	<p>E.g., Modern Slavery, Safeguarding, Other COVID effects, Carers, Ex-offenders, Veterans, Care Leavers, Substance Abuse, Homeless</p>
Welsh Language			
<p>Welsh Language</p>	<p>IYP is a fully bilingual service. All documents and resources are offered in both English and Welsh.</p> <p>IYP will offer YP opportunities for personal and social education in English and Welsh relevant to their needs; and through which, young people grow in self-confidence and self-worth, stay safe, enjoy healthy relationships and develop resilience and emotional wellbeing.</p> <p>Develop Welsh language provision further. This includes recruiting a Welsh language coordinator post (May 2021) for the IYP and Play Development Team to keep developing youth work</p>	<p>Positive – Equal status of Welsh and English Language.</p>	<p>Ensuring equal status of both Welsh and English languages. Availability of and access to services, activities and information. Availability of Welsh speaking employees Technology Rights of individuals to ask for WL services. Impact on Welsh speaking communities, including: Positive / negative effects on opportunities to use the WL.</p>

Equality and Human Rights

Protected Characteristic /Group	Relevant Data	Positive and / or Negative Impact	Prompts (not an exhaustive list)
	<p>support for children and young people to gain experiences in, and opportunities to enjoy and develop skills in Welsh language and culture.</p> <p>With the appointment of a Welsh Language Officer to the IYP demonstrates commitment to promote enhance and enable YP to understand their cultural heritage, to use Welsh Language confidently in all settings and to contribute to WG target of a million Welsh Speakers by 2050</p> <p>IYP School and Community Immersion Team is a bilingual team and delivers session in Flintshire's Welsh Language High School</p> <p>We have strong links and partnerships through Urdd Gobaith Cymru</p> <p>Youth Support Grant supports Welsh Language groups and all organisations benefiting from funding must to commit to providing bi lingual materials and resources.</p> <p>Youth workers provide informal information to educate YP on these issues. All IYP staff have training from specialist agencies and partners.</p> <p>Staff adhere to FCC policies and procedures</p>	<p>Positive – YP and staff have an understanding</p>	<p>Possible changes to number/percentage of Welsh speakers Migration Job opportunities / Staffing changes. Training needs and opportunities Availability of Welsh medium education.</p> <p> 20200921 DG S Policy making stand</p>

Human Rights Act 1998		• Article 8	Respect for private life, family, home and correspondence
• Article 2	Right to life	• Article 9	Freedom of thought, belief and religion
• Article 3	Freedom from torture and inhuman or degrading treatment	• Article 10	Freedom of expression
• Article 4	Freedom from Slavery and forced labour	• Article 11	Freedom of Assembly and association
• Article 5	Right to liberty and security	• Article 12	Right to marry and start a family
• Article 6	Right to a fair trial	• Article 13	Right to access effective remedy if rights are violated
• Article 7	No punishment without law	• Article 14	Protection from discrimination

Environment and Biodiversity				
	Relevant Data/Information	Positive and /or negative impacts	Prompts (not an exhaustive list)	
Page 423	Reducing greenhouse gas emissions	Youth workers provide informal information to educate YP on Environment and Biodiversity and Flintshire Youth Council feedback and comment on any strategies or policies from FCC.	Positive – YP and staff have an understanding	Will energy need be met through renewable sources? Will it reduce greenhouse gas emissions by reducing energy consumption and the need to travel? * Will it reduce ozone depleting emissions? Will it reduce emissions through retrofitting new technology? Will it reduce heat island effects on people and property?
	Plan for future climate change	Youth workers provide informal information to educate YP on Environment and Biodiversity and Flintshire Youth Council feedback and comment on any strategies or policies from FCC.	Positive – YP and staff have an understanding	Will it minimise flood risk from all sources of flooding? * Will it reduce property damage due to storm events/heavy rainfall by improving flood resistance and flood resilience? Will it reduce combined sewer overflow events? Will it encourage the re-use of resources? Will it encourage sustainable construction methods and procurement? Will it encourage water efficiency and drought resilience?

Environment and Biodiversity


	Relevant Data/Information	Positive and /or negative impacts	Prompts (not an exhaustive list)
Pollution: air, water/ soil/noise and vibration and emissions	Youth workers provide informal information to educate YP on Environment and Biodiversity and Flintshire Youth Council feedback and comment on any strategies or policies from FCC.	Positive – YP and staff have an understanding	Will it reduce combined sewer overflow events? Will it improve air quality? * Will it reduce emissions of key pollutants? Will it reduce noise concerns and noise complaints? Will it reduce noise levels?
Integrating biodiversity into decision making	Youth workers provide informal information to educate YP on Environment and Biodiversity and Flintshire Youth Council feedback and comment on any strategies or policies from FCC.	Positive – YP and staff have an understanding	Have you considered the impacts and opportunities for action for biodiversity at early stages Are the impacts of procurement on biodiversity considered? Are products sourced sustainably? Have the wider benefits of improved biodiversity been considered, flood prevention, health and wellbeing, recreation? Can you link with other strategies and initiatives for biodiversity e.g. FCC Environment and Sustainability policy, FCC Section 6 Plan, FCC Urban tree and woodland plan?
Increasing the resilience of our natural environment?	Youth workers provide informal information to educate YP on Environment and Biodiversity and Flintshire Youth Council feedback and comment on any strategies or policies from FCC.	Positive – YP and staff have an understanding	Does the proposal work with nature and consider the use of nature based solutions first and foremost? Does your proposal support the creation of new habitats (in addition to any mitigation or compensation habitat) Does it contribute to the restoration of degraded habitats? Does it improve site management to improve nature value?

Environment and Biodiversity


	Relevant Data/Information	Positive and /or negative impacts	Prompts (not an exhaustive list)
Improving understanding and raise awareness of the importance of biodiversity	Youth workers provide informal information to educate YP on Environment and Biodiversity and Flintshire Youth Council feedback and comment on any strategies or policies from FCC.	Positive – YP and staff have an understanding	Can your proposal promote understanding of biodiversity? Can the delivery of public goods and services such as social care, community health and recreation promote biodiversity? Can your proposal promote biodiversity with partners/beneficiaries
Encouraging resource efficiency (energy, water, materials and minerals)	Youth workers provide informal information to educate YP on Environment and Biodiversity and Flintshire Youth Council feedback and comment on any strategies or policies from FCC.	Positive – YP and staff have an understanding	Will it reduce water consumption and improve water efficiency? Will it reduce energy consumption? *
Reducing waste production and increase recycling, recovery and re-use of waste	Youth workers provide informal information to educate YP on Environment and Biodiversity and Flintshire Youth Council feedback and comment on any strategies or policies from FCC.	Positive – YP and staff have an understanding	Will it reduce consumption of materials and resources? Will it reduce household waste? Will it increase recycling, recovery and re-use? Will it reduce construction waste?
Reducing need to travel and promote sustainable forms of transport	Youth workers provide informal information to educate YP on Environment and Biodiversity and Flintshire Youth Council feedback and comment on any strategies or policies from FCC.	Positive – Reduce traffic	Will it reduce volumes of traffic? Will it encourage walking and cycling? * Will it increase proportion of journeys using modes other than the car?
Improving the physical environment: housing, public space, access to and quality of green space	Youth workers provide informal information to educate YP on Environment and Biodiversity and Flintshire Youth Council feedback and comment on any strategies or policies from FCC.	Positive – Reduce waste and resources	Will it reduce litter? Will it enhance the quality of public realm? Will it improve access and mobility for all equality groups Will it improve open space? Will it improve landscape character?

Environment and Biodiversity			
	Relevant Data/Information	Positive and /or negative impacts	Prompts (not an exhaustive list)
			Will it minimise development on Greenfield sites
Protecting and enhancing the historic environment and architectural, archaeological and cultural heritage	Youth workers provide informal information to educate YP on Environment and Biodiversity and Flintshire Youth Council feedback and comment on any strategies or policies from FCC.	Positive – Reduce waste and resources	Will it protect heritage sites and cultural value? Will it protect strategic views? Will it protect listed buildings and their settings? Will it help preserve, enhance and record archaeological features and their settings?


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Health			
Determinants of health	Relevant data /information	Positive and /or negative impacts	Prompts (not an exhaustive list) Guidance from
			 HIA_Tool_Kit_V2_W EB.pdf
Lifestyles	Co-locating the Families First Young People consortia and Disability consortia within the Early Help Hub to enable comprehensive information sharing and a rapid and bespoke service response to meet the needs of young people and families that will benefit most from early help.		Diet Physical activity Use of alcohol, cigarettes, non-prescribed drugs Sexual activity Other risk-taking activity
Social and community influences on health	Flintshire Integrated Youth Provision (FIYP) aspires for all Flintshire young people to have the support that contributes to their being safe, healthy, reaching their potential and living free from disadvantage and inequalities of opportunity.		Family organisation and roles Citizen power and influence Social support and social networks Neighbourliness

Health


Determinants of health	Relevant data /information	Positive and /or negative impacts	Prompts (not an exhaustive list) Guidance from
	<p>With the appointment of a Welsh Language Officer to the IYP demonstrates commitment to promote enhance and enable YP to understand their cultural heritage, to use Welsh Language confidently in all settings and to contribute to WG target of a million Welsh Speakers by 2050.</p>		<p style="text-align: center;"></p> <p>HIA_Tool_Kit_V2_W EB.pdf</p> <p>Sense of belonging Local pride Divisions in community Social isolation Peer pressure Community identity Language/Cultural and spiritual ethos Racism Other social exclusion</p>
Mental well-being	<p>The Inspire programme is available to support young people in Flintshire with needs related to self-harm and suicide risk. This includes access to dedicated online youth clubs to support positive behavioural change and connection, including a dedicated club for LGBT+ young people.</p> <p>Expand our support for young people to build emotional and mental health and wellbeing. This includes making available online mindfulness support, Inspire youth workers delivering emotional health programmes within schools (when safe to do so) and plans to equip staff from across schools, universal and targeted services with know-how to respond to increasing numbers of young people with emotional and mental health needs including self-harming behaviours in response to the COVID-19 pandemic.</p>		<p>Does this proposal support sense of control? Does it enable participation in community and economic life? Does it impact on emotional wellbeing and resilience?</p>

Health

Determinants of health	Relevant data /information	Positive and /or negative impacts	Prompts (not an exhaustive list) Guidance from  HIA_Tool_Kit_V2_W EB.pdf
Living/environmental conditions affecting health	Expanding digital and remote engagement with young people and staff thereby reducing travelling across county/nationally	Positive improve air quality/reduce emissions from transport Negative – possible exclusion of YP or are digitally disadvantaged	Built environment Neighbourhood design Housing Indoor environment Noise Air and water quality Attractiveness of area Green space Community safety Smell/odour Waste disposal Road hazards Injury hazards Quality and safety of play areas
Economic conditions affecting health	Appointment of Homelessness Prevention Officer and an additional 1.5 youth workers (January 2021) to offer a more strategic approach to preventing youth homelessness. This includes equipping schools and other services with the know-how to consider homelessness risks in interactions with young people. This includes a focus on hidden cohorts such as young people that are LGBT+, carers and experiencing mental ill health. Developing young people’s leadership skills through a partnership with Glyndwr University. Thereafter, these young leaders work in youth clubs and at our annual residential		Unemployment Income Economic inactivity <input type="checkbox"/> Type of employment Workplace conditions

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Health

Determinants of health	Relevant data /information	Positive and /or negative impacts	Prompts (not an exhaustive list) Guidance from
			 HIA_Tool_Kit_V2_W EB.pdf
	camps providing support to young people. Some young leaders have gone on to represent the young people in their local areas in town and community councils. Two young leaders have gone on to study the Youth Work Degree at university.		
Access and quality of services	Provide online sexual health service delivered by the FIYP sexual health nurse who has a degree in youth work and two level 3 workers. This includes 1:1 support, videos and other resource. This is supplemented with a postal service for prophylactics. This will be supplemented with face-to-face sexual health clinics for young people when safe to do so.		Medical services Other caring services Shops and commercial services Public amenities Transport including parking Education and training Information technology
Macr-economic, environmental and sustainability factors	Adhere to FCC, regional and National policies and procedures		Government policies Gross Domestic Product Economic development Biological diversity Climate

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United Nations Conventions on the Rights of the child

	Relevant data or information	Positive and/or negative impacts	Prompts (not exhaustive)
Relevant Article			Summary of conventions

There are four articles in the convention that are seen as special. They're known as the "General Principles" and they help to interpret all the other articles and play a fundamental role in realising all the rights in the Convention for all children. They are:

Article 2	The Convention applies to every child without discrimination, whatever their ethnicity, sex, religion, language, abilities or any other status, whatever they think or say, whatever their family background
Article 3	(best interests of the child) The best interests of the child must be a top priority in all decisions and actions that affect children.
Article 6	(life, survival and development) Every child has the right to life. Governments must do all they can to ensure that children survive and develop to their full potential
Article 12	2 (respect for the views of the child) Every child has the right to express their views, feelings and wishes in all matters affecting them, and to have their views considered and taken seriously. This right applies at all times, for example during immigration proceedings, housing decisions or the child's day-to-day home life

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Are there any data or information gaps and if so what are they and how do you intend to address them?

Continuous dialogue with young people and partner agencies to identify any issues and concerns as they arise.

Note: If it is not possible to obtain this information now, you should include this in your action plan in Step 6 so that this information is available for future IIAs.

10. How does your proposal ensure that you are working in line with the requirements of the Welsh Language Standards (Welsh Language Measure (Wales) 2011), to ensure the Welsh language is not treated less favourably than the English language, and that every opportunity is taken to promote the Welsh language (beyond providing services bilingually) and increase opportunities to use and learn the language in the community?

All information is available bilingually

11. **If this IIA is being updated from a previous version of a similar policy or practice, were the intended outcomes of the proposal last time achieved or were there other outcomes?** (Please provide details, for example, was the impact confined to the people you initially thought would be affected, or were other people affected and if so, how?)
12. **What is the cumulative impact of this proposal on different protected groups when considering other key decisions affecting these groups made by the organisation?** (You may need to discuss this with your Chief Officer or Cabinet Member to consider more widely if this proposal will affect certain groups more adversely because of other decisions the organisation is making, e.g., financial impact/poverty, withdrawal of multiple services and whether this is disadvantaging the same groups, e.g., disabled people, older people, single parents (who are mainly women), etc)

None identified

13. **How does this proposal meet with each of the 7 goals of the Well-being of Future Generations (Wales) Act 2015?**

For more information, please see: <https://futuregenerations.wales/about-us/future-generations-act/>

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14. **How does this proposal meet with the 5 ways of working of the Well-being of Future Generations (Wales) Act 2015 ?**

For more information, please see: <https://futuregenerations.wales/about-us/future-generations-act/>

15. **Describe any intended negative impact identified and explain why you believe this is justified** (for example, on the grounds of advancing equality of opportunity or fostering good relations between those who share a protected characteristic and those who do not or because of an objective justification¹ or positive action²)

Some groups could be digitally excluded, however measures implemented during the pandemic go some way to mitigate

Note¹: Objective Justification - gives a defence for applying a policy, rule or practice that would otherwise be unlawful direct or indirect discrimination. To rely on the objective justification defence, the employer, service provider or other organisation must show that its policy or rule was for a good reason – that is 'a proportionate means of achieving a legitimate aim'. A **legitimate aim** is the reason behind the discrimination which must not be discriminatory in itself and must be a genuine or real reason, e.g., health, safety or welfare of individuals. If the aim is simply to reduce costs because it is cheaper to discriminate, this will not be legitimate. Consider if the importance of the

aim outweighs any discriminatory effects of the unfavourable treatment and be sure that there are no alternative measures available that would meet the aim without too much difficulty (proportionate) and would avoid the discriminatory effect.

Note²: Positive Action - Where an employer takes specific steps to improve equality in the workplace to address any imbalance of opportunity, lessen a disadvantage or increase participation in a particular activity, for example, increasing the number of disabled people in senior roles where they are under-represented by targeting specific groups with job adverts or offering training to help create opportunities for certain groups. The public sector is expected to consider the use of positive action to help them comply with the Public Sector Equality Duty.

16. Could any of the negative impacts identified amount to unlawful discrimination but are perceived to be unavoidable (e.g., reduction in funding)?

Yes No Not Sure (Please double click on the relevant box (X) and select 'checked' as appropriate)

17. If you answered Yes or Not Sure to question 15, please state below, which protected group(s) this applies to and explain why (including likely impact or effects of this proposed change)

NA

18. If you answered No to question 15, are there any barriers identified which amount to a differential impact for certain groups and what are they?

Digital exclusion

STEP 3 - Procurement and Partnerships

The Public Sector Equality Duty (PSED) requires all public authorities to consider the needs of protected characteristics when designing and delivering public services, including where this is done in partnership with other organisations or through procurement of services. The Welsh Language Standards also require all public authorities to consider the effects of any policy decision, or change in service delivery, on the Welsh language, which includes any work done in partnership or by third parties. We must also ensure we consider the Socio-economic Duty when planning major procurement and commissioning decisions to consider how such arrangements can reduce inequalities of outcome caused by socio-economic disadvantage.

When procuring works, goods or services from other organisations (on the basis of a relevant agreement), we must have due regard to whether it would be appropriate :

- for the award criteria for that contract to include considerations to help meet the General Duty (to eliminate discrimination, promote equality of opportunity and foster good relations);
- to stipulate conditions relating to the performance of the contract to help meet the three aims of the General Duty.

This only applies to contractual arrangements that are “relevant agreements” which means either the award of a ‘public contract’ or the conclusion of a ‘framework agreement’, both of which are regulated by the Public Sector Directive (Directive 2004/18/EC) which regulates the specified EU thresholds. Further information can be found [here](#).

We must consider how such arrangements can improve equal opportunities and reduce inequalities of outcome due to protected characteristics and caused by socio-economic disadvantage, particularly on major procurement and commissioning decisions. The PSED applies to the work that private sector organisations undertake when delivering a public function on our behalf. We therefore need to ensure that those organisations exercise those functions by ensuring our procurement and monitoring of those services complies with the General Duty under Section 149 of the Equality Act 2010. In the same way, the Welsh Language Standards applies to any work undertaken on behalf of, and in the name of, public bodies that are themselves subject to the Standards, and so consideration should be given to how these requirements are monitored and communicated through the procurement documents. The Socio Economic Duty does not pass to a third party through procurement, commissioning or outsourcing. Therefore when we work in partnership with bodies not covered by the Socio Economic Duty, the duty only applies to us as the relevant public body.

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3

Is this policy or practice to be carried out wholly or partly by contractors or in partnership with another organisation(s)?

Yes No (Please double click on the relevant box (X) and select ‘checked’ as appropriate)

If No, please proceed to Step 4

20. If Yes, what steps will you take to comply with the General Equality Duty, Human Rights and Welsh Language Legislation and the Socio-Economic Duty in regard to procurement and/or partnerships? Think about :

Procurement

- Setting out clear equality expectations in Tendering and Specification documentation, showing how promotion of equality may be built into individual procurement projects
- On what you based your decisions in the award process, including consideration of ethnical employment and supply chain code of practice

Partnerships

Be clear about who is responsible for :

- Equality Monitoring relevant data
- Equality Impact Assessments
- Delivering the actions from the IIA

- Ensure that contract clauses cover the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 and socio-economic requirements as well as Welsh Language Duties (remember that any duties from the Welsh Language Measure 2011 and Welsh Language Standards are also applicable to services provided on your behalf under contract by external bodies).
- Performance and Monitoring measures are included to monitor compliance, managing and enforcing contracts
- Ensuring that equality, human rights and Welsh Language legislation is complied with by all partners
- Demonstrating due regard to the Public Sector Equality Duty and the Socio-Economic duty

Procurement

- Work within FCC procurement policies and procedures.
- Set out clear equality expectations in Tendering and Specification documentation, showing how promotion of equality may be built into individual procurement projects if necessary ensure training is provided to partners or suppliers.
- We work to FCC procurement policies and procedures. We base our decisions for the award process, including consideration of ethnical employment and supply chain in line with the code of practice.
- Ensure that contract clauses cover the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 and socio-economic requirements as well as Welsh Language Duties (remember that any duties from the Welsh Language Measure 2011 and Welsh Language Standards are also applicable to services provided on your behalf under contract by external bodies).
- Performance and Monitoring measures are included to monitor compliance, managing and enforcing contracts

Partnerships

IYP ensure there is a service level agreement in place prior to the commencement of any work taking place. The service level agreement will include a commitment to:

- Equality Impact Assessments
- Delivering the actions from the IIA
- Ensuring that equality, human rights and Welsh Language legislation is complied with by all partners
- Demonstrating due regard to the Public Sector Equality Duty and the Socio-Economic duty
- Equality monitoring relevant data

STEP 4 - Dealing with Adverse or Unlawful Impact and Strengthening the Policy or Practice

21. When considering proportionality, does the policy or practice have a significantly positive or negative impact or create inequalities of outcome resulting from socio-economic disadvantage?

(Please give brief details)

Significantly positive impact	Significantly negative impact
<p>Flintshire Integrated Youth Provision (FIYP) aspires for all Flintshire young people to have the support that contributes to their being safe, healthy, reaching their potential and living free from disadvantage and inequalities of opportunity. As a youth work provision service, we are committed to: The importance and relevance of all young people's voice in all that we do.</p>	<p>NA</p>

22. It is important that you record the mitigating actions you will take in developing your final policy/practice draft. Record here what measures or changes you will introduce to the policy or practice in the final draft which could reduce or remove any unlawful or negative impact or disadvantage and/or improve equality of opportunity/introduce positive change; or reduce inequalities of outcome resulting from socio-economic disadvantage? (This could also inform the Action Plan in Q30)

Unlawful or Negative Impact Identified	Mitigation / Positive Actions Taken in the Policy/Practice	Completed (✓)
	<p>Flintshire Integrated Youth Provision (FIYP) aspires for all Flintshire young people to have the support that contributes to their being safe, healthy, reaching their potential and living free from disadvantage and inequalities of opportunity. As a youth work provision service, we are committed to: The importance and relevance of all young people's voice in all that we do.</p>	

23. Will these measures remove any unlawful impact or disadvantage?

Yes No (Please double click on the relevant box (X) and select 'checked' as appropriate)

24. If No, what actions could you take to achieve the same goal by an alternative means?

25. What measures or changes in the following important legislative areas have you included to strengthen or change the policy/practice:

- a) to foster good relations and advance equality of opportunity as covered by the General Duty in the Equality Act 2010;
- b) to reduce inequalities of outcome as a result of socio-economic disadvantage;
- c) to increase opportunities to use the Welsh language and in treating the Welsh language no less favourably than the English language as set out in the Welsh Language (Wales) Measure 2011 and reduce or prevent any adverse effects that the policy/practice may have on the Welsh language?

Foster good relations and advance equality of opportunity as covered by the General Duty in the Equality Act 2010. Ensure all YP have the opportunity for equality and staff are trained accordingly.

Reduce inequalities of outcome as a result of socio-economic disadvantage. Flintshire Integrated Youth Provision (FIYP) aspires for all Flintshire young people to have the support that contributes to their being safe, healthy, reaching their potential and living free from disadvantage and inequalities of opportunity. As a youth work provision service, we are committed to:
the importance and relevance of all young people's voice in all that we do.

Increase opportunities to use the Welsh language and in treating the Welsh language no less favourably than the English language as set out in the Welsh Language (Wales) Measure 2011 and reduce or prevent any adverse effects that the policy/practice may have on the Welsh language. With the appointment of a Welsh Language Officer to the IYP demonstrates commitment to promote enhance and enable YP to understand their cultural heritage, to use Welsh Language confidently in all settings and to contribute to WG target of a million Welsh Speakers by 2050

26. Do you have enough information to make an informed judgement?

Yes No (Please double click on the relevant box (X) and select 'checked' as appropriate)

27. If you answered Yes, please justify:

IYP follow local, regional and national strategies as well as FCC policies and procedures to make informed judgements

28. If you answered No, what information do you require and what do you need to do to make a decision?
(Note: Should data collection be included in the action plan (Step 6)?)

NA

[You may need to stop here until you have obtained the additional information]

STEP 5 - Decision to Proceed

29. Using the information you have gathered in Steps 1 – 4 above, please state on the table below whether you are able to proceed with the policy or practice and if so, on what basis?

Please double click on the relevant box (X) and select 'checked' as appropriate)

Decision	
<input checked="" type="checkbox"/> Yes	Continue with policy or practice in its current form
<input type="checkbox"/> Yes	Continue with policy or practice but with amendments for improvement or to remove any areas of adverse impact identified in Step 4
<input type="checkbox"/> Yes	Continue with the plan as any detrimental impact can be justified
<input type="checkbox"/> No	Do not continue with this policy or practice as it is not possible to address the adverse impact. Consider alternative ways of addressing the issues.

30. Are there any final recommendations in relation to the outcome of this Equality Impact Assessment?

NA

STEP 6 - Actions and Arrangements for Monitoring Outcomes and Reviewing Data

The IIA process is an ongoing one that doesn't end when the policy/practice and IIA is agreed and implemented. There is a specific legal duty to monitor the impact of policies/practices on equality on an ongoing basis to identify if the outcomes have changed since you introduced or amended this new policy or practice. If you do not hold relevant data, then you should be taking steps to rectify this in your action plan. To review the EHRC guidance on data collection you can review their [Measurement Framework](#).

31. Please outline below any actions identified in Steps 1-5 or any additional data collection that will help you monitor your policy/practice once implemented:

Action	Dates	Timeframe	Lead Responsibility	Add to Service Plan (✓)
NA – Continue to collect relevant data following FCC policy and procedures	Commencement of the new plan TBC	Within the timescale of the plan	Ann Roberts /Claire Homard	✓

32. Please outline below what arrangements you will make to monitor and review the ongoing impact of this policy or practice including timescales for when it should be formally reviewed:

Monitoring and Review arrangements (including where outcomes will be recorded)	Timeframe & Frequency	Lead Responsibility	Add to Service Plan (✓)
Reports	Within the timescale of the plan	Ann Roberts/Claire Homard	✓
Impact assessment	Within the timescale of the plan		✓
Consult with YP and partners	Promote and inform staff prior to implementation of new plan		
Discuss with staff full and part time within the timescale of the plan			

Assess if new legislation or directive received from WG or is received for duration of the IYP plan	Within the timescale of the plan		✓
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STEP 7 - Publishing the Integrated Impact Assessment

Please arrange for this completed IIA to be agreed by your Chief Officer and arrange for translation and publishing with a copy sent to Stephanie Aldridge: stephanie.aldridge@flintshire.gov.uk.

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CABINET

Date of Meeting	Tuesday, 15 th February, 2022
Report Subject	Revenue Budget Monitoring 2021/22 (Month 9)
Cabinet Member	Cabinet Member for Finance, Social Value and Procurement
Report Author	Corporate Finance Manager
Type of Report	Operational

EXECUTIVE SUMMARY

This monthly report provides the latest detailed revenue budget monitoring position in 2021/22 for the Council Fund and Housing Revenue Account for the financial year and presents the position, based on actual income and expenditure, as at Month 9.

This report projects how the budget would stand at the close of the financial year without new actions to reduce cost pressures and/or improve the financial return on efficiency planning, and is as follows:

Council Fund

- An operating surplus of (£1.537m) (excluding the impact of the NJC pay award which will be met by reserves), which is a favourable movement of (£0.821m) from the surplus figure of (£0.716m) reported at Month 8.
- A projected contingency reserve balance as at 31st March, 2022 of £7.407m

Housing Revenue Account

- Net in-year revenue expenditure forecast to be £0.437m higher than budget
- A projected closing balance as at 31st March, 2022 of £4.035m

To assist with managing risks and maximising available resources, the review of non-essential spend and a vacancy management process continues.

RECOMMENDATIONS

1	To consider the report and the estimated financial impact on the 2021/22 budget.
2	To approve the carry forward requests included in paragraph 1.24.

REPORT DETAILS

1.00	EXPLAINING THE REVENUE BUDGET MONITORING 2021/22																												
1.01	<p>Council Fund Projected Position</p> <p>The projected year end position, without mitigation to reduce cost pressures and improve the yield on efficiency planning, is as follows:</p> <ul style="list-style-type: none"> • An operating surplus of (£1.537m) (excluding the impact of the NJC pay award which will be met by reserves) • A projected contingency reserve available balance as at 31 March 2022 of £7.407m. <p>To assist with managing risks and maximising available resources, the review of non-essential spend and a vacancy management process continues.</p> <p>Our ability to mitigate financial risks arising from the pandemic largely depends on the continuation of funds for hardship and income loss by Welsh Government which has previously been confirmed to March 2022, although does include some changes to eligibility criteria.</p>																												
1.02	<p>Table 1. Projected Position by Portfolio</p> <p>The table below shows the projected position by portfolio:</p> <table border="1"> <thead> <tr> <th>Portfolio/Service Area</th> <th>Approved Budget £m</th> <th>Projected Outturn £m</th> <th>In-Year Over / (Under) spend £m</th> </tr> </thead> <tbody> <tr> <td>Social Services</td> <td>70.640</td> <td>70.746</td> <td>0.107</td> </tr> <tr> <td>Out of County Placements</td> <td>12.921</td> <td>13.781</td> <td>0.860</td> </tr> <tr> <td>Education & Youth</td> <td>9.045</td> <td>8.575</td> <td>(0.469)</td> </tr> <tr> <td>Schools</td> <td>101.937</td> <td>101.937</td> <td>0.000</td> </tr> <tr> <td>Streetscene & Transportation</td> <td>31.517</td> <td>32.268</td> <td>0.751</td> </tr> <tr> <td>Planning Env & Economy</td> <td>6.160</td> <td>5.735</td> <td>(0.426)</td> </tr> </tbody> </table>	Portfolio/Service Area	Approved Budget £m	Projected Outturn £m	In-Year Over / (Under) spend £m	Social Services	70.640	70.746	0.107	Out of County Placements	12.921	13.781	0.860	Education & Youth	9.045	8.575	(0.469)	Schools	101.937	101.937	0.000	Streetscene & Transportation	31.517	32.268	0.751	Planning Env & Economy	6.160	5.735	(0.426)
Portfolio/Service Area	Approved Budget £m	Projected Outturn £m	In-Year Over / (Under) spend £m																										
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People & Resources	4.571	4.347	(0.224)
Governance	10.223	9.530	(0.693)
Strategic Programmes	4.648	4.607	(0.041)
Housing & Assets	14.410	13.793	(0.617)
Chief Executive	2.353	2.189	(0.164)
Central & Corporate Finance	29.033	28.413	(0.620)
Total	297.457	295.920	(1.537)

1.03	The reasons for the favourable net movement of (£0.821m) from the previous month are shown in Appendix 1. The reasons for the overall projected variances are summarised within Appendix 2 showing the detail of all variances over £0.050m and a summary of minor variances for each portfolio.
	Significant Movements from Month 8
1.04	<p>Social Services (£0.083m)</p> <p>The favourable movement in the projected overspend relates to :</p> <ul style="list-style-type: none"> • Reduced current demand for services in Older People Services (£0.048m) • Grant funding used to offset expenditure within Children’s Services (£0.073m) • Lower than anticipated reductions in travel costs £0.033m. <p>Minor variances across the Portfolio account for the remainder (£0.005m).</p>
1.05	<p>Out of County Placements (£0.053m)</p> <p>The favourable movement in the projected overspend relates to:</p> <p>Children’s Services (£0.033m); Education & Youth (£0.020m) – net impact of rate changes and alterations to placement start and end dates.</p>
1.06	<p>Streetscene & Transportation (£0.053m)</p> <p>The favourable movement relates to Welsh Government approval to fund 50% of cost for waste receptacles following increased levels of recycling (£0.045m), for which no projected funding was previously anticipated.</p> <p>Minor variances across the Portfolio account for the remainder (£0.008m)</p>

1.07	<p>Housing & Assets (£0.401m)</p> <p>The significant favourable movement follows the reduction of projected annual costs of Council Tax Reduction Scheme (£0.327m) para 1.13 refers, together with an increase in Housing Support Grant internal allocations (£0.066m).</p> <p>Minor variances across the Portfolio account for the remaining (£0.008m).</p>
1.08	<p>Planning Economy & Environment (£0.128m)</p> <p>The favourable movement follows higher than anticipated Planning fees received at Month 9 and projected forward to financial year end (£0.080m), together with further staff savings from a vacant post (£0.029m).</p> <p>Minor variances across the Portfolio account for the remainder (£0.019m).</p>
1.09	<p>Central & Corporate Finance (£0.069m)</p> <p>The favourable movement relates to one-off income from Matrix rebates (£0.033m), and a further projected utilities usage reduction (£0.036m).</p>
1.10	<p>Tracking of In-Year Risks and Emerging Issues</p> <p>Members were made aware when setting the budget that there were a number of open risks that would need to be kept under close review. An update on these is provided below.</p>
1.11	<p>Council Tax Income</p> <p>84.61% of Council Tax has been collected up to Month 9, these collections show an improvement of 0.59% compared to 2020/21 but are still 0.54% below pre-pandemic 2019/20 levels.</p> <p>It is expected that in-year collection rate outturn for 2021/22 will be around 79.6% by 31st March 2022.</p>
1.12	<p>Pay Award (Teacher and Non Teacher)</p> <p>Based on the UK Government position on public sector pay no general provision was included in the 2021/22 budget other than funding to reflect the intention to provide for those staff earning less than £0.024m.</p> <p><u>NJC (Green Book)</u> National negotiations are ongoing and the current offer by Employers of a 1.75% uplift would add a minimum further £0.261m to the pay bill for schools and £0.990m for non-schools. In the absence of any further funding being made available this will need to be met from the Contingency Reserve and built into the base budget from 2022/23.</p> <p><u>Teachers</u> The September 2021 national pay award for Teachers has previously been confirmed at 1.75% which adds a further £0.737m to the pay bill for schools in 2021/22, with the full year impact in 2022/23 being</p>

	<p>£1.282m. The Minister for Education in announcing the pay award, also confirmed additional funding of £6.4m across Wales to support the cost of the pay award in schools. The Council's share of the allocation was £0.304m for schools and £0.019m for Post 16. This additional funding will fund the pay award in part and as in previous years the Council will share the shortfall in costs in 2021/22 of £0.414m equally with schools. In addition, centrally funded Teachers Pay totals £0.018m and the overall Council Fund commitment is now reflected in Appendix 4.</p>
1.13	<p>Council Tax Reduction Scheme</p> <p>Based on current demand, costs are currently projected to be significantly below budget although the position continues to be monitored closely following recent changes to Universal Credit and the UK Government furlough scheme ending. The expected increase in caseload/uptake of the schemes hasn't materialised up to the end of December, resulting in the positive movement of (£0.327m) at Month 9. However, it remains under close scrutiny in the event of possible future rapid growth.</p>
1.14	<p>Social Care Grant Funding</p> <p>In November, Welsh Government announced additional funding for Social Care and Health totalling £42.72m across Wales. The grant will support Children's Services, Integrated Health and Social Care, unpaid carer direct payments, early intervention and prevention, along with improved advertising and recruitment for social care. This has subsequently increased the Social Care Recovery Fund 2021-22 allocation for the Council from £1.733m to £2.772m.</p> <p>Furthermore, Welsh Government have recently confirmed that £50m across Wales has been approved for Social Care winter pressures, although the actual allocation for the Council is not yet known. The impact of this additional grant will be included in future monitoring reports but is expected to have a significant positive effect.</p>
1.15	<p>Storm Christoph residual costs</p> <p>Delays have been encountered from seeking necessary site access permissions from Network Rail and Natural Resources Wales, to carry out essential drainage works as a result of Storm Christoph totalling in the region of £0.200m. The majority of the initial response costs relating to Storm Christoph were covered by WG Hardship Funding which have been claimed. However, the eligible period for that has now ended. Following subsequent discussion with WG, we have been advised to add these costs to the December 2021 Additional Costs Hardship Claim, which is now awaiting review by the Grants Panel. If the claim is not approved for these additional costs, they will be required to be met from the drainage works budget.</p>

1.16	<p>Other Tracked Risks</p> <p>In addition, there are a number of risks being tracked that may be subject to change and these are summarised below:</p>
1.17	<p>Medium Term Financial Strategy (MTFS) Impact</p> <p>Stage 1 of the Budget Process 2022/23 was concluded in July and an additional budget requirement of £16.750m was reported to Cabinet and Corporate Resources Overview and Scrutiny Committee.</p> <p>Stage 2 of the budget process was undertaken through September and October with feedback from all Overview and Scrutiny Committees reported to Cabinet and this Committee in October. The additional budget requirement had risen to £18m at this time partly due to the announcement of increases to National Insurance employer contributions.</p> <p>Cabinet received a further update in December that the additional budget requirement had risen to £20.696m due to increased pressures mainly on pay, social care and the North Wales Fire and Rescue levy.</p> <p>The Provisional Local Government Settlement was received on 21 December 2021 and a separate report on this agenda recommends a balanced budget position for 2022/23 together with an initial forecast for 2023/24 and 2024/25.</p> <p>All Portfolios will continue to consider their financial position, the risks within their service and the impacts over the Medium Term on a monthly basis as part of their Portfolio Management Team meetings.</p>
1.18	<p>Out of County Placements</p> <p>There continues to be significant pressure on this volatile budget arising from the full year impacts of new placements made during 2020/21, including several new high cost placements which were agreed in March after the budget for 2021/22 had been set.</p> <p>A total contribution of £0.650m has now been made from the Social Care Recovery Fund which leaves a projected overspend of £0.860m for the remainder of the year. However, this is likely to increase with another 3 months of the year remaining.</p>
1.19	<p>Homelessness</p> <p>There is a risk that demands on the service will continue to increase with the impacts of removal of restrictions on landlords to seek repossessions.</p> <p>In addition, the economic impacts on residents in the rented sector and owner occupiers following the end of the furlough scheme continue to cause concern.</p> <p>There is additional support in place with strategic use of the increased Housing Support Grant funding, but this may still not be sufficient.</p>

1.20	<p>Achievement of Planned In-Year Efficiencies</p> <p>The 2021/22 budget contains £2.363m of specific efficiencies which are tracked and monitored throughout the year. In 2020/21 the level of efficiency achievement was 100% which was an improvement on the 90% achieved during the previous year. The Council aims to achieve a 95% rate in 2021/22 as reflected in the MTFS KPI's.</p> <p>The current assessment of the efficiencies to be achieved in 2021/22 shows that 100% of the efficiencies will be achieved. The risk remains that any under-achievement of efficiencies will have a negative impact on the 2021/22 budget. Further details on the current status of efficiencies can be seen in Appendix 3.</p>
1.21	<p>Emergency Funding</p> <p>The Local Government Hardship fund was initially allocated £206.6m to support local government for the first six months of 2021-22 in the Welsh Government Final Budget 2021-22. In addition £23.3m was allocated to support free school meals during the school holidays.</p> <p>A further £97.5m has subsequently been allocated until the end of the financial year based on spend patterns to date, any changes to policy approaches (for example tapering of social care uplifts and void payments) and the current alert level. In addition three new allocations to the fund have recently been confirmed - £38m for winter fuel support, £0.600m for Community hubs and £2m for homelessness support (Homelessness Prevention Fund). The £2m has been added to specifically provide a top up to the discretionary homelessness prevention funds currently utilised by the Council.</p> <p>The Principles and Guidance for the Hardship Fund were revised by WG from 1st October with changes impacting on eligibility for various service areas including schools costs and additional waste tonnages (reduced to 50%). Costs for additional cover where staff are off sick due to COVID or self-isolating and vehicle costs due to social distancing are all now eligible until the end of 2021/22. Any potential significant impacts of the changes will be reflected in future reports, although where able mitigating actions will be put in place.</p> <p>During 2021/22 to date, additional cost claims for April to December have totalled £8.182m and Quarters 1 to 3 Income Loss claims were £2.071m (which include claims for Aura, Newydd and Cambrian Aquatics).</p>

1.22

Unearmarked Reserves

The final level of Council Fund Contingency Reserve brought forward into 2021/22 was £5.973m as detailed in the 2020/21 outturn report. However, this increased to £6.444m when taking account of the budgeted contribution to Reserves in the 2021/22 budget. This is the amount available for general purposes following the set-aside of £3.0m for a COVID-19 Emergency Funding.

However, there will be a requirement to meet the unfunded impacts of the pay awards from the Contingency Reserve as detailed in para 1.12 following the outcome of the national pay award negotiations.

Taking into account the projected in-year position and previously agreed allocations the amount remaining within the Contingency Reserve is £7.407m (prior to the impact of NJC pay award) (Appendix 4).

The £3m emergency ring-fenced fund would have an amount of £1.840m remaining after allowing for currently known ineligible items. However, there are still a number of holding items and income loss claims still being considered by the Grants Panel.

1.23

Council Fund Earmarked Reserves

The table below gives a summary of earmarked reserves as at 1 April 2021 and an estimate of projected balances as at the end of the current financial year.

Reserve Type	Balance as at 01/04/21	Balance as at Month 9	Estimated Balance as at 31/03/22
Service Balances	3,698,164	2,573,627	1,436,872
Specific Theatr Clwyd Balances	426,972	0	0
Single Status/Equal Pay	1,042,570	1,042,570	989,350
Investment in Organisational Change	1,464,329	1,785,816	1,048,072
County Elections	235,913	235,913	235,913
Local Development Plan (LDP)	242,360	242,360	242,360
Minerals and Waste	15,032	15,032	0
Warm Homes Admin Fee	322,068	322,068	202,068
Waste Disposal	23,360	23,360	0
Design Fees	170,000	170,000	0
Winter Maintenance	250,000	250,000	250,000
Severe Weather	0	229,550	119,550
Car Parking	45,403	45,403	0
Insurance Reserves	2,224,462	2,224,462	2,350,000
Cash Receipting Review	3,595	3,595	0
Flintshire Trainees	612,843	612,843	612,843
Rent Income Shortfall	30,979	30,979	0
Customer Service Strategy	22,468	22,468	0
Capita One	18,827	18,827	0

Supervision Fees	48,798	48,798	48,798
LMS Curriculum	427,268	318,721	231,540
Organisational Change/ADM	33,500	33,500	0
Utilities	0	0	250,000
NWEAB	92,319	92,319	0
Employment Claims	124,846	124,846	124,846
Community Benefit Fund NWRWTP	229,792	229,792	229,792
Total B823 Balances	8,107,703	8,123,222	6,685,132
Schools Balances	6,902,451	6,902,451	6,400,004
Grants & Contributions	5,730,074	3,544,309	2,047,318
TOTAL	24,438,392	21,143,608	16,569,326

1.24 Request for Carry Forward of Funding

Governance

Records Management Service – carry forward of an in year underspend of £0.058m to meet specific contract exit costs resulting from the Deepstore Records Management contract due to cease in 2022/23.

Customer Services – carry forward of an in year underspend of £0.020m to assist in financing the following from April, 2022:

- Council Plan (Digital Poverty) and Digital Strategy – devices in all Connects Centres to support customers to get online;
- Council Plan (Digital Poverty) and Digital Strategy – introduction of Chat Bot to support people to use digital services;
- Annual Governance Statement and Code of Corporate Governance – using consultations and engagement – purchase of IT system. There is no internal capacity to develop an online portal for consultation and engagement including outcomes and stakeholders. This system will benefit all services of the Council.
- Alterations and maintenance at Connects Centres and the Register Office.

Internal Audit & Performance – carry forward of an underspend of £0.050m to resource :

- £0.035m shortfall for the Annual Contract Fee and additional Consultancy Fees for InPhase software replacement for CAMMS
- £0.015m the additional cost of an external IT Audit.

Democratic Services – carry forward of an in year underspend of £0.015m to be utilised to deliver the induction training for new Councillors post the elections in May. Whilst the Service retains a modest internal budget and much of the training will be delivered in house, some will need to be externally delivered, the cost of which outweighs the existing budget.

1.25	<p>Housing Revenue Account</p> <p>The 2020/21 Outturn Report to Cabinet on 13 July 2021 showed an un-earmarked closing balance at the end of 2020/21 of £5.039m and a closing balance of earmarked reserves of £1.869m.</p>
1.26	The 2021/22 budget for the HRA is £37.825m which includes a movement of £0.566m to reserves.
1.27	The monitoring for the HRA is projecting in year expenditure to be £0.437m higher than budget and a closing un-earmarked balance as at 31 March 2022 of £4.035m, which at 10.57% of total expenditure satisfies the prudent approach of ensuring a minimum level of 3%. Appendix 5 provides further detail.
1.28	<p>The favourable movement (£0.111m) at Month 9 is as a result of :</p> <ul style="list-style-type: none"> • Reduction in losses in respect of void properties (£0.052m) • Adjustment to the Bad Debt Provision (£0.025m) • Vacancy savings due to recruitment delays (£0.042m) <p>Minor movements of £0.008m account for the remainder.</p>
1.29	The budget contribution towards capital expenditure (CERA) is £13.442m.

2.00	RESOURCE IMPLICATIONS
2.01	As set out within the report.

3.00	IMPACT ASSESSMENT AND RISK MANAGEMENT
3.01	The Revenue Budget Monitoring Report reflects the three categories of risks covered in the main section of the report. These are in-year risks and emerging issues, achievement of planned in-year efficiencies and other tracked risks. These risks are included from paragraph 1.04 to 1.17.

4.00	CONSULTATIONS REQUIRED/CARRIED OUT
4.01	None specific.

5.00	APPENDICES
5.01	<p>Appendix 1: Council Fund – Movement in Variances from Month 8</p> <p>Appendix 2: Council Fund – Budget Variances</p> <p>Appendix 3: Council Fund – Programme of Efficiencies</p> <p>Appendix 4: Council Fund – Movement on Un-earmarked Reserves</p> <p>Appendix 5: Housing Revenue Account Variances</p>

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	Various budget records.

7.00	CONTACT OFFICER DETAILS
7.01	<p>Contact Officer: Dave Ledsham Strategic Finance Manager Telephone: 01352 704503 E-mail: dave.ledsham@flintshire.gov.uk</p>

8.00	GLOSSARY OF TERMS
	<p>Budget: a statement expressing the Council's policies and service levels in financial terms for a particular financial year. In its broadest sense it includes both the revenue budget and capital programme and any authorised amendments to them.</p> <p>Council Fund: the fund to which all the Council's revenue expenditure is charged.</p> <p>Financial Year: the period of twelve months commencing on 1 April.</p> <p>Housing Revenue Account: the Housing Revenue Account (HRA) is a local authority account showing current income and expenditure on housing services related to its own housing stock. The account is separate from the Council Fund and trading accounts and is funded primarily from rents and government subsidy.</p> <p>Intermediate Care Fund: Funding provided by Welsh Government to encourage integrated working between local authorities, health and housing.</p> <p>Projected Outturn: projection of the expenditure to the end of the financial year, made on the basis of actual expenditure incurred to date.</p> <p>Reserves: these are balances in hand that have accumulated over previous years and are held for defined (earmarked reserves) and general (general reserves) purposes. Councils are required to regularly review the level and purpose of their reserves and to take account of the advice of the Chief Finance Officer.</p> <p>Revenue: a term used to describe the day-to-day costs of running Council services and income deriving from those services. It also includes charges for the repayment of debt, including interest, and may include direct financing of capital expenditure.</p>

Variance: difference between latest budget and actual income or expenditure. Can be to date if reflecting the current or most up to date position or projected, for example projected to the end of the month or financial year.

Virement: the transfer of budget provision from one budget head to another. Virement decisions apply to both revenue and capital expenditure heads, and between expenditure and income, and may include transfers from contingency provisions. Virements may not however be approved between capital and revenue budget heads.

Budget Monitoring Report
Council Fund Variances

MONTH 9 - SUMMARY

Service	Movement between Periods (£m)	Narrative for Movement between Periods greater than £0.025m
Social Services		
Older People		
Resources & Regulated Services	-0.048	There have been a number of favourable variances across the Councils in-house service provision, due current demands. The variances are; day care £(0.008m), Homecare £(0.016m), Residential Care £(0.008) and Extra Care £(0.012m).
Impact of Covid-19	0.004	
Minor Variances	-0.013	
Adults of Working Age		
Minor Variances	0.008	
Children's Services		
Family Placement	-0.036	Slippage from ICF funding has been transferred to offset costs. In subsequent months there may be potential for further funding from slippage to offset more costs.
Legal & Third Party	-0.037	Young People and Childrens Transformation Grant funding has been used against costs with this service. There is potential for the grant allocation to increase.
Minor Variances	0.001	
Safeguarding & Commissioning		
Vacancy Management	0.033	Collective portfolio travel cost reductions due to working from home are not as high as anticipated.
Impact of Covid-19	-0.000	
Minor Variances	0.006	
Total Social Services (excl Out of County)	-0.083	
Out of County		
Children's Services	-0.033	Net impact of rate changes and changes to placement start and end dates
Education & Youth	-0.020	
Total Out of County	-0.053	
Education & Youth		
Minor Variances	-0.046	
Total Education & Youth	-0.046	
Schools	0.000	
Streetscene & Transportation		
Service Delivery	0.096	Workforce costs increased due to high sickness levels and subsequent agency and overtime costs
Highways Network	-0.067	Over estimate at Month 8 in relation to Storm Arwen and Storm Barra costs
Impact of Covid-19	-0.045	WG approval to fund 50% of costs for waste receptacles due to increased levels of recycling.
Other Minor Variances	-0.037	Cumulative minor variances across the portfolio
Total Streetscene & Transportation	-0.053	
Planning, Environment & Economy		
Development	-0.080	Higher than anticipated planning fee and land charges income at Month 9
Management & Strategy	-0.029	Minor movements across the Service, staff savings due to vacant post
Minor Variances	-0.019	
Total Planning & Environment	-0.128	
People & Resources		
HR & OD	0.026	Recruitment to vacant post within Payroll, staff costs projected to March, 2022
Corporate Finance	0.004	
Total People & Resources	0.029	
Governance		
Minor Variances	-0.018	
Total Governance	-0.018	
Strategic Programmes		
Minor Variances	-0.005	
Total Strategic Programmes	-0.005	
Housing & Assets		
Benefits	-0.327	Reduction of projected annual costs of Council Tax Reduction Scheme
Housing Solutions	-0.066	Increased Housing Support Grant internal allocations
Minor Variances	-0.008	
Total Housing & Assets	-0.401	
Chief Executive's	0.006	
Central & Corporate Finance	-0.033	Favourable movement at Month 9 due to one off income from Matrix Rebates
Centralised Costs	-0.036	Favourable variance due to the fixed electricity rate being set lower than current market levels and an overall reduction in consumption levels
Grand Total	-0.821	

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Budget Monitoring Report
Council Fund Variances

MONTH 9 - SUMMARY

Service	Approved Budget (£m)	Projected Outturn (£m)	Annual Variance (£m)	Impact of Covid-19 (£m)	Last Month Variance (£m)	Cause of Major Variances greater than £0.050m	Action Required
Social Services							
Older People							
Localities	19.310	19.171	-0.139		-0.125	The net cost of residential care is reporting an overspend of £0.361m. This includes the cost of residential care placements net of the income received for this service, such as property charges and contributions from Health. Day care is £0.29m under budget and will not resume until safe to do so. Domiciliary and Direct Payments are reporting an underspend of £0.297m. The Localities workforce budget is underspent by £0.136m, significant recruitment and retention challenges mean that there are several vacancies which currently unable to be recruited to. The Minor Adaptation budget is £0.013m underspent based on current demand.	
Resources & Regulated Services	8.627	8.190	-0.437		-0.389	The Councils in-house care provision is projected to underspend by £0.433m. Day care is underspent by £0.018m, day centres are closed and will reopen once safe to do so, but it is unlikely to be this financial year. Homecare is £0.069m overspent, demand for the service is high but there are also considerable challenges recruiting staff. Residential care is expected to underspend by £0.429m. Extra care is underspent by £0.056m.	
Impact of Covid-19	0.000	0.004	0.004	0.004	0.000		
Minor Variances	1.235	1.204	-0.030		-0.032		
Adults of Working Age							
Resources & Regulated Services	26.894	27.247	0.353		0.329	The overspend is the cost of social care packages for people with learning or physical impairments. These costs include nursing and residential care, domiciliary care and Direct Payments, which are required to meet their assessed care needs.	
Professional and Administrative Support	0.329	0.237	-0.093		-0.080	Not all staff are paid top of grade and there are also some staff seconded from this service	
Residential Placements	1.791	2.170	0.379		0.358	The overspend is due to the cost of social care for people supported by the Mental Health service. These costs include nursing and residential care, domiciliary and Direct Payments.	
Minor Variances	3.974	3.834	-0.140		-0.117		
Children's Services							
Grants	0.268	0.209	-0.060		-0.063	In-year grant awards have allowed for some costs usually funded from revenue budget to be funded by grant instead.	
Legal & Third Party	0.210	0.509	0.299		0.336	Legal costs are overspent due to the number of cases going through the courts and use of some external legal professionals. Direct Payments have also increased in demand	
Residential Placements	0.549	0.375	-0.175		-0.174	This is an in-year underspend associated with the opening of a registered Childrens Home within Flintshire, in-year grant funding from the Young People and Childrens Services Transformation Fund is being used to offset start-up costs.	

Budget Monitoring Report
Council Fund Variances

MONTH 9 - SUMMARY

Service	Approved Budget (£m)	Projected Outturn (£m)	Annual Variance (£m)	Impact of Covid-19 (£m)	Last Month Variance (£m)	Cause of Major Variances greater than £0.050m	Action Required
Professional Support	5.387	5.793	0.406		0.386	To support adequate levels of child protection, the established staffing structure needs to be at a sufficient level to meet mandatory safeguarding standards. Vacancies try to be minimised however current recruitment and retention challenges have meant vacancies are required to be covered in alternative ways. Welsh Government have allowed for more flexible use of grants this year and use of these grants has helped to minimise this overspend. Further opportunities for the use of Welsh Government Grants continue to be explored to further minimise the overspend.	
Minor Variances	3.543	3.559	0.016		0.074		
Safeguarding & Commissioning							
Impact of Covid-19	0.000	-0.300	-0.300	-0.300	-0.300	Welsh Government is providing financial assistance, through the hardship fund, for the Councils in-house care services. Most additional costs incurred due to Covid are staff costs which are reported within their respective service areas.	
Minor Variances	-1.478	-1.456	0.022		-0.012		
Total Social Services (excl Out of County)	70.640	70.746	0.107	-0.295	0.190		
Out of County							
Children's Services	8.417	9.319	0.902		0.935	The projected overspend reflects the costs of the current cohort of placements with the budget pressure being influenced by the full year impacts in 2021/22 of a number of new placements made in the second half of 2020/21. This has continued in 2021/22 with a further influx of new placements. The true pressure level has also been partly mitigated by an allocation of £0.650m of one-off grant income from the Welsh Government Social Care recovery fund.	
Education & Youth	4.504	4.461	-0.042		-0.023		
Total Out of County	12.921	13.781	0.860	0.000	0.913		
Education & Youth							
Inclusion & Progression	4.462	4.391	-0.071		-0.068	Underspend due to in year savings identified within the MEAG service and Education Psychology service. The MEAG grant for 2021-22 was double the amount in the previous year. This additional grant has been used to recruit temporary posts, resulting in core budget being underspent. The Ed Psych service underspend has arisen from in year salary savings as 3 posts have been recruited to part year. Due to the demand within the EHE service, there is significant financial pressure within the service. This overspend is currently being offset by utilising grants within the service. This area is being monitored closely and if costs increase, will need to use in year efficiencies to offset against the expenditure within this service.	
Integrated Youth Provision	1.018	1.018	0.000		-0.101	Due to savings on building cleaning charges at Youth Centres which have been closed due to the COVID-19 pandemic	

Budget Monitoring Report
Council Fund Variances

MONTH 9 - SUMMARY

Service	Approved Budget (£m)	Projected Outturn (£m)	Annual Variance (£m)	Impact of Covid-19 (£m)	Last Month Variance (£m)	Cause of Major Variances greater than £0.050m	Action Required
School Improvement Systems	1.823	1.628	-0.195		-0.179	The underspend of £35k within the School Improvement service is as a result of maximising the Post 16 grant. The underspend in the Early Entitlement service includes the maximisation of the EYPDG by badging already existing staff against the grant £18,500. An efficiency of £100k has been identified in relation to the WG top-up funding for non-maintained settings, releasing core budget £95k and setting resources mitigated by using EYPDG/RRRS £5k. £50k contingency left within the budget to cover any increased Spring Term 22 costs.	
Business Change & Support	0.442	0.392	-0.050		-0.043	Savings on salaries and software costs	
Minor Variances	1.299	1.146	-0.153		-0.032		
Total Education & Youth	9.045	8.575	-0.469	0.000	-0.423		
Schools	101.937	101.937	0.000		-0.000		
Streetscene & Transportation							
Service Delivery	8.696	8.941	0.245		0.149	The service has a recurring revenue pressure of £0.050m for security costs following vandalism at the Household Recycling Centres. Plant hire and repairs incurring additional costs of £0.050m, which is attributable to ageing plant and equipment. Street lighting is also incurring a £0.095m revenue pressure on the Community Council Income Budget. Remaining £0.050m is attributable to high sickness levels.	
Highways Network	7.899	8.099	0.200		0.267	There has been significant costs in the region of £0.115m following Storm Arwen and Barra for the clean-up and making the highways network safe. Highways service area also incurred overspend in excess of £0.050m in staff costs relating to flooding and drainage costs. There are also cumulative minor variances totalling £0.037m across the service, including some additional staff recharges.	
Transportation	9.750	9.780	0.030		0.052	Local bus services incurred a revenue pressure of: £0.100m as a result of the Service 5 procurement and £0.100m implementation of the Deeside Shuttle Bus Service at the new DIP Park and Ride. Also, additional costs incurred of £0.100m in School Transport due to 5 emergency routes at Maes Hyfryd and 4 new PRU routes. Overspend also contributed by the increased number of school days, 7 days as opposed to budgeted 5 additional school days. The total additional costs have been largely offset by projected underspend in Social Services Transport as not all services have returned to full operation following the pandemic. However, this underspend could significantly reduce once services start to resume.	
Regulatory Services	5.173	5.167	-0.006		0.007	Car parking income currently reflects a loss of £0.229m, through maximising eligible funding from the WG Income Loss fund. The service has also incurred savings in recruitment and maintenance costs of parking machines. The overall overspend has been largely offset by favourable market rates for the sale of recyclable materials, but the markets remain volatile.	

Budget Monitoring Report
Council Fund Variances

MONTH 9 - SUMMARY

Service	Approved Budget (£m)	Projected Outturn (£m)	Annual Variance (£m)	Impact of Covid-19 (£m)	Last Month Variance (£m)	Cause of Major Variances greater than £0.050m	Action Required
Impact of Covid-19	0.000	0.281	0.281	0.281	0.326	Service Delivery has a recurring revenue pressure of £0.050m for additional cleaning and maintenance costs in Alltami depot as a result of the pandemic. Waste operations are showing additional costs of £0.045m in receptacles due to higher demand in waste collections as an effect of people working from home. This service area is also experiencing additional an revenue pressure of £0.090m in plant hire, maintenance and repairs. Additional costs of £0.090m incurred in contractors spend and Traffic Management, as the service was unable to provide the required training and has also faced recruitment delays during the Covid-19 Pandemic.	
Other Minor Variances	0.000	0.000	0.000		0.004		
Total Streetscene & Transportation	31.517	32.268	0.751	0.281	0.804		
Planning, Environment & Economy							
Community	0.878	0.977	0.099		0.091	Adverse variance due to the shortfall in Fee Income in both Licensing and Pest Control Services	
Development	0.019	-0.280	-0.299		-0.219	Favourable variance due to higher than anticipated fee income in Planning and Land Charges.	
Regeneration	0.721	0.659	-0.062		-0.056	Minor favourable variances across the service, however at Month 9 received £0.015m contribution to We Mind the Gap from Housing and Assets agreed	
Management & Strategy	1.311	1.143	-0.168		-0.139	Staff savings due to vacant posts	
Minor Variances	3.232	3.236	0.004		0.025		
Total Planning & Environment	6.160	5.735	-0.426	0.000	-0.298		
People & Resources							
HR & OD	2.465	2.326	-0.139		-0.164	Favourable variance is due to the projected income from the agreed recharge for overheads claimed for the Test, Trace, Protect Project for hosting the service on behalf of the region to March, 2022.	
Corporate Finance	2.106	2.021	-0.085		-0.089	Staff savings due to vacant posts	
Total People & Resources	4.571	4.347	-0.224	-0.000	-0.253		
Governance							
Democratic Services	2.125	2.050	-0.075		-0.079	The majority of the variance relates to the reduced take up of Members Allowances and savings from travel expenses due to remote meetings, together with commitment challenge across the service.	
Internal Audit	1.002	0.947	-0.055		-0.049	The majority of the favourable variance relates to staff savings from Vacant Post in Internal Audit together with reduced postage and printing costs within Central Despatch Service	
Customer Services	1.020	0.925	-0.095		-0.090	Favourable variance is due to higher than anticipated fee income levels resulting from the resumption of Ceremonies following the relaxation of COVID restrictions.	
Revenues	0.475	0.053	-0.422		-0.409	Favourable variance is in the main, due to the projected potential surplus on the Council Tax Collection Fund (£0.0270m), Welsh Government Lockdown Admin Grant and minor variances across the service.	
Minor Variances	5.601	5.555	-0.045		-0.049		

Budget Monitoring Report
Council Fund Variances

MONTH 9 - SUMMARY

Service	Approved Budget (£m)	Projected Outturn (£m)	Annual Variance (£m)	Impact of Covid-19 (£m)	Last Month Variance (£m)	Cause of Major Variances greater than £0.050m	Action Required
Total Governance	10.223	9.530	-0.693	0.000	-0.675		
Strategic Programmes							
Minor Variances	4.648	4.607	-0.041		-0.035		
Total Strategic Programmes	4.648	4.607	-0.041	0.000	-0.035		
Housing & Assets							
Caretaking & Security	0.262	0.191	-0.072		-0.062	Savings on staffing due to vacancies	
Industrial Units	-1.237	-1.467	-0.230		-0.230	Due to unbudgeted income from new lease at power generation site	
Benefits	12.850	12.582	-0.268		0.058	Due to an underspend on the Council Tax Reduction Scheme with expected ncrease in uptake following ending of UK Government furlough scheme not yet materialising	
Housing Solutions	1.049	0.897	-0.152		-0.086	Mostly due to underspends on staffing due to vacancy savings and increase Housing Support grant internal allocations	
Impact of Covid-19	0.000	0.001	0.001	0.001	0.001		
Minor Variances	1.485	1.590	0.105		0.102		
Total Housing & Assets	14.410	13.793	-0.617	0.001	-0.216		
Chief Executive's	2.353	2.189	-0.164		-0.170	Staff savings due to vacant posts	
Central & Corporate Finance	26.251	25.983	-0.268		-0.235	Over recovery of planned pension contributions recouperment against actuarial projections based on the current level of contributions received during the year. Projected outturn on Matrix Rebates and inflation pressures anticipated but not required to date.	
Centralised Costs	2.783	2.430	-0.352		-0.317	Favourable variance due to the fixed electricity rate being set lower than current market levels and an overall reduction in consumption levels	
Grand Total	297.457	295.920	-1.537	-0.013	-0.716		

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2021/22 Efficiencies Outturn Tracker - M9

Efficiency Description	Accountable Officer	Efficiency Target	Projected Efficiency	(Under)/Over Achievement	Efficiency Open/Closed (O/C)	Confidence in Achievement of Efficiency Based on (see below) R = High Assumption A = Medium Assumption G = Figures Confirmed
		2021/22 £m	2021/22 £m	2021/22 £m		
Portfolio						
Corporate						
Employer Pension Contributions	Reduced requirement due to recovery	Rachel Parry Jones	0.300	0.300	0.000	C G
Workforce - Vacant Post	Reduction of Post	Rachel Parry Jones	0.030	0.030	0.000	C G
Remote Working Impacts	Reduced Operating Costs	Rachel Parry Jones	0.070	0.070	0.000	C G
Remote Working Impacts	Reduced Travel	All	0.200	0.200	0.000	C G
Price Inflation	Removal of Price Inflation	Rachel Parry Jones	0.113	0.113	0.000	C G
Total Corporate Services			0.713	0.713	0.000	
Housing & Assets						
Property Savings (inc Demolition of Phases 3&4; utility savings)		Neal Cockerton	0.450	0.450	0.000	C G
NDR Inflationary Savings		Neal Cockerton	0.120	0.120	0.000	C G
Climate Change Levy		Neal Cockerton	0.295	0.295	0.000	C G
Total Housing & Assets			0.865	0.865	0.000	
Social Services						
Vacancy Management Saving	Appropriate Vacancy Management	Neil Ayling	0.030	0.030	0.000	O G
Strategic Use of Grant Funding	Core Funding Replacement Solution	Neil Ayling	0.060	0.060	0.000	O G
Social Care Workforce Grant		Neil Ayling	0.430	0.430	0.000	O G
Total Social Services			0.520	0.520	0.000	
Education & Youth						
Integrated Youth Provision	Youth Centres - Premises	Claire Homard	0.020	0.020	0.000	O G
Total Education & Youth			0.020	0.020	0.000	
Streetscene & Transportation						
Discretionary Transport Review - Post 16 Transport	Joint with Education	Katie Wilby	0.200	0.200	0.000	O A
Total Streetscene & Transportation			0.200	0.200	0.000	
Planning, Environment & Economy						
Planning Policy	Reduction of Post	Andy Roberts	0.045	0.045	0.000	C G
Total Planning, Environment & Economy			0.045	0.045	0.000	
Total 2021/22 Budget Efficiencies			2.363	2.363	0.000	

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	%	£
Total 2021/22 Budget Efficiencies	100	2.363
Total Projected 2021/22 Budget Efficiencies Underachieved	0	0.000
Total Projected 2021/22 Budget Efficiencies Achieved	100	2.363
Total 2021/22 Budget Efficiencies (Less Previously agreed Decisions)		
Total Projected 2021/22 Budget Efficiencies Underachieved	0	0.000
Total Projected 2021/22 Budget Efficiencies Achieved	0	0.000

Corporate Efficiencies Remaining from Previous Years

Income Target Remaining	£m
Income Target Efficiency remaining from Previous Years	All Portfolios 0.041
Total Income Efficiency Remaining	0.041 (0.041)

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Movements on Council Fund U earmarked Reserves

	£m	£m
Total Reserves as at 1 April 2021	14.061	
Less - Base Level	(5.769)	
Total Reserves above base level available for delegation to Cabinet		8.292
Add - Transfer to Reserve Budget 2021/22		0.471
Add - Transfer from Earmarked Reserves (approved Month 5)		0.585
Less - COVID-19 Emergency Funding Allocation*		(2.317)
Less - Investment in Change (approved Month 2)		0.400
Less - Severe Weather (approved Month 2)		0.250
Less - Organisational Capacity Estimate (approved month 5)		0.103
Less - Childrens Services Social Work Costs (approved Month 5)		0.183
Less - Teachers Pay Award (after additional funding)		0.225
Add - Month 9 projected outturn		(1.537)
Less - projected national pay award increase		
Total Contingency Reserve available for use		7.407

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Budget Monitoring Report
Housing Revenue Account Variances

MONTH 9 - SUMMARY

Service	Revised Budget (£m)	Projected Outturn (£m)	Variance (£m)	Last Month Variance (£m)	Cause of Major Variance	Action Required
Housing Revenue Account						
Income	(37.259)	(37.007)	0.252	0.331	We are currently projecting a pressure of £0.252m due to loss of income in relation to vacant properties. Of this, £0.284m relates to void properties, £0.015m relates to the utilities charges on void properties and £0.075m relates to void garages. There is also a pressure of £0.083m relating to an assumed reduction in rental income on new build properties which were included in the Business Plan. We are forecasting a reduction in the requirement to top up the Bad Debt Provision of £0.178m. Additional Affordable Housing Grant allocation of £0.053m. There are other minor variances of £0.026m.	
Capital Financing - Loan Charges	8.047	8.047	0.000	0.000		Continue to monitor against Capital expenditure and revise projected outturn position when borrowing levels are confirmed.
Estate Management	1.931	1.886	(0.045)	(0.004)	Minor variances.	
Landlord Service Costs	1.469	1.546	0.077	0.062	Additional cost in relation to agency staff £0.035m. Spend on Subcontractors due to increased EPC's £0.022m. Other minor variances £0.020m.	
Repairs & Maintenance	10.431	10.395	(0.035)	(0.026)		
Management & Support Services	2.658	2.845	0.187	0.183	Efficiency in respect of salary costs of (£0.053m). Additional cost of the IT project work £0.050m. Pressure in relation to insurance costs of £0.218m. Minor Variances (£0.028m).	
Capital Expenditure From Revenue (CERA)	13.442	13.442	0.000	0.000		
HRA Projects	(0.153)	(0.150)	0.003	0.003		
Contribution To / (From) Reserves	(0.566)	(0.566)	0.000	0.000		
Total Housing Revenue Account	(0.000)	0.437	0.437	0.548		

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CABINET

Date of Meeting	Tuesday, 15 th February 2022
Report Subject	Capital Programme Monitoring 2021/22 (Month 9)
Cabinet Member	Cabinet Member for Finance, Social Value and Procurement
Report Author	Corporate Finance Manager
Type of Report	Operational

EXECUTIVE SUMMARY

The report summarises changes made to the Capital Programme 2021/22 since it was set in December 2020 to the end of Month 9 (December 2021), along with expenditure to date and projected outturn.

The Capital Programme has seen a net increase in budget of £6.626m during the period which comprises of:-

- Net budget increase in the programme of £10.337m (See Table 2 - Council Fund (CF) £9.222m, Housing Revenue Account (HRA) £1.115m);
- Net Carry Forward to 2022/23, approved at Month 6, of (£0.687m) and additional School Maintenance Grant (£2.638m) (all CF);
- Identified savings at Month 9 of (£0.386m) (CF)

Actual expenditure was £52.871m (See Table 3).

Capital receipts received in the third quarter of 2021/22, along with savings identified, total £0.757m. This gives a revised projected surplus in the Capital Programme at Month 9 of £4.904m (from a Month 6 funding position surplus of £4.147m) for the 2021/22 – 2023/24 Capital Programme, prior to the realisation of additional capital receipts and/or other funding sources.

RECOMMENDATIONS

	Cabinet are requested to:
1	Approve the overall report.
2	Approve the carry forward adjustments, as set out in 1.14.

REPORT DETAILS

1.00	EXPLAINING THE CAPITAL PROGRAMME MONITORING POSITION – MONTH 9 2021/22																																																																																																				
1.01	<p>Background</p> <p>The Council approved a Council Fund (CF) Capital Programme of £12.706m for 2021/22 at its meeting on 8th December 2020 and a Housing Revenue Account (HRA) Capital Programme of £34.835m for 2021/22 at its meeting on 16 February 2021.</p>																																																																																																				
1.02	For presentational purposes the Capital Programme is shown as a whole, with sub-totals for the CF and HRA. In reality the HRA programme is ‘ring fenced’ and can only be used for HRA purposes.																																																																																																				
1.03	<p>Changes since Budget approval</p> <p>Table 1 below sets out how the programme has changed during 2021/22. More detailed cumulative information relating to each Portfolio is provided in Appendix A:-</p> <p>Table 1</p> <table border="1"> <thead> <tr> <th rowspan="2">REVISED PROGRAMME</th> <th>Original Budget 2021/22</th> <th>Carry Forward from 2020/21</th> <th colspan="2">2021/22 Previously Reported</th> <th rowspan="2">Savings - This Period</th> <th rowspan="2">Changes - This Period</th> <th rowspan="2">Revised Budget 2021/22</th> </tr> <tr> <th>£m</th> <th>£m</th> <th>Changes</th> <th>Carry Forward to 2022/23</th> </tr> </thead> <tbody> <tr> <td>People & Resources</td> <td>0.350</td> <td>0.260</td> <td>(0.070)</td> <td>0.000</td> <td>0.000</td> <td>(0.385)</td> <td>0.155</td> </tr> <tr> <td>Governance</td> <td>0.422</td> <td>0.505</td> <td>0.004</td> <td>(0.103)</td> <td>0.000</td> <td>0.048</td> <td>0.876</td> </tr> <tr> <td>Education & Youth</td> <td>5.877</td> <td>7.570</td> <td>7.257</td> <td>(2.531)</td> <td>0.000</td> <td>4.867</td> <td>23.040</td> </tr> <tr> <td>Social Services</td> <td>1.020</td> <td>0.598</td> <td>1.866</td> <td>0.000</td> <td>(0.450)</td> <td>3.535</td> <td>6.569</td> </tr> <tr> <td>Planning, Environment & Economy</td> <td>0.168</td> <td>0.850</td> <td>1.300</td> <td>(0.597)</td> <td>(0.060)</td> <td>0.837</td> <td>2.498</td> </tr> <tr> <td>Streetscene & Transportation</td> <td>2.015</td> <td>2.527</td> <td>15.709</td> <td>(1.976)</td> <td>(0.400)</td> <td>0.275</td> <td>18.150</td> </tr> <tr> <td>Strategic Programmes</td> <td>0.550</td> <td>1.425</td> <td>1.218</td> <td>(1.176)</td> <td>0.000</td> <td>0.005</td> <td>2.022</td> </tr> <tr> <td>Housing & Assets</td> <td>2.304</td> <td>1.900</td> <td>0.891</td> <td>(1.041)</td> <td>0.000</td> <td>(0.386)</td> <td>3.708</td> </tr> <tr> <td>Council Fund Total</td> <td>12.706</td> <td>15.635</td> <td>28.175</td> <td>(7.424)</td> <td>(0.910)</td> <td>9.222</td> <td>57.018</td> </tr> <tr> <td>HRA Total</td> <td>34.835</td> <td>0.000</td> <td>(11.380)</td> <td>0.000</td> <td>0.000</td> <td>1.115</td> <td>24.570</td> </tr> <tr> <td>Programme Total</td> <td>47.541</td> <td>15.635</td> <td>16.795</td> <td>(7.424)</td> <td>(0.910)</td> <td>10.337</td> <td>81.588</td> </tr> </tbody> </table>	REVISED PROGRAMME	Original Budget 2021/22	Carry Forward from 2020/21	2021/22 Previously Reported		Savings - This Period	Changes - This Period	Revised Budget 2021/22	£m	£m	Changes	Carry Forward to 2022/23	People & Resources	0.350	0.260	(0.070)	0.000	0.000	(0.385)	0.155	Governance	0.422	0.505	0.004	(0.103)	0.000	0.048	0.876	Education & Youth	5.877	7.570	7.257	(2.531)	0.000	4.867	23.040	Social Services	1.020	0.598	1.866	0.000	(0.450)	3.535	6.569	Planning, Environment & Economy	0.168	0.850	1.300	(0.597)	(0.060)	0.837	2.498	Streetscene & Transportation	2.015	2.527	15.709	(1.976)	(0.400)	0.275	18.150	Strategic Programmes	0.550	1.425	1.218	(1.176)	0.000	0.005	2.022	Housing & Assets	2.304	1.900	0.891	(1.041)	0.000	(0.386)	3.708	Council Fund Total	12.706	15.635	28.175	(7.424)	(0.910)	9.222	57.018	HRA Total	34.835	0.000	(11.380)	0.000	0.000	1.115	24.570	Programme Total	47.541	15.635	16.795	(7.424)	(0.910)	10.337	81.588
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1.04	<p>Carry Forward from 2020/21</p> <p>Carry forward sums from 2020/21 to 2021/22, totalling £15.635m (CF £15.635m, HRA £0.000m), were approved as a result of the quarterly monitoring reports presented to Cabinet during 2020/21.</p>																																																																					
1.05	<p>Changes during this period</p> <p>Funding changes during this period have resulted in a net increase in the programme total of £10.337m (CF £9.222m, HRA £1.115m). A summary of the changes, detailing major items, is shown in Table 2 below:-</p> <p>Table 2</p> <table border="1" data-bbox="344 595 1375 1727"> <thead> <tr> <th colspan="3" style="text-align: center;">CHANGES DURING THIS PERIOD</th> </tr> <tr> <th></th> <th style="text-align: center;">Para</th> <th style="text-align: center;">£m</th> </tr> </thead> <tbody> <tr> <td colspan="3"><u>COUNCIL FUND</u></td> </tr> <tr> <td colspan="3">Increases</td> </tr> <tr> <td>Children's Services</td> <td style="text-align: center;">1.06</td> <td style="text-align: right;">4.663</td> </tr> <tr> <td>Education - General</td> <td style="text-align: center;">1.07</td> <td style="text-align: right;">2.638</td> </tr> <tr> <td>Townscape Heritage Initiatives</td> <td style="text-align: center;">1.08</td> <td style="text-align: right;">0.685</td> </tr> <tr> <td>Other Aggregate Increases</td> <td></td> <td style="text-align: right;">1.627</td> </tr> <tr> <td></td> <td></td> <td style="text-align: right;">9.613</td> </tr> <tr> <td colspan="3">Decreases</td> </tr> <tr> <td>Other Aggregate Decreases</td> <td></td> <td style="text-align: right;">(0.391)</td> </tr> <tr> <td></td> <td></td> <td style="text-align: right;">(0.391)</td> </tr> <tr> <td>Total</td> <td></td> <td style="text-align: right;">9.222</td> </tr> <tr> <td colspan="3"><u>HRA</u></td> </tr> <tr> <td colspan="3">Increases</td> </tr> <tr> <td>Additional works for WHQS</td> <td style="text-align: center;">1.09</td> <td style="text-align: right;">1.426</td> </tr> <tr> <td>Other Aggregate Increases</td> <td></td> <td style="text-align: right;">1.031</td> </tr> <tr> <td></td> <td></td> <td style="text-align: right;">2.457</td> </tr> <tr> <td colspan="3">Decreases</td> </tr> <tr> <td>SHARP</td> <td style="text-align: center;">1.10</td> <td style="text-align: right;">(1.342)</td> </tr> <tr> <td>Other Aggregate Decreases</td> <td></td> <td style="text-align: right;">0.000</td> </tr> <tr> <td></td> <td></td> <td style="text-align: right;">(1.342)</td> </tr> <tr> <td>Total</td> <td></td> <td style="text-align: right;">1.115</td> </tr> </tbody> </table>	CHANGES DURING THIS PERIOD				Para	£m	<u>COUNCIL FUND</u>			Increases			Children's Services	1.06	4.663	Education - General	1.07	2.638	Townscape Heritage Initiatives	1.08	0.685	Other Aggregate Increases		1.627			9.613	Decreases			Other Aggregate Decreases		(0.391)			(0.391)	Total		9.222	<u>HRA</u>			Increases			Additional works for WHQS	1.09	1.426	Other Aggregate Increases		1.031			2.457	Decreases			SHARP	1.10	(1.342)	Other Aggregate Decreases		0.000			(1.342)	Total		1.115
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1.06	<p>There has been an introduction of childcare offer grant funding from Welsh Government (WG) for schemes across a number of primary schools.</p>																																																																					
1.07	<p>The Council was allocated additional WG grant funding to address maintenance backlog and improving ventilation in schools amounting to £2.638m.</p>																																																																					

	This funding was used for existing expenditure on schools and a corresponding sum carried forward into 2022/23 (See Table 4) to be used in accordance with grant conditions.
1.08	Introduction of Transforming Town Place Making and Targeted Regeneration Investment grants for improvement in a properties in the County.
1.09	Introduction of additional budget into the WHQS programme to match anticipated expenditure in this financial year.
1.10	Re-profiling of prudential borrowing for the Strategic Housing and Regeneration Programme (SHARP), due to delays in the number of schemes programmed in for this financial year.
1.11	<p>Capital Expenditure compared to Budget</p> <p>Expenditure as at Month 9, across the whole of the Capital Programme, was £52.871m. The breakdown of expenditure is analysed in Table 3, along with the percentage spend against budget.</p> <p>This shows that 64.80% of the budget has been spent (CF 64.88%, HRA 64.62%). Corresponding figures for Month 9 2020/21 were 46.59% (CF 42.33%, HRA 61.65%).</p>
1.12	The table also shows a projected underspend (pending carry forward and other adjustments) of £1.206m on the Council Fund and a break even position on the HRA.

Table 3

EXPENDITURE	Revised Budget	Cumulative Expenditure Month 9	Percentage Spend v Budget	Projected Outturn	Variance Budget v Outturn (Under)/Over
	£m	£m	%	£m	£m
People & Resources	0.155	0.000	0.00	0.155	0.000
Governance	0.876	0.536	61.19	0.876	0.000
Education & Youth	23.040	16.974	73.67	22.722	(0.318)
Social Services	6.569	4.008	61.01	6.476	(0.093)
Planning, Environment & Economy	2.498	1.660	66.45	2.418	(0.080)
Streetscene & Transportation	18.150	10.161	55.98	17.885	(0.265)
Strategic Programmes	2.022	1.519	75.12	1.702	(0.320)
Housing & Assets	3.708	2.137	57.63	3.578	(0.130)
Council Fund Total	57.018	36.995	64.88	55.812	(1.206)
Buy Back / Strategic Acquisition	0.419	0.419	100.00	0.419	0.000
Disabled Adaptations	0.870	0.576	66.21	0.870	0.000
Energy Schemes	1.657	1.603	96.74	1.657	0.000
Major Works	0.979	0.318	32.48	0.979	0.000
Accelerated Programmes	0.595	0.385	64.71	0.595	0.000
WHQS Improvements	17.384	12.496	71.88	17.392	0.008
SHARP Programme	2.658	0.079	2.97	2.658	0.000
Housing Revenue Account Total	24.570	15.876	64.62	24.570	(0.000)
Programme Total	81.588	52.871	64.80	80.382	(1.206)

1.13 Details of the variances for individual programme areas are listed in Appendix B, which includes the reasons, and remedial actions which may be required, where those variances exceed +/- 10% of the revised budget. In addition, where carry forward into 2022/23 has been identified, this is also included in the narrative.

1.14 **Carry Forward into 2022/23**
During the quarter, carry forward of £1.206m (all CF) has been identified which reflects reviewed spending plans across all programme areas; these amounts can be split into 2 areas, those required to meet the cost of programme works and/or retention payments in 2022/23.

1.15 Information relating to each programme area is contained in Appendix B and summarised in Table 4 below:

Table 4

CARRY FORWARD INTO 2022/23							Total
	Month 4 £m	Month 6 £m	Reversed £m	WG Grant £m	Subtotal £m	Month 9 £m	£m
Governance	0.095	0.008	0.000	0.000	0.103	0.000	0.103
Education & Youth	(0.200)	0.093	0.000	2.638	2.531	0.318	2.849
Social Services	0.000	0.000	0.000	0.000	0.000	0.093	0.093
Planning, Environment & Economy	0.572	0.025	0.000	0.000	0.597	0.080	0.677
Streetscene & Transportation	1.976	0.000	0.000	0.000	1.976	0.265	2.241
Strategic Programmes	0.959	0.427	(0.210)	0.000	1.176	0.320	1.496
Housing & Assets	0.697	0.386	(0.042)	0.000	1.041	0.130	1.171
Council Fund	4.099	0.939	(0.252)	2.638	7.424	1.206	8.630
TOTAL	4.099	0.939	(0.252)	2.638	7.424	1.206	8.630

1.16 Additional Allocations

There have been no additional allocations identified in this quarter.

1.17 Savings

The following saving has been identified in the programme in this quarter:

- Disabled Facilities Grants - £0.386m. Delays in service delivery were experienced as a result of COVID-19 restrictions in conjunction with a service re-design. New intelligence around service demand has been acquired and has allowed for a saving to be identified.

1.18 Funding of 2021/22 Approved Schemes

The position at Month 9 is summarised in Table 5 below for the three year Capital Programme between 2021/22 – 2023/24:-

Table 5

FUNDING OF APPROVED SCHEMES 2021/22 - 2023/24		
	£m	£m
Balance carried forward from 2020/21		(1.968)
Increases		
Shortfall in 2021/22 to 2023/24 Budget	1.317	
		<u>1.317</u>
Decreases		
Additional GCG - 2021/22 Confirmed	(1.461)	
Actual In year receipts	(1.496)	
Savings	(1.296)	<u>(4.253)</u>
Funding - (Available)/Shortfall		(4.904)

1.19 The final outturn funding surplus from the 2020/21 – 2022/23 Capital Programme was £1.968m.

The 2021/22 – 2023/24 Capital Programme was approved on the 8th December 2020, with a funding deficit of £1.317m. Following the final local government settlement, the Council received additional funding and this resulted in the programme being in a surplus position of £0.144m over the three year period. This surplus carry forward led to an opening funding position surplus of £2.112m.

Capital receipts received in the third quarter of 2021/22, along with savings identified, total £0.757m. This gives a revised projected surplus in the Capital Programme at Month 9 of £4.904m (from a Month 6 funding position surplus of £4.147m) for the 2021/22 – 2023/24 Capital Programme, prior to the realisation of additional capital receipts and/or other funding sources.

1.20 **Update on Capital Programme 2022/23 – 2024/25**

The 2022/23 – 2024/25 Capital Programme was approved by Council on the 7th December 2021, with a funding deficit of £0.867m. On the 21st December 2021, WG announced its provisional local government settlement for 2022-23.

This provides a net increase in 2022/23 of £0.262m compared with the estimated funding assumed in December's Capital Programme budget report. The Un-hypothecated Supported Borrowing (USB) has reduced by £0.018m and the General Capital Grant (GCG) has increased by £0.280m.

Using the Provisional Settlement figures over the three year Capital Programme 2022/23 – 2024/25, this gives an estimated funding increase of £0.786m over the approved three year period when compared with the December Capital Programme budget report.

	<p>This results in the programme being in a slight deficit of £0.081m.</p> <p>WG have confirmed there will be no continuation of the Public Highways Refurbishment Grant for 2022/23.</p>																																																								
1.21	<p>Investment in County Towns</p> <p>At its meeting on 12th December 2017, the Council approved a Notice of Motion relating to the reporting of investment in county towns. The extent and format of the reporting was agreed at the Corporate Resources Overview and Scrutiny Committee on 14th June 2018.</p>																																																								
1.22	<p>Table 6 below shows a summary of the 2020/21 actual expenditure, the 2021/22 revised budget and budgets for future years as approved by Council at its meeting of 8th December, 2020. Further detail can be found in Appendix C, including details of the 2021/22 spend to Month 9.</p> <p><u>Table 6</u></p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th colspan="4" style="text-align: center;">INVESTMENT IN COUNTY TOWNS</th> </tr> <tr> <th></th> <th style="text-align: center;">2020/21</th> <th style="text-align: center;">2021/22</th> <th style="text-align: center;">2022 -</th> </tr> <tr> <th></th> <th style="text-align: center;">Actual</th> <th style="text-align: center;">Revised</th> <th style="text-align: center;">2024</th> </tr> <tr> <th></th> <th style="text-align: center;">£m</th> <th style="text-align: center;">Budget</th> <th style="text-align: center;">Budget</th> </tr> <tr> <th></th> <th></th> <th style="text-align: center;">£m</th> <th style="text-align: center;">£m</th> </tr> </thead> <tbody> <tr> <td>Buckley / Penyffordd</td> <td style="text-align: right;">10.157</td> <td style="text-align: right;">2.899</td> <td style="text-align: right;">15.423</td> </tr> <tr> <td>Connah's Quay / Shotton</td> <td style="text-align: right;">1.412</td> <td style="text-align: right;">2.187</td> <td style="text-align: right;">3.067</td> </tr> <tr> <td>Flint / Bagillt</td> <td style="text-align: right;">2.181</td> <td style="text-align: right;">0.755</td> <td style="text-align: right;">8.794</td> </tr> <tr> <td>Holywell / Caerwys / Mostyn</td> <td style="text-align: right;">1.457</td> <td style="text-align: right;">4.925</td> <td style="text-align: right;">4.060</td> </tr> <tr> <td>Mold / Treuddyn / Cilcain</td> <td style="text-align: right;">5.655</td> <td style="text-align: right;">7.661</td> <td style="text-align: right;">47.331</td> </tr> <tr> <td>Queensferry / Hawarden / Sealand</td> <td style="text-align: right;">5.825</td> <td style="text-align: right;">10.882</td> <td style="text-align: right;">3.878</td> </tr> <tr> <td>Saltney / Broughton / Hope</td> <td style="text-align: right;">4.841</td> <td style="text-align: right;">5.045</td> <td style="text-align: right;">25.000</td> </tr> <tr> <td>Unallocated / To Be Confirmed</td> <td style="text-align: right;">1.256</td> <td style="text-align: right;">3.114</td> <td style="text-align: right;">19.476</td> </tr> <tr> <td>Total</td> <td style="text-align: right;">32.784</td> <td style="text-align: right;">37.468</td> <td style="text-align: right;">127.029</td> </tr> </tbody> </table>	INVESTMENT IN COUNTY TOWNS					2020/21	2021/22	2022 -		Actual	Revised	2024		£m	Budget	Budget			£m	£m	Buckley / Penyffordd	10.157	2.899	15.423	Connah's Quay / Shotton	1.412	2.187	3.067	Flint / Bagillt	2.181	0.755	8.794	Holywell / Caerwys / Mostyn	1.457	4.925	4.060	Mold / Treuddyn / Cilcain	5.655	7.661	47.331	Queensferry / Hawarden / Sealand	5.825	10.882	3.878	Saltney / Broughton / Hope	4.841	5.045	25.000	Unallocated / To Be Confirmed	1.256	3.114	19.476	Total	32.784	37.468	127.029
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1.25	<p>Some expenditure cannot yet be allocated to specific towns as schemes are not yet fully developed or are generic in nature and not easily identifiable to one of the seven areas. As such schemes are identified the expenditure will be allocated to the relevant area.</p>																																																								

1.26	Information on the split between internal and external funding can be found in Appendix C.																											
1.27	<p>In addition to the information contained in Appendix C, there is also considerable capital expenditure on the HRA Welsh Housing Quality Standard (WHQS), which was originally outside the scope of this analysis. A summary is provided in Table 7 below, albeit using a slightly different catchment area basis.</p> <p>Table 7</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th colspan="3" style="text-align: center;">WHQS Programme</th> </tr> <tr> <th></th> <th style="text-align: center;">2020/21 Actual £m</th> <th style="text-align: center;">2021/22 Budget £m</th> </tr> </thead> <tbody> <tr> <td>Holywell</td> <td style="text-align: center;">0.136</td> <td style="text-align: center;">4.930</td> </tr> <tr> <td>Flint</td> <td style="text-align: center;">0.189</td> <td style="text-align: center;">3.130</td> </tr> <tr> <td>Deeside & Saltney</td> <td style="text-align: center;">2.151</td> <td style="text-align: center;">2.730</td> </tr> <tr> <td>Buckley</td> <td style="text-align: center;">3.568</td> <td style="text-align: center;">3.630</td> </tr> <tr> <td>Mold</td> <td style="text-align: center;">1.160</td> <td style="text-align: center;">3.030</td> </tr> <tr> <td>Connah's Quay & Shotton</td> <td style="text-align: center;">0.632</td> <td style="text-align: center;">0.877</td> </tr> <tr> <td>Total</td> <td style="text-align: center;">7.836</td> <td style="text-align: center;">18.327</td> </tr> </tbody> </table>	WHQS Programme				2020/21 Actual £m	2021/22 Budget £m	Holywell	0.136	4.930	Flint	0.189	3.130	Deeside & Saltney	2.151	2.730	Buckley	3.568	3.630	Mold	1.160	3.030	Connah's Quay & Shotton	0.632	0.877	Total	7.836	18.327
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2.00	RESOURCE IMPLICATIONS
2.01	Financial implications - As set out in the body of the report.
2.02	Personnel implications - None directly as a result of this report.

3.00	IMPACT ASSESSMENT AND RISK MANAGEMENT
3.01	<p>The impact of the pandemic will continue to be monitored closely during this financial year. Due to the re-profiling of schemes from the 2020/21 and resources available to manage and deliver schemes, the levels of planned expenditure in 2021/22 may be affected, resulting in a high level of carry forward requests to re-phase budgets into the 2022/23 programme.</p> <p>In addition to the above, there are currently indications that material supplies, and demand, are being impacted by overseas supply market disruption leading to potential cost increases, higher tender prices and project delays.</p> <p>Grants received will also to be closely monitored to ensure that expenditure is incurred within the terms and conditions of the grant. The capital team will work with project leads to report potential risks of</p>

	<p>achieving spend within timescales and assist in liaising with the grant provider.</p> <p>The Council has a prudent policy of allocating its own capital receipts to fund capital projects only when receipts are actually received rather than when it is anticipated the receipt will be received, and this position continues to be the case. Due to the pandemic, there may be a delay in obtaining capital receipts as the timing of these receipts are also subject to market forces outside of the Council's control. In line with current policy, no allowance has been made for these receipts in reporting the Council's capital funding position.</p>
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4.00	CONSULTATIONS REQUIRED/CARRIED OUT
4.01	No consultation is required as a direct result of this report.

5.00	APPENDICES
5.01	Appendix A: Capital Programme - Changes during 2021/22
5.02	Appendix B: Variances
5.03	Appendix C: Investment in Towns

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	Capital Programme monitoring papers 2021/22.

7.00	CONTACT OFFICER DETAILS
7.01	<p>Contact Officer: Chris Taylor, Strategic Finance Manager Telephone: 01352 703309 E-mail: christopher.taylor@flintshire.gov.uk</p>

8.00	GLOSSARY OF TERMS
8.01	<p>Budget Re-profiling: Capital schemes are very dynamic and a number of factors can influence their timing and funding. Budget re-profiling assures that the correct resources are available in the correct accounting period to finance the actual level of expenditure.</p> <p>Capital Expenditure: Expenditure on the acquisition of non-current assets or expenditure which extends the useful life of an existing asset</p>

Capital Programme: The Council's financial plan covering capital schemes and expenditure proposals for the current year and a number of future years. It also includes estimates of the capital resources available to finance the programme.

Capital Receipts: Receipts (in excess of £10,000) realised from the disposal of assets.

Carry Forward: Carry forward occurs when schemes due to be completed in a given financial year are delayed until a subsequent year. In this case the relevant funding is carried forward to meet the delayed, contractually committed expenditure.

CERA: Capital Expenditure charged to Revenue Account. The Council is allowed to use its revenue resources to fund capital expenditure. However the opposite is not permissible.

Council Fund (CF): The fund to which all the Council's revenue and capital expenditure is charged.

Housing Revenue Account (HRA): The fund to which all the Council's revenue and capital expenditure relating to its housing stock is charged.

MRA: Major Repairs Allowance. A general capital grant from WG for HRA purposes.

Non-current Asset: A resource controlled (but not necessarily owned) by the Council, from which economic benefits or service potential are expected to flow to the Council for more than 12 months.

Section 106: Monies are received from developers/contractors pursuant to Section 106 of the Town & Country Planning Act 1990. These sums are available for use once the relevant terms of the individual agreement have been met. The monies are most commonly used for educational enhancement, play areas, highways and affordable housing.

Target Hardening: Measures taken to prevent unauthorised access to Council sites.

Unhypothecated Supported Borrowing (USB), commonly referred to as Supported Borrowing - Each year Welsh Government provide Councils with a Supported Borrowing allocation. Councils borrow to fund capital expenditure equivalent to that annual allocation, Welsh Government then include funding to cover the revenue costs associated with the borrowing for future years within the Revenue Support Grant. The Council decides how this funding is spent.

Unsupported (Prudential) Borrowing: Borrowing administered under the Prudential Code, whereby Authorities can set their own policies on acceptable levels and types of borrowing. The Prudential Framework allows Authorities to take out loans in response to overall cash flow forecasts and other factors provided they can show that the borrowing is to meet planned capital expenditure in the current year or the next three years.

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CAPITAL PROGRAMME - CHANGES DURING 2021/22

	Original Budget 2021/22	Carry Forward from 2020/21	2021/22 Previously Reported			Savings (Current)	Changes (Current)	Revised Budget 2021/22
			Changes	Carry Forward to 2022/23	Savings			
	£m	£m	£m	£m		£m	£m	£m
Council Fund :								
People & Resources								
'Headroom'	0.350	0.210	(0.070)	0.000	0.000	0.000	(0.350)	0.140
Corporate Finance - H & S	0.000	0.050	0.000	0.000	0.000	0.000	(0.035)	0.015
	0.350	0.260	(0.070)	0.000	0.000	0.000	(0.385)	0.155
Governance								
Information Technology	0.422	0.505	0.004	(0.103)	0.000	0.000	0.048	0.876
	0.422	0.505	0.004	(0.103)	0.000	0.000	0.048	0.876
Education & Youth								
Education - General	0.445	3.454	(0.866)	(2.650)	0.000	0.000	2.890	3.273
Primary Schools	1.400	0.400	2.662	(0.066)	0.000	0.000	1.128	5.524
Schools Modernisation	3.525	0.217	3.753	0.000	0.000	0.000	0.427	7.922
Secondary Schools	0.207	3.400	1.468	(0.015)	0.000	0.000	0.422	5.482
Special Education	0.300	0.099	0.240	0.200	0.000	0.000	0.000	0.839
	5.877	7.570	7.257	(2.531)	0.000	0.000	4.867	23.040
Social Services								
Services to Older People	0.656	0.506	0.158	0.000	(0.450)	0.000	0.000	0.870
Children's Services	0.364	0.092	1.708	0.000	0.000	0.000	3.535	5.699
	1.020	0.598	1.866	0.000	(0.450)	0.000	3.535	6.569
Planning, Environment & Economy								
Closed Landfill Sites	0.000	0.250	0.000	(0.250)	0.000	0.000	0.000	0.000
Engineering	0.038	0.372	0.075	(0.262)	0.000	0.000	0.000	0.223
Energy Services	0.000	0.000	0.711	0.000	0.000	0.000	(0.006)	0.705
Ranger Services	0.040	(0.022)	0.000	0.000	0.000	0.000	0.000	0.018
Townscape Heritage Initiatives	0.050	0.180	0.174	(0.085)	0.000	0.000	0.685	1.004
Private Sector Renewal/Improv't	0.040	0.070	0.340	0.000	(0.060)	0.000	0.158	0.548
	0.168	0.850	1.300	(0.597)	(0.060)	0.000	0.837	2.498
Streetscene & Transportation								
Waste	1.150	1.230	2.338	(1.930)	(0.400)	0.000	0.000	2.388
Cemeteries	0.265	0.000	0.000	0.000	0.000	0.000	0.000	0.265
Highways	0.600	1.234	2.044	0.000	0.000	0.000	0.274	4.152
Local Transport Grant	0.000	0.017	11.327	0.000	0.000	0.000	0.001	11.345
Solar Farms	0.000	0.046	0.000	(0.046)	0.000	0.000	0.000	0.000
	2.015	2.527	15.709	(1.976)	(0.400)	0.000	0.275	18.150

	Original Budget 2021/22	Carry Forward from 2020/21	2021/22 Previously Reported			Savings (Current)	Changes (Current)	Revised Budget 2021/22
			Changes	Carry Forward to 2022/23	Savings			
	£m	£m	£m	£m	£m	£m	£m	£m
Strategic Programmes								
Leisure Centres	0.250	0.107	0.000	(0.150)	0.000	0.000	0.000	0.207
Play Areas	0.200	0.350	0.018	(0.277)	0.000	0.000	0.005	0.296
Libraries	0.000	0.009	0.000	0.000	0.000	0.000	0.000	0.009
Theatr Clwyd	0.100	0.959	1.200	(0.749)	0.000	0.000	0.000	1.510
	0.550	1.425	1.218	(1.176)	0.000	0.000	0.005	2.022
Housing & Assets								
Administrative Buildings	0.644	0.424	0.070	0.000	0.000	0.000	0.035	1.173
Community Asset Transfers	0.000	0.697	0.000	(0.655)	0.000	0.000	0.000	0.042
Affordable Housing	0.000	0.000	0.582	0.000	0.000	0.000	0.000	0.582
Disabled Facilities Grants	1.660	0.779	0.239	(0.386)	0.000	(0.386)	0.005	1.911
	2.304	1.900	0.891	(1.041)	0.000	(0.386)	0.040	3.708
Housing Revenue Account :								
Buy Back / Strategic Acquisition	0.000	0.000	0.400	0.000	0.000	0.000	0.019	0.419
Disabled Adaptations	1.114	0.000	-0.264	0.000	0.000	0.000	0.020	0.870
Energy Schemes	0.510	0.000	0.450	0.000	0.000	0.000	0.697	1.657
Major Works	0.726	0.000	0.000	0.000	0.000	0.000	0.253	0.979
Accelerated Programmes	0.561	0.000	0.000	0.000	0.000	0.000	0.034	0.595
WHQS Improvements	16.530	0.000	-0.572	0.000	0.000	0.000	1.426	17.384
Modernisation / Improvements	1.342	0.000	-1.342	0.000	0.000	0.000	0.008	0.008
SHARP Programme	14.052	0.000	(10.052)	0.000	0.000	0.000	(1.342)	2.658
	34.835	0.000	(11.380)	0.000	0.000	0.000	1.115	24.570
Totals :								
Council Fund	12.706	15.635	28.175	(7.424)	(0.910)	(0.386)	9.222	57.018
Housing Revenue Account	34.835	0.000	(11.380)	0.000	0.000	0.000	1.115	24.570
Grand Total	47.541	15.635	16.795	(7.424)	(0.910)	(0.386)	10.337	81.588

PEOPLE & RESOURCES

Capital Budget Monitoring 2021/22 - Month 9

Programme Area	Total Budget £m	Actual Exp. £m	Projected Outturn £m	Variance (Under)/ Over £m	Variance %age %	Variance Prev Qtr £m	Cause of Variance	Action Required	Comments
'Headroom'	0.140	0.000	0.140	0.000	0	0.000		Corporate provision - to be allocated as requested and approved.	Any unspent allocation will be the subject of a carry forward request at outturn.
Corporate Finance - Health & Safety	0.015	0.000	0.015	0.000	0	0.000		Corporate provision - to be allocated as requested and approved.	Any unspent allocation will be the subject of a carry forward request at outturn.
Total	0.155	0.000	0.155	0.000	0	0.000			

GOVERNANCE

Capital Budget Monitoring 2021/22 - Month 9

Programme Area	Total Budget £m	Actual Exp. £m	Projected Outturn £m	Variance (Under)/ Over £m	Variance %age %	Variance Prev Qtr £m	Cause of Variance	Action Required	Comments
Information Technology	0.876	0.536	0.876	0.000	0	(0.008)			
Total	0.876	0.536	0.876	0.000	0	(0.008)			

Variance = Budget v Projected Outturn

EDUCATION & YOUTH

Capital Budget Monitoring 2021/22 - Month 9

Programme Area	Total Budget £m	Actual Exp. £m	Projected Outturn £m	Variance (Under)/ Over £m	Variance %age %	Variance Prev Qtr £m	Cause of Variance	Action Required	Comments
Education - General	3.273	1.142	3.152	(0.121)	-4	(0.012)	Ongoing repairs and maintenance retentions will fall into 2022/23, £0.006m. School Kitchens and Alarm Upgrades £0.115m to continue into 2022/23.	Carry Forward - Request approval to move funding of £0.121m to 2022/23.	
Primary Schools	5.524	2.972	5.517	(0.007)	-0	(0.066)	Repairs and maintenance programme completion in 2022/23 £0.007m	Carry Forward - Request approval to move funding of £0.007m to 2022/23.	
Schools Modernisation	7.922	7.520	7.922	0.000	0	0.000			
Secondary Schools	5.482	5.147	5.292	(0.190)	-3	(0.015)	Buckley Elfed Car Parking £0.107m - Completion of the remaining works will fall into 2022/23. Repairs and maintenance programme completion in 2022/23, £0.083m	Carry Forward - Request approval to move funding of £0.190m to 2022/23.	
Special Education	0.839	0.193	0.839	0.000	0	0.000			
Total	23.040	16.974	22.722	(0.318)	-1	(0.093)			

Variance = Budget v Projected Outturn

SOCIAL SERVICES

Capital Budget Monitoring 2021/22 - Month 9

Programme Area	Total Budget £m	Actual Exp. £m	Projected Outturn £m	Variance (Under)/ Over £m	Variance %age %	Variance Prev Qtr £m	Cause of Variance	Action Required	Comments
Services to Older People	0.870	0.570	0.870	0.000	0	0.000			
Children's Services	5.699	3.438	5.606	(0.093)	-2	0.000	Refurbishment of foster carers home expected to commence late February/ March 2022 with conclusion by later part of Spring 2022.	Carry Forward - Request approval to move funding of £0.093m to 2022/23.	
Total	6.569	4.008	6.476	(0.093)	-1	0.000			

Variance = Budget v Projected Outturn

PLANNING, ENVIRONMENT & ECONOMY

Capital Budget Monitoring 2021/22 - Month 9

Programme Area	Total Budget	Actual Exp.	Projected Outturn	Variance (Under)/ Over	Variance %age	Variance Prev Qtr	Cause of Variance	Action Required	Comments
	£m	£m	£m	£m	%	£m			
Engineering	0.223	0.052	0.223	0.000	0	0.000			
Energy Services	0.705	0.719	0.705	0.000	0	0.000			
Ranger Services	0.018	0.018	0.018	0.000	0	0.000			
Townscape Heritage Initiatives	1.004	0.323	0.924	(0.080)	-8	(0.025)	£0.030m in relation to the Shotton Green Infrastructure project. Works will progress into 2022/23 due to delays around the project start state as a result of the pandemic. Awaiting permissions from Cadw before an element of the works can progress at Bailey Hill, resulting in £0.050m being required in 2022/23.	Carry Forward - Request approval to move funding of £0.080m in to 2022/23	
Private Sector Renewal/Improvement	0.548	0.548	0.548	0.000	0	0.000			
Total	2.498	1.660	2.418	(0.080)	-3	(0.025)			

Variance = Budget v Projected Outturn

STREETSCENE & TRANSPORTATION

Capital Budget Monitoring 2021/22 - Month 9

Programme Area	Total Budget £m	Actual Exp. £m	Projected Outturn £m	Variance (Under)/ Over £m	Variance %age %	Variance Prev Qtr £m	Cause of Variance	Action Required	Comments
Waste Services	2.388	1.057	2.388	0.000	0	0.000			
Cemeteries	0.265	0.001	0.000	(0.265)	-100	0.000	Works to progress into 2022/23	Carry Forward - Request approval to move funding of £0.265m in to 2022/23.	
Highways	4.152	1.935	4.152	0.000	0	0.000			
Local Transport Grant	11.345	7.168	11.345	0.000	0	0.000			
Total	18.150	10.161	17.885	(0.265)	-1	0.000			

Variance = Budget v Projected Outturn

STRATEGIC PROGRAMMES

Capital Budget Monitoring 2021/22 - Month 9

Programme Area	Total Budget £m	Actual Exp. £m	Projected Outturn £m	Variance (Under)/ Over £m	Variance %age %	Variance Prev Qtr £m	Cause of Variance	Action Required	Comments
Leisure Centres	0.207	0.061	0.075	(0.132)	-64	(0.150)	£0.050m for resurfacing the Multi Use Games Area at Holywell Leisure Centre in 2022/23. Urgent property work on leisure and libraries to continue into 2022/23, £0.091m.	Carry Forward - Request approval to move funding of £0.141m to 2022/23.	
Play Areas	0.296	0.147	0.145	(0.151)	-51	(0.277)	Funding £0.151m to be spent in 2022/23 for ongoing work related to the findings from the independent play survey.	Carry Forward - Request approval to move funding of £0.151m to 2022/23.	
Libraries	0.009	0.000	0.000	(0.009)	-100	0.000			
Theatr Clwyd	1.510	1.311	1.482	(0.028)	-2	0.000	Works relating to the Telephony/Box Office to progress into 2022/23 in line with the wider re-development project at the Theatre.	Carry Forward - Request approval to move funding of £0.028m to 2022/23.	
	2.022	1.519	1.702	(0.320)	-16	(0.427)			

Variance = Budget v Projected Outturn

HOUSING & ASSETS

Capital Budget Monitoring 2021/22 - Month 9

Programme Area	Total Budget £m	Actual Exp. £m	Projected Outturn £m	Variance (Under)/ Over £m	Variance %age %	Variance Prev Qtr £m	Cause of Variance	Action Required	Comments
Administrative Buildings	1.173	0.258	1.043	(0.130)	-11	0.000	Works relating to Flint County Offices have been postponed due to COVID-19 restrictions. The planned works will now progress into 2022/23	Carry Forward - Request approval to move funding of £0.130m in to 2022/23.	
Community Asset Transfers	0.042	0.042	0.042	0.000	0	0.000			The funding for Capital Asset Transfers is allocated for specific purposes and is drawn down as and when required.
Affordable Housing	0.582	0.582	0.582	0.000	0	0.000			
Disabled Facilities Grants	1.911	1.255	1.911	0.000	0	(0.386)	Delays in service delivery were experienced as a result of COVID-19 restrictions in conjunction with a service re-design. New intelligence around service demand has been acquired and has allowed for a saving to be identified.		DFG spend is customer driven and volatile. Saving of £0.386m identified.
Total	3.708	2.137	3.578	(0.130)	-4	(0.386)			

Variance = Budget v Projected Outturn

HOUSING REVENUE ACCOUNT

Capital Budget Monitoring 2021/22 - Month 9

Programme Area	Total Budget £m	Actual Exp. £m	Projected Outturn £m	Variance (Under)/ Over £m	Variance %age %	Variance Prev Qtr £m	Cause of Variance	Action Required	Comments
Buy Back / Strategic Acquisition	0.419	0.419	0.419	0.000	0	0.000			£0.009m overspend to be funded by WG Social Housing Grant and Reserves
Disabled Adaptations	0.870	0.576	0.870	0.000	0	0.000	This is demand lead and volatile.		Projected overspend of £0.009m to be met from CERA
Energy Services	1.657	1.603	1.657	0.000	0	0.412			Budget increase of £0.697m to be met by Energy project Income streams.
Major Works	0.979	0.318	0.979	0.000	0	0.000			
Accelerated Programmes	0.595	0.385	0.595	0.000	0	0.000			
WHQS Improvements	17.384	12.488	17.384	0.000	0	(0.412)	£1.426m projected overspend as a result of additional works identified and added to the WHQS Envelope programme in year. It is cost effective to carry out these works in year whilst contractors are currently on site as opposed to revisiting.		Projected overspend to be met from HRA reserves.
Modernisation / Improvements	0.008	0.008	0.008	0.000	0	0.000			£0.008m overspend to be funded by CERA
SNRP	2.658	0.079	2.658	0.000	0	0.000			
Total	24.570	15.876	24.570	0.000	0	0.000			

Variance = Budget v Projected Outturn

SUMMARY

Capital Budget Monitoring 2021/22 - Month 9

Programme Area	Total Budget	Actual Exp.	Projected Outturn	Variance (Under)/ Over	Variance %age	Variance Prev Qtr	Cause of Variance	Action Required	Comments
	£m	£m	£m	£m	%	£m			
People & Resources	0.155	0.000	0.155	0.000	0	0.000			
Governance	0.876	0.536	0.876	0.000	0	(0.008)			
Education & Youth	23.040	16.974	22.722	(0.318)	-1	(0.093)			
Social Services	6.569	4.008	6.476	(0.093)	-1	0.000			
Planning, Environment & Economy	2.498	1.660	2.418	(0.080)	-3	(0.025)			
Streetscene & Transportation	18.150	10.161	17.885	(0.265)	-1	0.000			
Strategic Programmes	2.022	1.519	1.702	(0.320)	-16	(0.427)			
Housing & Assets	3.708	2.137	3.578	(0.130)	-4	(0.386)			
Sub Total - Council Fund	57.018	36.995	55.812	(1.206)	-2	(0.939)			
Housing Revenue Account	24.570	15.876	24.570	0.000	0	0.000			
Total	81.588	52.871	80.382	(1.206)	-1	(0.939)			

Variance = Budget v Projected Outturn

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INVESTMENT IN COUNTY TOWNS - 2020/21 ACTUAL SPEND

APPENDIX C

TOWN FUNDING	20/21 ACTUAL £000	BUCKLEY		CONNAH'S QUAY		FLINT		HOLYWELL		MOLD		QUEENSFERRY		SALTNEY		UNALLOCATED		TOTALS			
		Internal £000	External £000	Internal £000	External £000	Internal £000	External £000	Internal £000	External £000	Internal £000	External £000	Internal £000	External £000	Internal £000	External £000	Internal £000	External £000	Internal £000	External £000	Total £000	
EXPENDITURE																					
HOUSING - HRA																					
SHARP	1,152	122		20		51		187		227		366					179		1,152	0	1,152
EDUCATION & YOUTH																					
Connah's Quay High School	264			69	195														69	195	264
Queensferry Campus	3,303												3,303						0	3,303	3,303
Ysgol Glanrafon	770										770								0	770	770
Castell Alun High School	3,511													3,511					3,511	0	3,511
SOCIAL CARE																					
Marleyfield EPH	8,005	4,225	3,780																4,225	3,780	8,005
PLANNING, ENVIRONMENT & ECONOMY																					
Solar PV Farms	2,058			433		1,625													2,058	0	2,058
STREETSCENE & TRANSPORTION																					
Highways Maintenance	1,259		131		54				398		156		53		243		140	84	140	1,119	1,259
Transport Grant	6,136		45		641		505	164	708		30		2,103		1,087			853	164	5,972	6,136
Improvements to Standard Yard Waste Transfer Station	447		447																0	447	447
STRATEGIC PROGRAMMES																					
Theatr Clwyd - Redevelopment	1,808										1,808								0	1,808	1,808
HOUSING & ASSETS																					
County Hall Demolition	1,042										1,042								1,042	0	1,042
Affordable Housing	3,029	1,407									1,622								3,029	0	3,029
	32,784	5,754	4,403	522	890	1,676	505	351	1,106	2,891	2,764	366	5,459	3,511	1,330	319	937	15,390	17,394	32,784	
AREAS TOTAL			10,157	1,412	2,181	1,457	5,655	5,825	4,841	1,256											

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INVESTMENT IN COUNTY TOWNS - 2021/22 REVISED BUDGET

APPENDIX C (Cont)

TOWN FUNDING	REVISED BUDGET £000	BUCKLEY		CONNAH'S QUAY		FLINT		HOLYWELL		MOLD		QUEENSFERRY		SALTNEY		UNALLOCATED		TOTALS			
		Internal £000	External £000	Internal £000	External £000	Internal £000	External £000	Internal £000	External £000	Internal £000	External £000	Internal £000	External £000	Internal £000	External £000	Internal £000	External £000	Internal £000	External £000	Total £000	
EXPENDITURE																					
HOUSING - HRA																					
SHARP	2,658					262		2,396											2,658	0	2,658
EDUCATION & YOUTH																					
Queensferry Campus	7,359											2,166	5,193						2,166	5,193	7,359
Ysgol Glanrafon	3,392									245	3,147								245	3,147	3,392
Castell Alun High School	3,913													3,121	792				3,121	792	3,913
SOCIAL CARE																					
Marleyfield EPH	712		712																712	0	712
Ty Nyth, Children's Residential Care	1,100										1,100								0	1,100	1,100
PLANNING, ENVIRONMENT & ECONOMY																					
Solar PV Farms	600				600														600	0	600
STREETSCENE & TRANSPORTION																					
Improvements to Standard Yard Waste Transfer Station	853		853																0	853	853
Improvements to Greenfield Waste Transfer Station	768							50	718										50	718	768
Highways Maintenance	2,677		28			17		229	421	19	433	231		5	68	1,226	0	1,727	950	2,677	
Transport Grant	11,344		1,306		1,587		476	17	1,094		625		3,292		1,059		1,888	17	11,327	11,344	
STRATEGIC PROGRAMMES																					
Tŷaustr Clwyd - Redevelopment	1,510									187	1,323								187	1,323	1,510
HOUSING & ASSETS																					
Affordable Housing	582									582									582	0	582
	37,468	712	2,187	600	1,587	279	476	2,692	2,233	1,033	6,628	2,397	8,485	3,126	1,919	1,226	1,888	12,065	25,403	37,468	
AREA TOTAL			2,899	2,187	755	4,925	7,661	10,882	5,045	3,114											

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TOWN FUNDING	ACTUAL TO DATE £000	BUCKLEY		CONNAH'S QUAY		FLINT		HOLYWELL		MOLD		QUEENSFERRY		SALTNEY		UNALLOCATED		TOTALS				
		Internal £000	External £000	Internal £000	External £000	Internal £000	External £000	Internal £000	External £000	Internal £000	External £000	Internal £000	External £000	Internal £000	External £000	Internal £000	External £000	Internal £000	External £000	Total £000		
EXPENDITURE																						
HOUSING - HRA																						
SHARP	79					20		59												79	0	79
EDUCATION & YOUTH																						
Queensferry Campus	6,657											1,464	5,193							1,464	5,193	6,657
Ysgol Glanrafon	2,409									2,409										0	2,409	2,409
Castell Alun High School	4,213													3,121	1,092					3,121	1,092	4,213
SOCIAL CARE																						
Marleyfield EPH	570	570																		570	0	570
Ty Nyth, Children's Residential Care	83									83										0	83	83
PLANNING, ENVIRONMENT & ECONOMY																						
Solar PV Farms	600			600																600	0	600
STREETSCENE & TRANSPORTION																						
Improvements to Standard Yard Waste Transfer Station	315		315																	0	315	315
Improvements to Greenfield Waste Transfer Station	699							699												0	699	699
Highways Maintenance	1,780		28			17		229	421	19	433	231		5	68	329	0		830	950	1,780	
Transport Grant	7,168		967		1,439		257		519		452		2,406		593		535		0	7,168	7,168	
STRATEGIC PROGRAMMES																						
Theatr Clwyd - Redevelopment	1,311										1,311									0	1,311	1,311
HOUSING & ASSETS																						
Affordable Housing	582									582										582	0	582
	26,466	570	1,310	600	1,439	37	257	288	1,639	601	4,688	1,695	7,599	3,126	1,753	329	535		7,246	19,220	26,466	

AREA TOTAL

1,880 2,039 294 1,927 5,289 9,294 4,879 864

INVESTMENT IN COUNTY TOWNS - 2022- 2024 BUDGET

APPENDIX C (Cont)

TOWN FUNDING	FUTURE BUDGET £000	BUCKLEY		CONNAH'S QUAY		FLINT		HOLYWELL		MOLD		QUEENSFERRY		SALTNEY		UNALLOCATED		TOTALS			
		Internal £000	External £000	Internal £000	External £000	Internal £000	External £000	Internal £000	External £000	Internal £000	External £000	Internal £000	External £000	Internal £000	External £000	Internal £000	External £000	Internal £000	External £000	Total £000	
EXPENDITURE																					
HOUSING - HRA																					
SHARP	10,052	968		817		44		4,060		3,285		878							10,052	0	10,052
EDUCATION & YOUTH																					
Ysgol Croes Atti, Shotton	750			262	488														262	488	750
Ysgol Croes Atti, Flint	5,500					1,925	3,575												1,925	3,575	5,500
Drury County Primary	3,650	1,278	2,372																1,278	2,372	3,650
Penyffordd CP	600	257	343																257	343	600
Elfed HS	4,488	1,571	2,917																1,571	2,917	4,488
Mynydd Isa Area	2,312	1,503	809																1,503	809	2,312
Saltney/Broughton Area	25,000												16,250	8,750					16,250	8,750	25,000
Joint Archive Facility, FCC and DCC	3,028									3,028									3,028	0	3,028
SOCIAL CARE																					
Mockingbird	384																384		384	0	384
Croes Atti residential care	650					650													650		650
Relocation of Tri-Ffordd Day Service provision	2,700									2,700									2,700		2,700
STREETSCENE & TRANSPORTION																					
Improvements to Standard Yard Waste Transfer Station	3,405	3,405																	3,405	0	3,405
Highways Asset Management Plan	3,000																3,000		3,000	0	3,000
STRATEGIC PROGRAMMES																					
Central Clwyd - Redevelopment	38,000									7,000	31,000								7,000	31,000	38,000
HOUSING & ASSETS																					
Affordable Housing	23,510			1,500		2,600				318		3,000				16,092			23,510	0	23,510
	127,029	8,982	6,441	2,579	488	5,219	3,575	4,060	0	16,331	31,000	3,878	0	16,250	8,750	19,476	0		76,775	50,254	127,029

AREA TOTAL 15,423 3,067 8,794 4,060 47,331 3,878 25,000 19,476



CABINET

Date of Meeting	Tuesday, 15 th February 2022
Report Subject	Annual Audit Summary for Flintshire County Council 2020/21
Cabinet Member	Deputy Leader of the Council (Governance) and Cabinet Member for Corporate Management and Assets
Report Author	Chief Executive
Type of Report	Strategic

EXECUTIVE SUMMARY

This Annual Audit Summary sets out the the audit and regulatory work undertaken by Audit Wales of Flintshire County Council. It provided an update on the previous report which was published in was published in January 2021.

Overall the Auditor General for Wales has reached a positive conclusion. *“The Auditor General certified that the Council had met its remaining Local Government (Wales) Measure 2009 duties for the financial year 2020-21, as saved by an order made under the Local Government and Elections (Wales) Act 2021.”*

No formal recommendations have been made during the year.

There are a number of new proposals for improvement and proposals of development arising from the reviews undertaken by Audit Wales.

The Auditor General has provided an unqualified true and fair opinion on the Council’s financial statements on 29 September 2021, two months ahead of the statutory deadline.

RECOMMENDATIONS

1	That Cabinet are assured by the content and observations of the Auditor General for Wales’ Annual Audit Summary Report for 2020/21.
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REPORT DETAILS

1.00	EXPLAINING THE ANNUAL AUDIT SUMMARY REPORT
1.01	The Auditor General under the Local Government (Wales) Measure 2009 (Measure) undertakes and publishes an annual summary report for all Welsh Councils, Fire and Rescue Authorities and National Park Authorities.
1.02	This is the second Annual Audit Summary Report for Flintshire County Council, combining the Annual Improvement Report and Annual Audit letter. This year's report is a summary of the audit, regulatory and inspection work carried out in 2020/21.
1.03	Overall the Auditor General has concluded that: <i>"The Auditor General certified that the Council had met its remaining Local Government (Wales) Measure 2009 duties for the financial year 2020-21, as saved by an order made under the Local Government and Elections (Wales) Act 2021."</i>
1.04	The Auditor General has not made any statutory recommendations with which the Council must comply.
1.05	There are two proposals for improvement from one of the reviews undertaken, namely; "Rental Income." Cabinet adopted the proposals for improvement at a meeting in October 2021. As part of our established protocol, all proposals for improvement and development from regulatory reports (both local and national) are assessed to establish if further improvements or developments need to be undertaken. The Council's response to these proposals for improvement is to be shared at March's meeting detailing the reports and responses.
1.06	The outcomes of the financial sustainability study have been taken into account in the planning of the Medium Term Financial Strategy.
1.07	The summary outlines the key findings from the audit of the Council's financial statements for 2020/21, reported in detail to Audit Committee in September 2021, and other audit work undertaken in 2020/21. The Auditor General gave an unqualified true and fair opinion on the Council's financial statements on 29 September 2020, two months ahead of the statutory deadline.
2.00	RESOURCE IMPLICATIONS
2.01	There are no specific resource implications as part of this report.

3.00	CONSULTATIONS REQUIRED / CARRIED OUT
3.01	<p>Cabinet will receive this report for endorsement. They will continue to receive future reports relating to external regulatory work as part of their Forward Work programme.</p> <p>Corporate Resources Overview and Scrutiny Committee will receive this report as part of their scrutiny role in February.</p> <p>Governance and Audit Committee will receive this report as part of their role of assurance in March.</p>

4.00	IMPACT ASSESSMENT AND RISK MANAGEMENT
4.01	<p>Ways of Working (Sustainable Development) Principles Impact Audit Wales assess if Public bodies are complying with sustainable development principles and taking steps to meet their well-being objectives. The principles are:</p> <ul style="list-style-type: none"> • Long-term • Prevention • Integration • Collaboration • Involvement <p>Well-being Goals Impact Audit Wales assess if Public bodies are complying with Well-being Goals and taking steps to meet their well-being objectives. The Well-being Goals are:</p> <ul style="list-style-type: none"> • Prosperous Wales • Resilient Wales • Healthier Wales • More equal Wales • Cohesive Wales • Vibrant Wales • Globally responsible Wales <p>Council's Well-being Objectives Audit Wales assess if Public bodies are taking steps to meet their well-being objectives. These were reviewed as part of a refresh of Council Plan for 2021/22.</p> <p>Risk Management Findings from the Audit Wales are risk managed as part of regular monitoring.</p>

5.00	APPENDICES
5.01	Appendix 1: Annual Audit Summary 2020/21.

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	None.

7.00	CONTACT OFFICER DETAILS
7.01	<p>Contact Officer: Jay Davies, Strategic Performance Advisor Telephone: 01352 702744 E-mail: jay.davies@flintshire.gov.uk</p>

8.00	GLOSSARY OF TERMS
8.01	<p>Annual Audit Summary: The Annual Audit Summary is publicised by Audit Wales (AW) on behalf of the Auditor General for Wales. It brings together, with the input of other inspectorates such as Estyn and the Care and Care Inspectorate Wales (CIW), a summary of the regulatory work of the past year.</p> <p>Audit Wales: works to support the Auditor General as the public sector watchdog for Wales. They aim to ensure that the people of Wales know whether public money is being managed wisely and that public bodies in Wales understand how to improve outcomes.</p>

Flintshire County Council

Annual Audit Summary 2021

This is our audit summary for Flintshire County Council. It shows the work completed since the last Annual Audit Summary, which was issued in January 2021. Our audit summary forms part of the Auditor General for Wales' duties.



More information about these duties can be found on our [website](#).

About the Council

Some of the services the Council provides



Key facts

The Council is made up of 70 councillors who represent the following political parties/groups:

- Welsh Labour 35
- Welsh Conservative 6
- Welsh Liberal Democrats 6
- Independent Alliance 16
- New Independents 3
- Independents 3
- Not a member of any political group within Flintshire County Council 1

The Council spent £271.8 million on providing services¹ during 2020-21, the sixth-highest spending of the 22 unitary councils in Wales.

¹ We define spending on services as the cost of services charged to the general fund from the Expenditure Funding Analysis, less any Housing Revenue Account cost of services, plus precepts, levies and debt interest.

Key facts

As at 31 March 2021, the Council had £38.5 million of useable financial reserves². This is equivalent to 14.2% of the Council's annual spending on services, the fourth-lowest percentage of the 22 unitary councils in Wales³.

Flintshire County has three of its 92 areas deemed the most deprived 10% of areas in Wales, this is the fifth lowest of the 22 unitary councils in Wales⁴.

The population of Flintshire is projected to increase by 3.1% between 2020 and 2040 from 156,444 to 161,258, including a 5.1% decrease in the number of children, a 2.9% decrease in the number of the working-age population and a 27% increase in the number of people aged 65 and over⁵.

The Auditor General's duties

We completed work during 2020-21 to meet the following duties

- **Continuous improvement**
The Council had to put in place arrangements to make continuous improvements, including related plans and reports, and the Auditor General also had to assess whether the Council met these requirements during 2020-21.
- **Audit of Accounts**
Each year the Auditor General audits the Council's financial statements to make sure that public money is being properly accounted for.
- **Value for money**
The Auditor General examines whether the Council has put in place arrangements to get value for money for the resources it uses, and he has to be satisfied that it has done this.
- **Sustainable development principle**
Public bodies need to comply with the sustainable development principle when setting and taking steps to meet their well-being objectives. The Auditor General must assess the extent to which they are doing this.

² We define useable financial reserves as reserves usable for revenue costs, where the purpose is not protected by law. This is the total of the general fund, earmarked reserves and schools' balances. It excludes Housing Revenue Account reserves, capital receipts and capital grants unapplied.

³ Source: 2020-21 Statement of Accounts

⁴ An area in this context is defined as a 'Lower Super Output Area'. Source: Stats Wales

⁵ Source: Stats Wales



We continue to recognise the huge strain on public services and to work in a way that seeks to reduce the impact on public bodies' response to COVID-19, while still meeting our statutory duties.



To meet the Auditor General's duties we complete specific projects, but we also rely on other audit work, and the work of regulators such as Care Inspectorate Wales and Estyn (the education inspectorate). We take the findings of our audit work into account when assessing whether the Council has put in place arrangements to secure value for money. Our findings and conclusions are summarised below.

What we found

Audit of Flintshire County Council Council's 2020-21 Accounts

Each year we audit the Council's financial statements.

For 2020-21:

- the Auditor General gave an unqualified true and fair opinion on the Council's financial statements on 29 September 2021, two months ahead of the statutory deadline.
- the Council's Annual Governance Statement and Narrative Report were prepared in line with the CIPFA Code and relevant guidance. They were also consistent with the financial statements prepared by the Council and with our knowledge of the Council.
- the quality of the draft statements presented for audit on 15 June 2021 was prepared to a good standard. This was a significant achievement given the ongoing challenges posed by the COVID-19 pandemic.
- a number of changes were made to the Council's financial statements arising from our audit work, which were reported to the Governance and Audit Committee on 27 September 2021.
- the Auditor General issued the certificate confirming that the audit of accounts for 2020-21 has been completed on 30 September 2021.
- In addition to the Auditor General's responsibilities for auditing the Council's financial statements, he also has responsibility for the certification of a number of grant claims and returns. Our work to date has not identified any significant issues.

Our work in response to the COVID-19 pandemic

In response to the COVID-19 pandemic, we changed the approach and focus of our performance audit work in local government and other bodies. Below is a summary of some of the work we have undertaken in response to the pandemic across a number of sectors, much of which is of relevance to local government.

We undertook a project to support public sector efforts by sharing learning through the pandemic. The project aims to help prompt some thinking, and practise exchange. [Further information is available on our website.](#)

In March 2021, we published a [national report](#) setting out an overview of progress to date on Test, Trace, Protect in Wales. In December 2020, we also published some [observations](#) of the Auditor General on the procurement and supply of PPE during the COVID-19 pandemic, followed by a [report](#) in April 2021. In June 2021, we also published our [report](#) on the rollout of the COVID-19 vaccination programme in Wales.

Continuous improvement

The Auditor General certified that the Council had met its remaining Local Government (Wales) Measure 2009 duties for the financial year 2020-21, as saved by an order made under the Local Government and Elections (Wales) Act 2021. As part of our examination of councils' performance assessments covering the 2020-21 financial year, we noted a reduced reference to comparative performance information although we recognise that the pandemic led to the suspension of some national data collection. The ability to compare data and performance with other organisations will continue to be an important element of arrangements to secure value for money and will be a challenge for councils to consider particularly as they continue to implement the requirements relating to self-assessment set out in the Local Government and Elections Act (Wales) 2021.

Financial sustainability

During 2020-21, we examined the financial sustainability of each council in Wales. In our [local report](#) published in July 2021 we concluded that the Council's focus is on improving its financial resilience by addressing budgetary pressures in key demand-led service areas.

We also published two national summary reports: the [first report](#) in October 2020 and the [second report](#) in September 2021.

Recovery planning

During 2020-21, we reviewed the arrangements that each council in Wales was putting in place to support recovery planning. We undertook this work on an ongoing basis, providing real-time and ongoing feedback where appropriate. Our key findings were the Council's communications with the public and residents during the pandemic have been consistent, clear, and innovative. The Council has now carefully 'unlocked' many of its key services in line with Welsh Government guidance and identified what will be different as staff return to work to keep them safe. The reopening of services has progressed well, once again helped by a clear communications strategy.

Flintshire County Council's recovery from the impact of the pandemic has benefited from strong and consistent leadership, particularly in planning and decision making. There has been a drive to engage and lead regional groups which is positive. Internal and external communication has been very strong and is to the Council's credit.

We consider that the Council's approach to recovery is well structured and well thought through. The Council has taken the time to reflect on its response actions and learn from them. As a result, should it be necessary to revert to response mode to manage any resurgence of the virus, the Council will be better placed to deal with the crisis than it was before.

We encourage the Council to look for opportunities for doing things differently as a result of what has been learned through the COVID-19 crisis, and not to automatically return services to how they were before.

There are opportunities to maintain the momentum and learn from 'digital democracy'. Most councillors have shown their ability to embrace the use of technology for online meetings. There may be further opportunities to gain insights from council members on any development and training that may help them to participate more effectively in online meetings.

There are some challenges in holding formal meetings exclusively online and at this stage there may be opportunities to gain insights about the effectiveness of these arrangements. Further engagement with the public to gather views about their experiences of observing meetings during this period could also help to provide timely feedback on the effectiveness of these arrangements from their perspective.

Rental Income

During 2020-21, we did a review to consider the effectiveness of the Council's rental income strategy. In March 2021, we concluded that the Council has stopped the increase in Council tenant rent arrears but has further opportunities for improving performance and engaging with tenants.

Commissioning Older People's Care Home Placements

During 2020-21, we examined whether North Wales councils and Betsi Cadwaladr University Health Board (the Health Board) as partners in the Regional Partnership Board were collaborating effectively in the strategic commissioning of older people's care home placements. We concluded that partners are working individually and collectively to provide care home placements for vulnerable service users, this is made more difficult by complex national processes, resulting in a significant focus on costs, which causes division amongst partners and has the potential to impact adversely on service users and their families. Strengthening accountability and developing a regional strategy and delivery plan have the potential to drive positive change and better partnership working, especially in relation to complex and more specialist care.

In concluding this work, we recognised that responsibility for the current challenges in the commissioning arrangements was widespread. The Welsh Government sets the national framework which is complex and local partners have responsibility for the way that national policy and guidance are implemented. We have therefore reported locally to councils and the Health Board, and nationally to the Welsh Government recommending actions that these bodies should take.

North Wales Economic Ambition Board – Progress Review of the North Wales Growth Deal

During 2020-21 we sought to answer the question: ‘In delivering its overall goals, is the North Wales Economic Ambition Board (NWEAB) ready and able to adjust to meet the changing economic circumstances?’ We concluded in our [report](#) that the NWEAB has clear and established governance arrangements and is supported by a developing Portfolio Management Office; external factors may impact on the planned ambitions and NWEAB is adapting to accommodate these.

Other inspectorates

We also took into account the reports of Care Inspectorate Wales (CIW) and Estyn as well as any subsequent actions taken by the Council in response. CIW and Healthcare Inspectorate Wales published their joint National review of the use of Deprivation of Liberty Safeguards (DoLS) in Wales. They identified a number of key findings and recommendations in their report. In November 2021, CIW also published ‘Let me flourish’, a national review of early help, care and support and transition for disabled children in Wales. In November 2021 CIW published its [assurance check letter](#) for the Council which summarises the findings of the CIW assurance check carried out in April 2021. The purpose of this assurance check is to review how well the Council’s social services continue to help and support adults and children with a focus on safety and well-being. CIW have identified strengths and areas for priority improvement and they will review the progress of these areas through their performance evaluation review meetings with the Council’s heads of service and director. CIW expect the areas of improvement they have identified to be included in the Council’s improvement plans. There were no other Flintshire County Council inspections in this period, but Estyn has resumed its inspection of local schools in Flintshire, and services that are registered with CIW in Flintshire are subject to regular review.

Local government studies

As well as local work at each council, each year we also carry out studies across the local government sector to make recommendations for improving value for money. Since the last annual improvement report, we have published the following reports:

Discretionary services (April 2021)

Financial pressures have led to councils reducing spending and cutting services, but the pandemic has shown local government services are essential to keeping people safe and healthy. We focussed on how councils define services, the systems and processes they have used to review services and how robust these are. Demand for some essential services is continuing to increase and councils are not confident that they can continue to deliver these services in the face of this rising and complex demand. Councils need to take the opportunity to refresh, reevaluate and reset what they do and to learn from the pandemic to build a better future. Our [report](#) was published in April 2021.

Regenerating town centres in Wales (September 2021)

Between 1950 and 1980, local authorities prioritised regeneration of town centres creating new and greater retail space. However, past policy choices, changing consumer expectations and technological advances are now adversely affecting many Welsh town centres. And the pandemic has created challenges for local government and central government, with one in seven shops on Welsh high streets now empty, despite the Welsh Government investing and leveraging in £892.6 million in the last seven years. Local authorities do not have the capacity to respond to this situation and are not always using the powers they have to help regenerate towns. To deliver the best local outcomes, policies and joint working need to be aligned and integrated, and resources prioritised on town centres. Our [report](#) was published in September 2021.

Planned work for 2021-22

We also looked at the key challenges and opportunities facing the Council. These could have an effect on the Council's ability to meet its legal obligations in relation to the sustainable development principle and the use of its resources.

The most significant risk and issue facing councils and the wider public sector during 2021-22 continues to be the COVID-19 pandemic. We have shaped our work to provide assurance and challenge in a way which helps to support the Council through this period. Our planned work for 2021-22 includes:

- Assurance and risk assessment including a focus on:
 - The Local Government and Elections Act (Wales) 2021
 - Recovery planning
 - Carbon reduction plans
 - Self-assessment arrangements
 - Financial position
- Springing Forward – as the world moves forward, learning from the pandemic, this review looks at how effectively councils are strengthening their ability to transform, adapt and maintain the delivery of services, including those delivered in partnership with key stakeholders and communities.
- Improvement reporting audit.

The Auditor General is independent of government, and is appointed by Her Majesty the Queen. The Auditor General undertakes his work using staff and other resources provided by the Wales Audit Office, which is a statutory board established for that purpose and to monitor and advise the Auditor General. The Wales Audit Office is held to account by the Senedd.

The Auditor General audits local government bodies in Wales, including unitary authorities, police, fire and rescue authorities, national parks, and community councils. He also conducts local government value for money studies, assesses compliance with the remaining requirements of the Local Government (Wales) Measure 2009 and may undertake special inspections under the Local Government and Elections (Wales) Act 2021.

Beyond local government, the Auditor General is the external auditor of the Welsh Government and its sponsored and related public bodies, the Senedd Commission, and National Health Service bodies in Wales.

Audit Wales is the non-statutory collective name for the Auditor General for Wales and the Wales Audit Office, which are separate legal entities with their own legal functions, as described above. Audit Wales is not a legal entity.

We welcome correspondence and telephone calls in Welsh and English. Corresponding in Welsh will not lead to delay. Rydym yn croesawu gohebiaeth a galwadau ffôn yn Gymraeg a Saesneg. Ni fydd gohebu yn Gymraeg yn arwain at oedi.

This document is also available in Welsh.



CABINET

Date of Meeting	Tuesday, 15 th February 2022
Report Subject	Temporary Accommodation Homelessness Audit 2021 Findings Report
Cabinet Member	Cabinet Member for Housing
Report Author	Chief Executive
Type of Report	Operational

EXECUTIVE SUMMARY

This report confirms the outcome of a recent Audit of the management of temporary accommodation within Flintshire. The audit has highlighted a number of areas for improvement and is categorised as a Red Audit Report.

The Audit Report is due to be presented to Governance & Audit Committee on the 14th March 2022. The Report provides background to the request for the audit, the audit key findings and the process of service improvement required to address the risks identified.

RECOMMENDATIONS

1	That Cabinet provide their comments and observations ahead of the report being presented to Governance and Audit Committee on the 14 th March 2022.
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REPORT DETAILS

1.00	EXPLAINING THE TEMPORARY ACCOMMODATION HOMELESSNESS AUDIT 2021 FINDINGS REPORT
1.01	<p>Background to Temporary Accommodation</p> <p>Temporary Accommodation is “interim housing” provided to people who are homeless (singles/couples/families) and are owed duties under the Housing Wales Act (2014) by Flintshire County Council. The service is delivered through the Homeless Team within the Housing & Prevention Service and has a small core team of a Temporary Accommodation Officer and a Support Worker. The Team is supervised by the Homeless Prevention Team Leader.</p> <p>The current portfolio of properties is a mixture of houses of multiple occupation (HMO), self-contained flats and houses which are leased from private landlords, along with a small number Council HRA properties.</p> <p>These properties are secured through a Lease or Management Agreement and then licenses for occupation are issued to those people who reside in the properties. Properties are dispersed across the county and often located within or close to larger towns in Flintshire to enable access to local public services and community infrastructure for homeless households.</p> <p>The demand for Temporary Accommodation and Emergency Accommodation has grown significantly on the back of the covid pandemic with Welsh Government requiring all homeless people to be accommodated through the “everyone in” directive. Pre-covid the portfolio had a high number of vacancies with properties empty, but since covid and the additional duties to house more people, extra properties via HRA have been secured to meet the increased demand. The service also relies on hotel and B&B accommodation, as is the case across all parts of Wales in the current climate.</p> <p>Demand is likely to continue to grow as we exit the pandemic and enter recovery. There are also legislative changes and a move to “Rapid Rehousing” within the homeless sector which will, in the short to medium term, continue to place significant demands on the homeless service requiring effective temporary housing solutions with appropriate management controls and infrastructure.</p>
1.02	<p>Requesting the Audit</p> <p>A number of areas for improvement and operational challenges associated with the management of the Temporary Accommodation portfolio (limited portfolio – increased demand for homeless accommodation – lack of policy, performance and IT infrastructure) were identified by the Service Manager who requested an audit of the Temporary Accommodation function to test the service before focussing on service growth plans.</p> <p>Opportunities for detailed analysis and assessment of service performance and function has not been as easy as hoped during the pandemic on the back of significant increases in demand for homeless services and</p>

	<p>specifically temporary accommodation, due to staff and management capacity whilst working within the response phase of the pandemic and under sustained work pressures.</p> <p>The Service Manager is also exploring opportunity to engage in the roll out of the Welsh Government Private Sector Leasing Scheme where private landlords and property owners are encouraged to lease their properties to local authorities in return for a rent guarantee and additional funding to improve the condition of their property. These homes are then allocated to residents on a long term basis, helping them to exit homelessness.</p> <p>The audit presented an invaluable opportunity for an independent assessment of service and an opportunity to identify areas of focus for service improvement. It is key that any growth or future service development opportunities for a larger and more diverse portfolio of leased properties are built upon solid foundations.</p>
1.03	<p>The Audit Findings</p> <p>The Audit Report is attached along with Management response and this needs to be reviewed by Scrutiny Committee on the 9th February 2022 before going to Governance & Audit Committee on the 14th March 2022.</p> <p>Summary of key findings include:</p> <ul style="list-style-type: none"> • The service embraced the change in legislation in response to the COVID 19 pandemic to ensure no individual was homeless and sleeping on the street. • A Homelessness and Temporary Accommodation Policy is not in place to provide guidance on how the service objectives stipulated in the North Wales Regional Homelessness Strategy will be achieved. • Temporary Accommodation processes and contract agreements - A process is not in place to provide guidance on how to deal with refused offers for permanent accommodation, to oversee rent income, arrears and write off, or to monitor contract agreements • Management Information is limited and does not demonstrate effective monitoring of service delivery performance. • The Open Housing System is not being utilised to manage stock, tenancies, repair work or rental income to be able to effectively deliver on service objectives. • Lack of evidence of management information being used to inform decision making and service planning. • Quality of data underpinning risk indicators may not be reliable. • Decision making controls are not documented or evidenced as operating consistently.
1.04	<p>Responding to the Audit Findings</p> <p>A detailed Service Improvement Plan to compliment the Audit Response and pick up on all the actions required to deliver on the Audit recommendations will see a stronger focus placed on the core principles of housing management that are needed to turn the service round and offer assurance that it is run effectively.</p>

	Processes to underpin the effective management of a temporary accommodation portfolio will be developed and systems and infrastructure will be put in place to enable the service to better monitor performance, manage risk, improve service delivery and enable planned growth and service expansion.
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2.00	RESOURCE IMPLICATIONS
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2.01	<p>The following issues have been considered as part of the audit response and service improvement planning process and have a clear resource implication:</p> <p>Human Resources Dedicated Service Improvement (Project Management) – with current staffing capacity issues there will be a need to dedicate officer time to delivering some of the change in relation to policy, procedures and process. Funding for Project Management has been identified to bring in additional capacity through Grant Funding linked to housing support and homelessness services.</p> <p>Capital IT Infrastructure – The Open Housing System is the Councils core housing management IT System and has a specific Private Sector Module that the Council already has access to but has yet to enable. Officer time from IT Services and IT consultancy will be required to enable, test and implement this system functionality</p> <p>Revenue Existing Budgets - A more efficient temporary accommodation portfolio will collect more rent, have shorter void periods, operate cost effective repairs and maintenance activities, offering efficiencies in revenue expenditure for the service.</p>
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3.00	IMPACT ASSESSMENT AND RISK MANAGEMENT
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3.01	<p>Risk: The audit has clearly identified a number of risks associated with the current ways of working and operating practices</p> <p>Mitigation: Successful delivery of the service improvement plan will address significant areas of risk and strengthen service delivery providing opportunity for the temporary accommodation portfolio to grow in response to growing demand.</p> <p>Risk: Poor management practices and controls measures relating to the temporary accommodation portfolio will mean opportunities such as joining the Welsh Government Private Sector Leasing Scheme will be too high risk and potentially missed.</p> <p>Mitigation: Successful delivery of the service improvement plan will address significant areas of risk and strengthen service delivery providing</p>
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	opportunity for Flintshire to have confidence to engage in the roll out of the Welsh Government Private Sector Leasing Scheme.
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4.00	CONSULTATIONS REQUIRED / CARRIED OUT
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4.01	The report was presented to the Community, Housing and Assets Overview and Scrutiny Committee on the 9 th February 2022 for their comments and observations.
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5.00	APPENDICES
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5.01	Appendix 1: Temporary Accommodation (Homelessness) Audit Findings Report December 2021.
5.02	Appendix 2: Temporary Accommodation Service Improvement Plan including Audit response.

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
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6.01	Evaluation of the Welsh Government Private Sector Leasing Scheme https://gov.wales/evaluation-private-rented-sector-leasing-scheme-pilot-summary-html
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7.00	CONTACT OFFICER DETAILS
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7.01	Contact Officer: Martin Cooil – Housing & Prevention Service Manager Telephone: 07880 423234 E-mail: martin.cooil@flintshire.gov.uk
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8.00	GLOSSARY OF TERMS
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8.01	<p>Housing Wales Act (2014) Legislation that underpins the homelessness system within Wales including peoples statutory rights and Local Authorities duties and responsibilities.</p> <p>Rapid Rehousing Rapid rehousing is an approach for people whose first and most important need is to access housing; with a lack of it often the main reason why they are homeless. Rapid rehousing helps people settle quickly back with family or friends, into private rented, social housing or other affordable and safe long-term housing options.</p>
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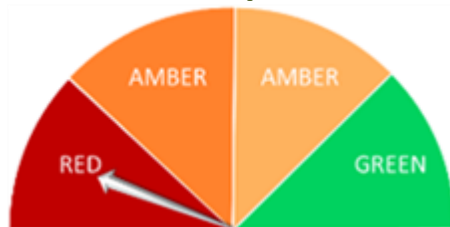
Flintshire Internal Audit

Audit Report

Title: 21/22 Homelessness & Temporary Accommodation
Portfolio: Housing & Assets
Issued Dated: December 2021
Report No: 26-2021/22
Report Status: Final Report

Internal Audit engagements are conducted in conformance with the Public Sector Internal Audit Standards.

Audit Opinion



1 Executive Summary:

Introduction and Scope:

The Temporary Accommodation audit was carried out as part of the Internal Audit Annual Plan for 2021/22 which was agreed with Chief Officers and approved by the Council’s Governance and Audit Committee.

Temporary Accommodation is a key mitigation should levels of homelessness increase and enables the authority to meet its statutory duties to accommodate eligible homeless households. This is underpinned by the North Wales Regional Homelessness Strategy 18/22, which complies with Section 50 of Part 2 of the Housing (Wales) Act 2014, for achieving the following objectives in the local housing authority’s area:

- The prevention of homelessness;
- That suitable accommodation is and will be available for people who are or may become homeless;
- That satisfactory support is available for people who are or may become homeless.

The Housing & Prevention Service Manager came into post in March 2020. He requested this audit as this has been identified as an area of risk for current service delivery in light of the increase demands placed on the service during Covid and future direction of travel in relation to the Rapid Rehousing Agenda. The review focused on the adequacy and effectiveness of the controls in place to manage the defined potential risks:

- Temporary accommodation resources are not adequate to deal with increased levels of homelessness.
- Processes are not in place or insufficient to ensure the temporary accommodation portfolio is managed effectively and its operational practices are not robust enough to meet increased demand and potential growth of portfolio capacity.
- Management information is not available to oversee control effectiveness of temporary accommodation rent collection, void

Audit Opinion:

In each report we provide management with an overall assurance opinion on how effectively risks are being managed within the area reviewed. Appendix A of the report details our assurance levels:

Assurance:	Explanation
Red- Limited	<p>Limited Assurance – Urgent process revision required</p> <ul style="list-style-type: none"> • Key controls are absent or rarely applied • Evidence of (or the potential for) significant financial impact • Key management information does not exist • System/process objectives are not being met, or are being met at a significant and unnecessary cost or use of resources <p>Conclusion: a lack of adequate or effective controls.</p>

The table below highlights the number and priority of agreed actions to be implemented.

Priority	High (Red)	Medium (Amber)	Low (Green)	Total
No.	3	3	1	7

and lease management.

During the COVID 19 pandemic, a number of government initiatives were introduced which assisted with the mitigation of homelessness levels. The pandemic impacted significantly on this frontline service and management was successful in achieving the nationwide ambition to provide shelter to all those who were identified as being homeless. It is important to note this service area has had significant turnover in the last 18 months with 50% of the staff in the housing solutions team being new whilst dealing with significant increases in caseloads due to the COVID 19 pandemic.

As these national mitigations come to an end and with already high numbers of homeless households accommodated as part of the national public health response which extended additional accommodation duties to a large number of people; there is a strong likelihood of increased pressure on temporary and emergency housing.

The 18/22 strategy will need to be reviewed in line with the Rapid Rehousing Transition Planning Briefing Paper which has been recently published by Welsh Government to provide guidance to councils on the requirements to increase the availability of both social and private rented housing for the homeless and reduce the timescales to bring empty properties back into use by June 2022. A New Housing Support Programme Strategy which incorporates the Homeless Strategy is also requiring adoption by Flintshire County Council by 31st March 2022.

In order to achieve this, systems, processes, and controls need to be considered so they can operate effectively and proactively monitor performance whilst identifying emerging trends or new areas of focus. This will ensure the operation is less reactive.

The review has identified that significant improvements are required. These relate to the overall control framework including the lack of a Homelessness and Temporary Accommodation Policy, undocumented inadequate operational processes and lack of evidence of reliable

management information. Finally due to the lack of documented procedures or evidence of accurate data being used to support decision making we are unable to provide assurance that risks are being mitigated.

It should be noted that the Service Manager was clear from the start that he anticipated weaknesses would be identified through this review and has advised that the findings are in line with his own assessment on taking post. The Service manager considers this offers additional confidence in regards to the opportunities for positive response from the service post audit.

Testing has identified the controls to be insufficient as reflected above, and a red (Limited) assurance rating has been reported.

2 Summary Findings:

Areas Managed Well	Areas for Further Improvement
<ul style="list-style-type: none">The service embraced the change in legislation in response to the COVID 19 pandemic to ensure no individual was homeless and sleeping on the street.	<ul style="list-style-type: none">A Homelessness and Temporary Accommodation Policy is not in place to provide guidance on how the service objectives stipulated in the North Wales Regional Homelessness Strategy will be achieved.Temporary Accommodation processes and contract agreements - A process is not in place to provide guidance on how to deal with refused offers for permanent accommodation, to oversee rent income, arrears and write off, or to monitor contract agreements.Management Information is limited and does not demonstrate effective monitoring of service delivery performance.The Open Housing System is not being utilised to manage stock, tenancies, repair work or rental income to be able to effectively deliver on service objectives.Lack of evidence of management information being used to inform decision making and service planning.Quality of data underpinning risk indicators may not be reliable.Decision making controls are not documented or evidenced as operating consistently.

3 Action Plan:

Priority	Description
High (Red)	Action is imperative to ensure that the objectives of the area under review are met.
Medium (Amber)	Requires action to avoid exposure to significant risks in achieving the objectives of the area.
Low (Green)	Action encouraged to enhance control or improve operational efficiency.

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No.	Findings and Implications	Agreed Action	Who	When
1 (R)	<p><u>Homelessness and Temporary Accommodation Policy</u></p> <p>The North Wales Regional Homelessness Strategy 2018-2022 was developed to inform commissioning plans and funding priorities for each of the six local authority areas. The aim of this strategy was to address the root causes of homelessness, with the aim of eradicating homelessness in North Wales. A copy of the strategy is available on the Council's website.</p> <p>The Strategy identified a number of areas which required focus which included 'individuals in temporary accommodation being unable to move on, a shortage of the right type of accommodation, costs associated with temporary accommodation being too expensive, and the requirement for continual risk assessments'.</p> <p>It is important that a strategy is underpinned by policy, procedure and performance indicators to ensure its aims are being met.</p> <p>A Homelessness and Temporary Accommodation Policy is not in place to provide guidance on how the service objectives stipulated in the North Wales Regional Homelessness Strategy will be achieved across 18/22. This is relevant as in the absence of the pandemic, the Council would still be seeking to achieve its Homelessness Strategy 18/22 to comply with its</p>	<p>The response will be delivered in 2 stages – medium and longer term. All actions are assigned to the Service manager to be delegated across team.</p> <p><u>Medium term (June 2022)</u></p> <ul style="list-style-type: none"> Restructure of Housing Support and Homeless Prevention Service and create a specific team for Property Management to take the management of Temporary Accommodation out of the Homeless Team. Restructure has been approved, job descriptions are being devised and recruitment to begin in April 2022. <p><u>Long Term (Dec 2022)</u></p> <ul style="list-style-type: none"> Homelessness Accommodation Policy to be devised which will guide all processes and ensure delivery of all ambitions identified in the soon to be revised Housing Support Programme Strategy which comes in force 1st April 2022. <p>URN 03234</p>	Service Manager	<p>End of June 22</p> <p>End of Dec 22</p>

No.	Findings and Implications	Agreed Action	Who	When
	<p>statutory duties (Section 50 of Part 2 of the Housing (Wales) Act 2014).</p> <p>We appreciate that the aims of the strategy will have significantly impacted by Covid 19, however there is no existing policy which management can refer to in order to determine if pre-existing strategic aims have been addressed and actually achieved.</p> <p>This poses a risk the Council's Homelessness and Temporary Accommodation operational processes are not adequate to ensure the temporary accommodation portfolio is managed effectively in line with the approved strategy.</p>			
2(R)	<p><u>Temporary Accommodation processes and contract agreements</u></p> <p>Documented procedures help ensure that the policy and strategy aims will be achieved by guiding officers day to day. In addition the team has to engage with external providers and internal service teams in order to be able to deliver to the client.</p> <p>Testing identified:</p> <ul style="list-style-type: none"> • Nil documented procedures – means that training up new staff is reliant on a single person – easy to be inconsistent, complete the wrong process, etc. • Unable to assess if process is in line with strategic aim e.g. take place at the most effective point in the workflow, if roles and responsibilities are clear or if controls are documented. (also see URN 3255 management information) <p>Key gaps identified:</p>	<p>The response will be delivered in 3 stages – immediate, medium and longer term. All actions are assigned to the Service manager to be delegated across team.</p> <p><u>Short term (March 2022)</u></p> <ul style="list-style-type: none"> • SLAs to be introduced between all areas which have a direct impact in service delivery. Including Responsive repairs through FCC, Void Property Turnaround, Cleaning Contracts, Fire Safety Regime • A process to be defined to deal with refused offers of permanent accommodation. • A process to be defined to review lease agreements prior to their renewal/expiration date. • A process for take on of new properties into the Temporary Accommodation portfolio. 	Service Manager	<p>End of March 22 End of June 22 End of March 23</p>

No.	Findings and Implications	Agreed Action	Who	When
	<ul style="list-style-type: none"> • SLA agreements are not in place which set and manage expectations between internal service areas who impact the delivery of the process, primarily the void/lease management process. • A process is not in place to provide guidance on how to deal with refused offers for permanent accommodation as these declines impact temporary accommodation stock availability. • A process to oversee rent income, arrears and write off process is not in place. • A process is not in place to identify contracts/agreements which are due to expire for those entities which are utilised for temporary accommodation. An A4 folder is kept in the office with all contracts; yet it is unclear who and how the contracts are being monitored. One of the contracts has been expired since 2009. <p>Failure to have adequate, established processes in place to guide the operation and the management of the temporary accommodation portfolio may lead to the service being unable to meet its objectives and legislative requirements should demand increase and growth of portfolio capacity be required.</p>	<p><u>Medium term (June 2022)</u></p> <ul style="list-style-type: none"> • Rental Charge Policy to be define to oversee rent income, arrears and write off. • Review the performance information needed for management oversight when the Policy is in place. <p><u>Longer term (March 2023)</u></p> <ul style="list-style-type: none"> • The full end to end temporary accommodation process to be mapped to assign roles and responsibilities, identify process delays and inefficiencies as well as document controls. <p>URN 3237</p>		
3(R)	<p><u>Management Information</u></p> <p>Accurate and reliable management information is important to ensure the actual operations are delivering its service objectives and risks are being adequately managed.</p> <p>Testing identified management information and its use is limited. Data relating to the temp accommodation delivery is captured in a number of</p>	<p>The response will be delivered in the medium term. All actions are assigned to the Service manager to be delegated across team.</p> <p><u>Medium term (June 2022)</u></p> <p>Introduce management information to:</p> <ul style="list-style-type: none"> • Monitor performance timescales at the various stages in Void Management Process. 	Service Manager	End of June 22

No.	Findings and Implications	Agreed Action	Who	When
	<p>systems/spreadsheets which impedes the ability to interrogate the data captured at short notice and without the need for manipulation. Quality of data issue raised in Finding 4, URN 3256.</p> <p>Key gaps identified: The use of management information to provide assurance that the process, policy and strategy are being delivered is not in place. This means that we were unable to test, and management is unable to demonstrate the following:</p> <ul style="list-style-type: none"> • Unable to reconcile return to Welsh Government with data held in spreadsheets • Performance timescales at the various stages in the temporary accommodation allocation process in order to identify process impediments/ opportunities for improvement. • Monitor declined offers for permanent accommodations which are subsequently denied by the tenant- % offered and declined, reason for decline, etc. • How long individuals/families have been in their temporary accommodation. Although the date of tenant placement and leave date are captured on the temporary database, the data is not analysed. • Oversee rent arrears and collection efforts is not in place. Temp accommodation rent accounts have not been set up on the open housing system for privately owned properties. Finance reporting available reports on values received but does not track against what should have been received to identify areas of rent arrears. <p>Failure to have adequate, management information in place to oversee the management of the temporary</p>	<p>Information to be timely reviewed to identify and address process impediments/ opportunities for improvement.</p> <ul style="list-style-type: none"> • Provide oversight of all offers for permanent accommodations, those that were declined and the reason for decline. • Oversee length of stays in interim accommodation which is being developed in In-Phase. • Oversee rent collection activities. • Monitor SLA agreement KPIs. <p>URN 3255</p>		

No.	Findings and Implications	Agreed Action	Who	When
	<p>accommodation portfolio may lead to the service being unable to meet its objectives and legislative requirements should demand increase and growth of portfolio capacity be required.</p>			
4 (A)	<p><u>IT systems / software</u> Requests for temporary accommodation can come from a range of sources and actions need to be timely in order to ensure the client is matched with the right accommodation and their stay is managed in line with service objectives. Accuracy of this information helps make informed decisions.</p> <p>In the event there is no available stock or the current available stock is not adequate to meet the individual/family needs, hotels and B&Bs are utilised. This is particularly challenging for the Council as there are low numbers of these types of accommodations within Flintshire compared to other local authorities in North Wales. This may result in individuals/families being placed out of county to prevent homelessness.</p> <p>The service does not use the Open Housing system to manage stock, tenancies, repair work or rental income.</p> <p>The service holds a number of spreadsheets (Homelessness Prevention 'Database', the Temporary Accommodation 'Database' and the Bed and Breakfast 'Database') to capture information in relation to tenants and accommodations. It should be noted these are not databases with associated functionality but excel documents.</p> <p>Testing identified:</p>	<p>The response will be delivered in 3 stages – short, medium and longer term. All actions are assigned to the Service manager to be delegated across team.</p> <p><u>Short term (March 2022)</u></p> <ul style="list-style-type: none"> In the short term, improve and enhance excel spreadsheet to capture all information in relation to temporary accommodation so data can be analysed and interrogated in order to identify efficiencies/opportunities for improvements as well as trends. <p><u>Medium term (June 2022)</u></p> <p>Open Housing System Private Sector leasing module is already purchased but not implemented. IT has advised will need to wait for V16 of Open housing and IT capacity means that they will not be able to pick up this project until June 2022 at the earliest. Ensure detailed scope of works and Project Plan adopted.</p> <p><u>Longer term (March 2023)</u></p> <ul style="list-style-type: none"> Implement the new system and all appropriate functionality to manage the Temporary Accommodation Portfolio in regards to all aspects of housing management. 	Service Manager	End of March 22 End of June 22 End of March 23

No.	Findings and Implications	Agreed Action	Who	When
	<ul style="list-style-type: none"> Excel documents are not secure / supported and risk of loss of info is high. The data held in these does not reconcile to the information submitted in the Welsh Government Returns for the period tested. The data is inaccurate as some formulas are linked to the incorrect line within the spreadsheet. It is not possible to obtain a single client view as the data captured in the various spreadsheets does not have a unique identifier. Data relating to the temp accommodation delivery is captured in a number of systems / databases / spreadsheets which impedes the ability to interrogate the data captured at short notice and without the need for manipulation. <p>There is a risk that strategic decisions may be made based on inaccurate information captured in the various spreadsheets utilised.</p>	URN 3256		
5 (A)	<p><u>Evidence of management information to inform decision making and service planning</u></p> <p>Accurate reliable data gathering and analysis is key in proactively managing service risks, supporting operational decision making and informing longer term planning.</p> <p>Homelessness and Temporary accommodation levels are collected via the Homelessness Prevention 'Database', the Temporary Accommodation 'Database' and the Bed and Breakfast 'Database'. These are not databases, but spreadsheets devised by the service. Data is reported via the Presentations Comparison Spreadsheet and the Welsh Government monthly</p>	<p>Agree in part.</p> <p>A weekly review of temporary accommodation capacity and those individuals'/families likely to move on (leaving temporary accommodation) takes place. Capacity is increased if required; emergency accommodation can be achieved through booking bed and breakfasts through block booking arrangements.</p> <p>Additional pressures have been observed due to Covid, housing market pressures and the need to increase capacity immediately. Welsh Government Covid Hardship Grant has enabled this as part of the emergency homeless and public</p>	Service Manager	End March 2022

No.	Findings and Implications	Agreed Action	Who	When
	<p>returns. We have not been able to reconcile the data held back to the original data source (as raised in finding 3, URN3255) Testing identified that:</p> <ul style="list-style-type: none"> • There is sometimes a need to use B&B/temporary accommodation in instances where individuals have been previously excluded from certain temporary accommodation settings or certain geographical areas; however these risk factors / issues which limit the choice of suitable accommodation are not effectively captured via the current temporary accommodation spreadsheets to assist decision making. • Data shows that only 50% (30 individual/families) which have been placed in temporary accommodation this financial year have since moved out. It is accepted the usual routes to move clients into permanent accommodation were restricted during the pandemic. However testing identified management information is currently not produced for all those offers for permanent accommodation which are declined or for individuals who have been in temporary accommodation for periods longer than expected. The lack of this management information will hamper compliance with the Rapid rehousing approach specifically, making sure individuals/families reach a settled housing option as quickly as possible rather than staying in temporary accommodation for too long. • At the time of testing we were not provided with any 	<p>health response.</p> <p>It is not possible to accurately forecast homelessness numbers. Trend analysis prior to Covid19 is not applicable and would deliver limited value due to the significant change the pandemic has had on the landscape.</p> <p>Achievement of deliverables in line with the Rapid Rehousing Transition Plan is the ultimate aim.</p> <p><u>Short term (March 2022)</u></p> <ul style="list-style-type: none"> • Identification of reasons for refusal of permanent accommodation and action process to manage “unreasonable refusals” to be documented. <p>URN 03236</p>		

No.	Findings and Implications	Agreed Action	Who	When																
	<p>evidence of key indicators being reported / used when discussing or making decisions in relation to immediate / longer term service needs.</p> <p>The lack of reconciled management information being available and being demonstrated as being used in decision making and planning makes it difficult to provide assurance that operational and strategic decision making is based on reliable data.</p> <p>This may put the council at risk of not achieving its strategic objectives in line with the Rapid Rehousing Transition Planning and lead to a potential increase in the requirement and costs for temporary accommodation.</p>																			
<p>6 (A)</p> <p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 525</p>	<p><u>Risk management</u></p> <p>A risk has been raised in the Housing and Assets risk register (HA09) which relates to the management of risk to 'ensure sufficient capacity and resilience within the service resources (staffing and budgets) to meet growing need for homeless prevention services and interim accommodation'.</p> <p>A review of the most recent risk register (April 2021) and associated method statement (last updated June 2020) showed the following</p> <table border="1" data-bbox="264 1106 990 1337"> <thead> <tr> <th></th> <th>Risk Rating</th> <th>Likelihood</th> <th>Impact</th> </tr> </thead> <tbody> <tr> <td>RAW/ Inherent</td> <td>Red</td> <td>Not included in risk register</td> <td>Not included in risk register</td> </tr> <tr> <td>Current (April 2021)</td> <td>Amber</td> <td>Not included in risk register</td> <td>Not included in risk register</td> </tr> <tr> <td>Target</td> <td>Amber</td> <td>High</td> <td>Significant</td> </tr> </tbody> </table> <p>The most recent risk register indicates that all risks have been managed to target.</p>		Risk Rating	Likelihood	Impact	RAW/ Inherent	Red	Not included in risk register	Not included in risk register	Current (April 2021)	Amber	Not included in risk register	Not included in risk register	Target	Amber	High	Significant	<p>Disagree. Nil further action.</p> <p>Risk is defined and updated quarterly.</p> <p>Metrics for assurance are clear and accurate data is available and used to support risk assessment.</p> <p>Our key risk indicators include spending, number of cases per officer and capacity (in temporary accommodation provision). We are confident in the quality of these metrics and that they are monitored by Management Team and evidenced to demonstrate risk management.</p> <p>URN 03226</p>		
	Risk Rating	Likelihood	Impact																	
RAW/ Inherent	Red	Not included in risk register	Not included in risk register																	
Current (April 2021)	Amber	Not included in risk register	Not included in risk register																	
Target	Amber	High	Significant																	

No.	Findings and Implications	Agreed Action	Who	When
	<p>The indicators in the risk method statements list the following metrics to support management’s assurance of the risk rating:</p> <ul style="list-style-type: none"> • Numbers of homeless cases managed under Housing Wales Act 2014 legislation • Outcomes for Homeless Prevention (WHO12 Welsh Government Returns) • Numbers in interim housing (Temp Accom and B&B) • Expenditure on interim housing (Temp Accom and B&B) • Expenditure of Homeless Prevention Funding • Expenditure of Discretionary Housing Payments • Award from Welsh Government Phase 2 Funding <p>Testing has identified a number of issues highlighted in previous findings relating to the reliability of the data quality and lack of management information produced. This makes it difficult to provide assurance that the risk has been scored accurately and is being managed in line with agree tolerance.</p> <p>Failure to accurately score risks impacting temporary accommodation service delivery may lead to increased/ unwarranted costs to the service as a result of not having sufficient staff as well as sufficient availability for the correct type of accommodation required leading to individuals/families being placed in B&Bs and in some cases out of the county.</p>			
7 (G)	<p><u>Document and evidence all decision making controls</u></p> <p>An effective control framework means that key controls will operate consistently when needed.</p> <p>The Housing Solutions Team Leader (HSTL) advised</p>	<p>The response to this Audit finding will be delivered in the short term. All actions are assigned to the Service manager to be delegated across team.</p> <p><u>Short term (March 2022)</u></p>	Service Manager	End March 22

No.	Findings and Implications	Agreed Action	Who	When
	<p>that she implemented a control to review and sign off each temporary housing allocation to ensure allocation decisions were compliant with process. This control has not been documented in any procedure (see URN 3237).</p> <p>At the time of testing, Internal Audit were advised this control does not operate when the HSTL is unavailable due to sickness or annual leave. The original back up via the Homeless and Advice Manager cannot operate as the post is unfilled. However, the Service Manager has advised that he signs off all decision making for allocations in the absence of the HSTL.</p> <p>Difference between the information supplied to audit between the HSTL and the Service Manager may indicate this control may not be operating consistently.</p> <p>It should be noted that accuracy and reliability of the decision making was outside the scope of this audit and that due to a lack of documented procedures or evidence we were unable to review this any further. However, inconsistencies in the operation of a decision making control can pose a risk, potentially leading to increased costs to the service.</p>	<ul style="list-style-type: none"> All controls relating to the allocation process to be documented to facilitate a consistent approach and evidence decision making based on roles and responsibilities. <p>URN 03225</p>		

4 Distribution List:

Name	Title
Martin Cooil	Accountable Officer Responsible for the Implementation of Agreed Actions
Neal Cockerton	Chief Officer, Housing and Assets
Martin Cooil	Housing and Prevention Service Manager

Appendix A – Audit Opinion:

The audit opinion is the level of assurance that Internal Audit can give to management and all other stakeholders on the adequacy and effectiveness of controls within the area audited. It is assessed following the completion of the audit and is based on the findings from the audit. Progress on the implementation of agreed actions will be monitored. Findings from **Some** or **Limited** assurance audits will be reported to the Audit Committee.

Assurance	Explanation
Green - Substantial	<p>Strong controls in place (all or most of the following)</p> <ul style="list-style-type: none"> • Key controls exist and are applied consistently and effectively • Objectives achieved in a pragmatic and cost effective manner • Compliance with relevant regulations and procedures • Assets safeguarded • Information reliable <p>Conclusion: key controls have been adequately designed and are operating effectively to deliver the key objectives of the system, process, function or service.</p>
Amber Green – Reasonable	<p>Key Controls in place but some fine tuning required (one or more of the following)</p> <ul style="list-style-type: none"> • Key controls exist but there are weaknesses and / or inconsistencies in application though no evidence of any significant impact • Some refinement or addition of controls would enhance the control environment • Key objectives could be better achieved with some relatively minor adjustments <p>Conclusion: key controls generally operating effectively.</p>
Amber Red – Some	<p>Significant improvement in control environment required (one or more of the following)</p> <ul style="list-style-type: none"> • Key controls exist but fail to address all risks identified and / or are not applied consistently and effectively • Evidence of (or the potential for) financial / other loss • Key management information exists but is unreliable • System / process objectives are not being met, or are being met at an unnecessary cost or use of resources. <p>Conclusion: key controls are generally inadequate or ineffective.</p>
Red – Limited	<p>Urgent system revision required (one or more of the following)</p> <ul style="list-style-type: none"> • Key controls are absent or rarely applied • Evidence of (or the potential for) significant financial / other losses • Key management information does not exist • System / process objectives are not being met, or are being met at a significant and unnecessary cost or use of resources. <p>Conclusion: a lack of adequate or effective controls.</p>

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Temporary Accommodation Service Improvement Plan 2022/2023

Task	Lead	Deadline	Progress	Commentary
Identify financial resources and staff capacity needed to deliver on the Service Improvement work to respond to Temporary Accommodation Audit Findings	Service Manager	March 2022	100%	<ul style="list-style-type: none"> Funding identified for Service Improvement /Project Manager Funding for Restructure in HSG Delivery Plan Priority Tasks delegated to Team Leader for Action 2 days per week additional officer support for Service Improvement (HJ)
Review procedures for Out of Hours placements within Temporary and Emergency Accommodation	Service Manager	March 2022	100%	<ul style="list-style-type: none"> OOH Staff Group engaged to identify challenges relating to OOH service delivery Draft Procedures and Guidance Notes for Staff shared with group for feedback and fine tuning New procedures adopted and clearly documented for all staff and to be reviewed routinely through OOH Staff Group
Develop procedures for repairs and maintenance of Temporary Accommodation and ensure processes in place for: <ul style="list-style-type: none"> property inspections repairs for service repairs for landlords health & safety compliance 	Service Manager	March 2022	---	Not Started 01/2022
Develop procedures relating to Void Management for Temporary Accommodation including Service Level Agreement as required with: <ul style="list-style-type: none"> FCC Housing Assets Service Cleaning contracts 	Service Manager	March 2022	---	Not Started 01/2022

<p>Develop procedures relating to Responsive Repairs for Temporary Accommodation including Service Level Agreement as required with:</p> <ul style="list-style-type: none"> • FCC Housing Assets Service • Cleaning contracts • Fire Safety Services • Leased Landlords 	Service Manager	March 2022	---	Not Started 01/2022
<p>Develop clear processes for Renewal and Review of Leases for the Temporary Accommodation</p>	Service Manager	March 2022	30%	<ul style="list-style-type: none"> • Awaiting Feedback on existing Lease Agreement from Corp Asset Management • Expired Leases identified • Dialogue with Landlords underway for Lease Renewal • Lease Renewal Decision Record developed
<p>Review arrangements for “Take Over” of FCC and Housing Partners properties for use as Temporary Accommodation through a Memorandum of Understanding or Management Agreement</p>	Service Manager	March 2022	50%	<ul style="list-style-type: none"> • Memorandum of Understanding / Management Agreement in Draft Format awaiting • Review with FCC Housing Management scheduled
<p>Develop Policy for Income Management relating to the Temporary Accommodation Portfolio to include:</p> <ul style="list-style-type: none"> • Rent Collection • Service Charge Collection • Arrears management – current and former • Income Maximisation and Support • Arrears Write Off 	Service Manager	March 2022	---	Not Started 01/2022

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Improve and enhance excel spreadsheet to capture all information in relation to temporary accommodation.	Service Manager	March 2022	10%	<ul style="list-style-type: none"> • Mapped out all datasets to review
Review reasons for refusal of permanent accommodation and develop process to manage “unreasonable refusals”	Service Manager	March 2022	---	Not Started 01/2022
Develop “Tenancy Start Up” Factsheets and Support for residents so they have a clear expectation of what help they will get when accessing Temporary Accommodation	Service Manager	June 2022	---	Not Started 01/2022
Develop processes in relation to “Accommodation Placements” a ensure a consistent approach and decision making based on roles and responsibilities	Service Manager	March 2022	30%	<ul style="list-style-type: none"> • Accommodation Placement Decision Record created and being piloted with Homeless Team
Develop procedures relating to “Lease Take On” and promote this housing product to local landlords to increase supply of temporary accommodation	Service Manager	June 2022	25%	<ul style="list-style-type: none"> • Template for Lease Take On Decision Record Complete • Core Offer for Landlords clear – 90% LHA – minimal repairs liability – hassle free management etc • Discussions with interested landlords ongoing
Create a specific team for Property Management and Private Rented Sector engagement with responsibility for the sourcing and management of Temporary Accommodation and future Leased Services (PRS Leasing Scheme)	Service Manager	June 2022	25%	<ul style="list-style-type: none"> • Funding secured through the Housing Support Grant • Restructure proposals approved in principle • Job Descriptions for similar roles elsewhere sourced

<p>Review and refresh Performance Management Framework for all of the following and ensure appropriate routine KPIs captured:</p> <ul style="list-style-type: none"> • Portfolio Capacity • Income Management • Repairs • Voids • Routine Inspection • Tenancy Support • Length of Stay • Tenant Move On • Property Compliance H&S • Lease Arrangements 	Service Manager	June 2022	---	Not Started 01/2022
<p>Improve implementation plan for move to Open Housing System with IT Support Services</p>	Service Manager	June 2022	25%	<ul style="list-style-type: none"> • Agreed with IT that this is a priority within the Services Digital Transformation Workstream • No capacity within IT for commencement of work until June 2022
<p>Develop “Homeless Accommodation – Temporary and Emergency Policy” for the Homeless Service</p>	Service Manager	December 2022	--	Not Started 01/2022
<p>Full migration to new IT system (Open Housing) with all functionality required to manage the Temporary Accommodation Portfolio</p>	Service Manager	March 2023	---	Not Started 01/2022
<p>Complete full “end to end temporary accommodation process mapping” to be mapped to assign roles and responsibilities,</p>	Service Manager	March 2023	---	Not Started 01/2022

identify process delays and inefficiencies as well as document controls				
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LEGEND FOR PROGRESS AND TASK MONIOTIRING	RAG
COMPLETE	%
ON TRACK FOR COMPLETION	%
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CABINET

Date of Meeting	Tuesday, 15 th February 2022
Report Subject	Public Services Ombudsman for Wales Annual Letter 2020-21 and Complaints Made Against Flintshire County Council During the First Half of 2021-22
Cabinet Member	Deputy Leader of the Council (Governance) and Cabinet Member for Corporate Management and Assets
Report Author	Chief Officer (Governance)
Type of Report	Operational

EXECUTIVE SUMMARY

The purpose of this report is to share the Public Services Ombudsman for Wales Annual Letter 2020-21 for Flintshire County Council.

The Ombudsman's Annual Letter provides an overview of the annual performance of the Council in relation to complaints investigated in 2020-21.

This report also provides an overview of complaints received by each portfolio of the Council between the period 1 April – 30 September 2021.

RECOMMENDATIONS

1	That Cabinet note the annual performance of the Council in respect of complaints made to the Public Services Ombudsman for Wales during 2020-21.
2	That Cabinet note the 2021-22 half year performance of the Council in respect of complaints made to services in line with its complaints procedure.
3	That Cabinet support the actions outlined in paragraph 1.28 to improve complaints handling across the Council.

REPORT DETAILS

1.00	EXPLAINING THE PUBLIC SERVICES OMBUDSMAN FOR WALES ANNUAL LETTER 2020-21
1.01	The Public Services Ombudsman for Wales (“Ombudsman”) published his Annual Letter on performance as part of his Annual Report and Accounts in September 2021. The letter shares information from an extremely challenging year for local authorities and it provides an insight on how public services reacted in the face of unprecedented demand and the most difficult of circumstances.
1.02	The number of new complaints received by the Ombudsman about local authorities across Wales decreased by 12.5% in 2020-21. This reflects the reduction in complaints being reported by local authorities during the Covid-19 pandemic.
1.03	The Ombudsman intervened (upheld, settled or resolved at an early stage) the same proportion of complaints about public bodies, 20%, compared with 2019-20.
1.04	Appended to this report is a full copy of the Annual Letter detailing Flintshire’s performance and comparative data. The following paragraphs provide a summary of performance and additional context in response to the findings.
1.05	Section A - 59 complaints were made against Flintshire in 2020-21 which is a small reduction on the previous year (61) and higher than the Welsh average of 35. Whilst a higher than average figure, this should not be viewed unfavourably because 85% of complaints were closed because they were out of jurisdiction, premature or closed after initial consideration.
1.06	When comparing data across neighbouring Councils in North Wales, Flintshire has a lower than average number of complaints out of jurisdiction (4 v 7 on average) and it is average for the number of complaints closed after initial consideration (11). However, is important to highlight that Flintshire has the highest number of premature complaints across all of Wales.
1.07	35 of Flintshire’s complaints were premature and this accounts for 59% of our complaints. Across North Wales the average number of premature complaints is 11 – and across Wales the percentage of premature complaints is 31% on average (59% in Flintshire). This analysis helps explain that whilst the overall number of complaints made against Flintshire is high, this is attributed to a higher than average number of premature complaints.
1.08	It is difficult to control how and when complainants access the Ombudsman but it is reassuring that 59% of all Flintshire’s complaints are rejected at the start because they are premature. If the number of premature complaints were disregarded, the overall number of complaints

	against Flintshire would reduce to 24 which is below the all Wales average of 34 (disregarding premature complaints). The removal of premature complaints also brings Flintshire broadly in line with North Wales - the highest being Wrexham (32) and Conwy (25).
1.09	This analysis does however prompt the need to review how Flintshire promotes its own complaints procedure and the importance of keeping complainants informed about the progress of their complaint to reduce the number of premature referrals to the Ombudsman.
1.10	Flintshire takes a proactive approach to referring complainants to the Ombudsman when they are dissatisfied. Flintshire actively promotes the role of the Ombudsman because it recognises the important role that the Ombudsman provides in giving independent scrutiny when people believe they have been treated unfairly or received a bad service.
1.11	Section B - Planning received the highest volume of complaints, 15, in 2020-21 accounting for 25% of all cases against Flintshire. This figure is up by 1 compared to the previous year and is not unexpected given a year unlike any other when frontline services such as Planning reacted in the face of unprecedented demand and the most difficult of circumstances.
1.12	Flintshire's performance reflects the trend across Wales with Planning being the most common complaint to the Ombudsman in relation to local authorities (10.46%).
1.13	Section C - of the complaints that were received against Flintshire: <ul style="list-style-type: none"> • 66% of complaints were premature or out of jurisdiction; • 18% of complaints were closed after initial consideration; • 15% of complaints were resolved through early resolution; • 1 report was issued which was not upheld; • 1 public interest report was issued.
1.14	Section D - 18% of Flintshire's complaints required intervention by the Ombudsman which means they were dealt with through early resolution or a voluntary settlement. Additionally, one complaint was upheld and one public interest report was issued. Across North Wales the percentage of complaints requiring intervention varies e.g. 19% (Gwynedd), 16% (Conwy), 13% (Wrexham).
1.15	Section E - this part of the Annual Letter is the remit of the Standards Committee.
1.16	Section F - this part of the Annual Letter is the remit of the Standards Committee.
1.17	During 2020-21 and despite challenges caused by the pandemic, Flintshire achieved: <ul style="list-style-type: none"> • New Concerns and Complaints Policy based on a model for local authorities in Wales; • New Managing Customer Behaviour Policy;

	<ul style="list-style-type: none"> • Virtual training events delivered by the Customer Standards Authority to support and enhance complaint handling – over 60 attendees; • Collective work with Councils across Wales and the Ombudsman to record complaints performance data to drive improvement in public services for citizens in Wales; • Training for Town and Community Councils to promote awareness and the importance of the Code of Conduct where there is evidence of conflict between its members to help reset the boundaries of behaviour for its Members.
1.18	<p>The following actions will be taken forward in 2021-22 to improve complaints handling:</p> <ul style="list-style-type: none"> • Review public information about Flintshire's complaints procedure to reduce the number of premature complaints to the Ombudsman including definition of a complaint verses service request; • Continue a programme of complaints training to support and enhance complaint handling by considering best practice from multiple sectors from around the world – training will be mandatory for all roles at Team Leader level and above; • Refresh the Managing Customer Behaviour Policy to take in to consideration unacceptable behaviour on social media; • New toolkit for employees and elected Members on how to manage unacceptable behaviour on social media; • A review of the electronic system used to record complaints to ensure it is fit for purpose.
1.19	Flintshire County Council Complaints 2021-22
1.20	<p>The Council received 399 complaints in the first half of 2021, of which, 57% were considered within 10 working days which is a reduction of 17% compared to 2020. However, it is noted that there has been an increase of 24% in complaints and consequently the percentage of complaints considered within 10 working days has fallen which shows the challenges facing Council services to respond to complainants within target. Encouragingly 80% of all complaints were considered within 20 working days which is higher than the Welsh average of 75%.</p>
1.21	<p>The charts below illustrate the overall number of complaints received in the first half of 2021 and the distribution of complaints by portfolio:</p> <p>Chart 1 – Half Year Statistics 2021</p>

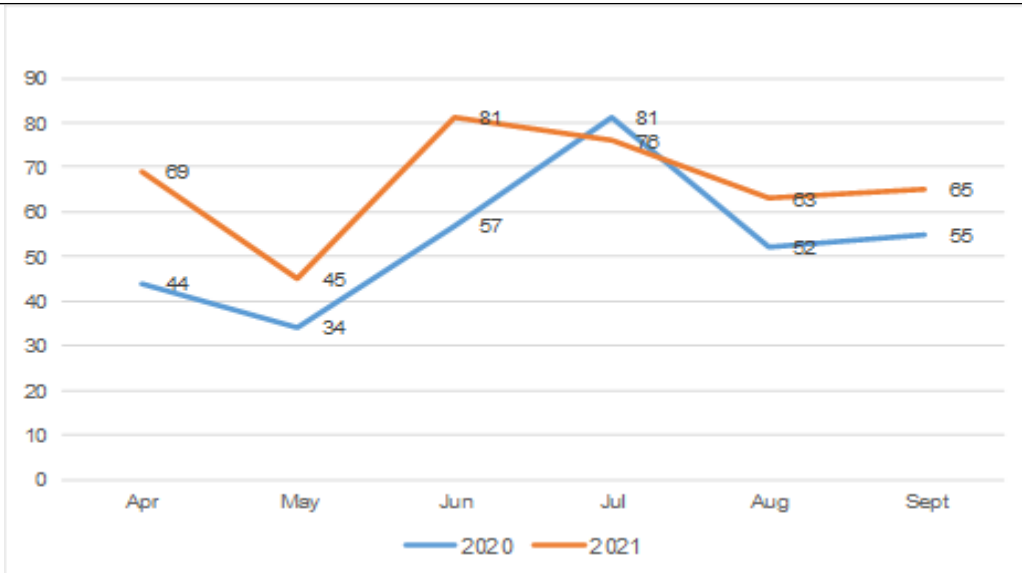
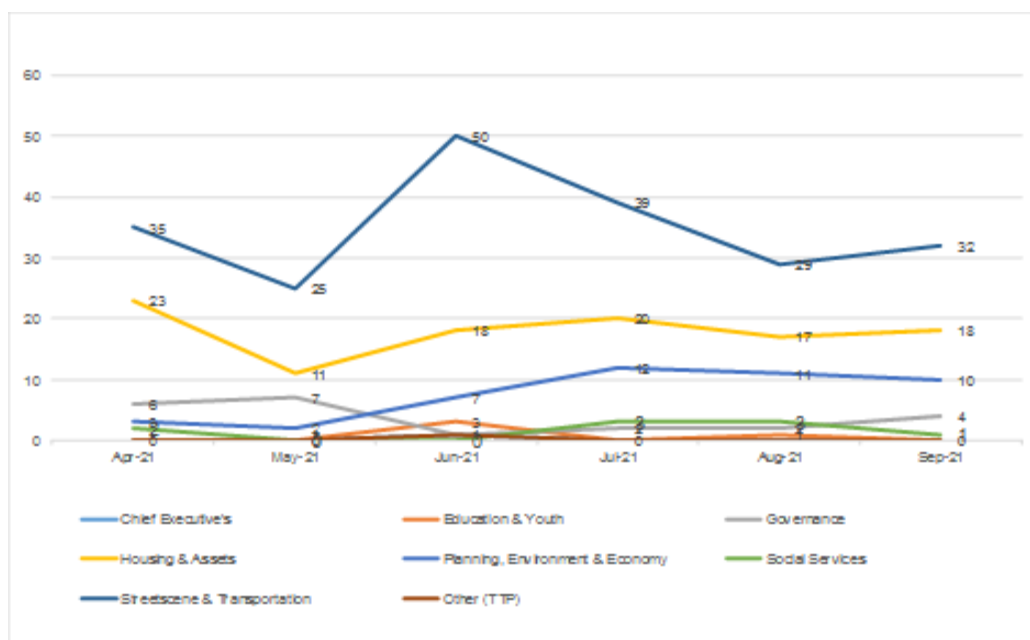


Chart 2 – Complaints by Portfolio 2021



1.22 The highest volume of complaints were made in June, those areas providing frontline services such as Streetscene and Housing received the most complaints which is the trend across Wales.

1.23 The Council aims to respond to complaints within 10 working days. The table below provides data on the number of complaints received between 1 April – 30 September 2021 and the timeliness of responses:

Chart 3

Portfolio	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21
Chief Executive's	0	0	1	0	0	0
Education & Youth	0	0	3	0	1	0
Governance	6	7	1	2	2	4
Housing & Assets	23	11	18	20	17	18
Planning, Environment & Economy	3	2	7	12	11	10
Social Services	2	0	0	3	3	1

Streetscene & Transportation	35	25	50	39	29	32
Other (TTP)	0	0	1	0	0	0
Total Number of Complaints	69	45	81	76	63	65
% Closed Within 10 Working Days	68%	71%	62%	53%	48%	40%
% Closed Within 20 Working Days	84%	89%	85%	82%	67%	72%

Chart 4

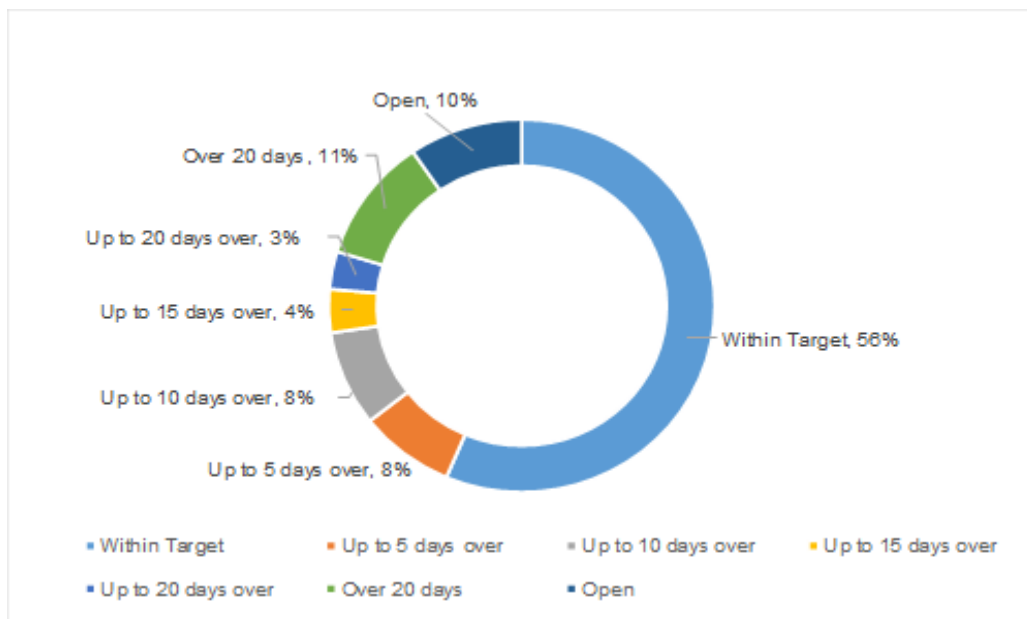
Portfolio	Number of Complaints	% of Complaints	% Within Target
Chief Executive's	1	0.25%	0%
Education & Youth	4	1.00%	75%
Governance	22	5.51%	55%
Housing & Assets	107	26.82%	57%
Planning, Environment & Economy	45	11.28%	36%
Social Services	9	2.26%	78%
Streetscene & Transportation	210	52.63%	60%
Other (TTP)	1	0.25%	100%

The timeliness of complaint responses vary across portfolios with frontline services most impacted by the 10 working day target given the pressures these services have faced during the coronavirus pandemic. Performance reports are now routinely shared with Chief Officers on a monthly basis to drive improvements in the timeliness of complaint responses. Whilst at times complaints are not dealt with within 10 working days, customers will be kept informed and a high percentage are resolved shortly after the 10 day timescale unless they are complex cases.

1.24

The chart below illustrates the average time taken to respond to complaints in the first half year of 2021:

Chart 5 – Timeliness of complaint responses




1.25	Appendix 2 provides an illustration of what people complained about, and the outcome reached by portfolio. Additionally, the Chief Executive's office received one complaint about none response; Education & Youth received four complaints that were not upheld.
1.26	The Social Services and Wellbeing Act (Wales) 2014 and Social Services Complaints Procedure Regulations 2014, requires Local Authorities to maintain a representations and complaints procedure for social services functions. Social Services' complaints report for 2020-21 to the Social and Health Care Overview and Scrutiny Committee shows good performance with 89% of their 45 complaints dealt with within 10 working days.
1.27	<p>Performance across portfolios remains under regular review:</p> <ul style="list-style-type: none"> • Designated points of contact across portfolios for escalating issues; • Sharing monthly performance data with Chief Officers and business leads; • High volume portfolio management teams regularly reviewing their performance; • Staff guidance defining requests for service and complaints; • Guide to Good Complaints Handling available on InfoNet.
1.28	<p>Conclusion and priorities</p> <p>The Council will continue to engage positively with the Ombudsman and the new Complaints Standards Authority to learn more about the complaints landscape in Wales to help us drive improvement in services. For the year ahead we are committed to:</p> <ul style="list-style-type: none"> • Review public information about Flintshire's complaints procedure to reduce the number of premature complaints to the Ombudsman; • Continue a programme of complaints training to support and enhance complaint handling by considering best practice from multiple sectors from around the world – this will be mandatory for roles at Team Leader level and above; • Refreshed Managing Customer Behaviour Policy to take in to consideration unacceptable behaviour on social media; • New toolkit for employees and elected Members on how to manage unacceptable behaviour on social media; • A review of the electronic system used to record complaints to ensure it is fit for purpose; • Ongoing support to all services through regular sharing of performance data to help manage casework and keep complainants informed where targets are not achievable.


2.00	RESOURCE IMPLICATIONS
2.01	None.

3.00	IMPACT ASSESSMENT AND RISK MANAGEMENT
3.01	This report provides details of the annual performance of the Council in relation to complaints. At this point there are no proposed change or actions and as such no impact or risks have been identified.
4.00	CONSULTATIONS REQUIRED/CARRIED OUT
4.01	None.
5.00	APPENDICES
5.01	Appendix 1 - PSOW Annual Letter Appendix 2 - Flintshire County Council complaint categories by portfolio.
6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	A copy of the Annual Letter is published on the Ombudsman's website - https://www.ombudsman.wales/wp-content/uploads/2021/10/Flintshire.pdf
7.00	CONTACT OFFICER DETAILS
7.01	Contact Officer: Rebecca Jones, Customer Contact Service Manager Telephone: 01352 702413 E-mail: rebecca.jones@flintshire.gov.uk
8.00	GLOSSARY OF TERMS
8.01	Public Services Ombudsman for Wales – investigates complaints against public service providers in Wales where people believe they have suffered an injustice through maladministration on the part of the public service provider e.g. a local authority.
8.02	Complaints Standards Authority – a team within the Public Services Ombudsman for Wales' office focused on ensuring the procedures to complain to public service providers in Wales are complainant focused, simple, fair and objective, timely and effective, accountable and committed to continuous improvement.

Ask for: Communications

 01656 641150

Date: September 2021

 communications@ombudsman.wales

Cllr. Ian Roberts
Flintshire County Council

By Email only: ian.b.roberts@flintshire.gov.uk

Annual Letter 2020/21

Dear Councillor Roberts

I am pleased to provide you with the Annual letter (2020/21) for Flintshire County Council.

This letter discusses information from a year unlike any other in recent memory, and as such may not be useful for establishing trends or patterns. Information received during this remarkable year will, however, bring insights on how public services reacted in the face of unprecedented demand and the most difficult of circumstances.

During the past financial year, we have intervened in (upheld, settled or resolved at an early stage) the same proportion of complaints about public bodies, 20%, compared with 2019/20.

Regarding new complaints received relating to Local Authorities, the overall number decreased by 12.5% compared with last year. This reflects the reduction in complaints being reported by Local Authorities during the Covid-19 pandemic. My office intervened in a similar proportion of the cases closed as in the previous year (13%).

However, we referred a higher proportion of Code of Conduct complaints to a Standards Committee or the Adjudication Panel for Wales: 3.4% compared to 2% in the previous year. This higher referral rate was also accompanied by a sharp increase in the number of Code of Conduct complaints received.

During 2020/21, despite challenges caused by the pandemic, my office made great strides in progressing work related to Complaints Standards and Own Initiative Investigations. The theme and consultation period of the first wider Own

Page 1 of 9

Initiative Investigation – into Local Authority Homelessness Assessments - was launched in September 2020 and the report is due in the coming months. We also commenced 4 extended Own Initiative Investigations, where we extended the scope of our work on a complaint already under investigation.

Last year, my office also pushed ahead with two new publications – ‘Our Findings’ and our first Equality Report.

‘Our Findings’ will be accessed via the PSOW website and replaces the quarterly casebooks. Our Findings will be updated more frequently and will be a more useful tool in sharing the outcomes of investigations. Our first Equality Report highlights the work done to improve equality and diversity, and to ensure that our service is available to people from all parts of society.

Local Authorities in Wales continued to submit data about the complaints they handled to the Complaints Standards Authority (CSA) during 2020/21, as well as receiving a model complaints procedure and accessing 76 virtual training sessions.

The data submitted for 2020/2021 shows:

- Nearly 12,000 complaints were recorded by Local Authorities
- This equates to 3.77 for every 1000 residents.
- Nearly half (44%) of those complaints were upheld.
- About 75% were investigated within 20 working days.
- About 9% of all complaints closed were referred to PSOW.

The CSA will publish data to the PSOW website for the first time in the coming year, marking a key achievement in the progress of this work. Training sessions have been delivered to almost all Local Authorities in Wales, and our offer of training remains open ended and will be delivered free of charge.

A summary of the complaints of maladministration/service failure received relating to your Council is attached.

Also attached is a summary of the Code of Conduct complaints relating to members of the Council and to the Town & Community Councils in your area.

I ask that the Council takes the following actions:

- Present my Annual Letter to the Cabinet to assist members in their scrutiny of the Council’s complaints performance and any actions to be taken as a result.
- Engage with my Complaints Standards work, accessing training for your staff and providing complaints data.
- Inform me of the outcome of the Council’s considerations and proposed actions on the above matters by 15 November.

This correspondence is copied to the Chief Executive of your Council and to your Contact Officer. Finally, a copy of all Annual Letters will be published on my website.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Nick Bennett', written in a cursive style.

Nick Bennett
Ombudsman

cc. Colin Everett, Chief Executive, Flintshire County Council
By Email only: chief.executive@flintshire.gov.uk

Factsheet

Appendix A - Complaints Received

Local Authority	Complaints Received	Received per 1000 residents
Blaenau Gwent County Borough Council	15	0.21
Bridgend County Borough Council	31	0.21
Caerphilly County Borough Council	46	0.25
Cardiff Council*	96	0.26
Carmarthenshire County Council	27	0.14
Ceredigion County Council	32	0.44
Conwy County Borough Council	32	0.27
Denbighshire County Council	32	0.33
Flintshire County Council	59	0.38
Gwynedd Council	30	0.24
Isle of Anglesey County Council	18	0.26
Merthyr Tydfil County Borough Council	15	0.25
Monmouthshire County Council	20	0.21
Neath Port Talbot Council	19	0.13
Newport City Council	31	0.20
Pembrokeshire County Council	28	0.22
Powys County Council	38	0.29
Rhondda Cynon Taf County Borough Council	40	0.17
Swansea Council	73	0.30
Torfaen County Borough Council	12	0.13
Vale of Glamorgan Council	39	0.29
Wrexham County Borough Council	43	0.32
Total	776	0.25

* inc 2 Rent Smart Wales

Appendix B - Received by Subject

Flintshire County Council	Complaints Received	% Share
Adult Social Services	0	0%
Benefits Administration	0	0%
Children's Social Services	10	17%
Community Facilities, Recreation and Leisure	0	0%
Complaints Handling	8	14%
Covid19	4	7%
Education	1	2%
Environment and Environmental Health	7	12%
Finance and Taxation	2	3%
Housing	7	12%
Licensing	0	0%
Planning and Building Control	15	25%
Roads and Transport	1	2%
Various Other	4	7%
Total	59	

Appendix C - Complaint Outcomes
 (* denotes intervention)

County/County Borough Councils	Out of Jurisdiction	Premature	Other cases closed after initial consideration	Early Resolution/voluntary settlement*	Discontinued	Other Reports-Not Upheld	Other Reports Upheld*	Public Interest Report*	Total
Flintshire County Council	4	35	11	9	0	1	1	1	62
% Share	6%	56%	18%	15%	0%	2%	2%	2%	

Appendix D - Cases with PSOW Intervention

	No. of interventions	No. of closures	% of interventions
Blaenau Gwent County Borough Council	1	17	6%
Bridgend County Borough Council	2	30	7%
Caerphilly County Borough Council	3	45	7%
Cardiff Council	26	100	26%
Cardiff Council - Rent Smart Wales	0	2	0%
Carmarthenshire County Council	6	29	21%
Ceredigion County Council	4	31	13%
Conwy County Borough Council	5	31	16%
Denbighshire County Council	2	31	6%
Flintshire County Council	11	62	18%
Gwynedd Council	5	27	19%
Isle of Anglesey County Council	1	17	6%
Merthyr Tydfil County Borough Council	0	14	0%
Monmouthshire County Council	1	19	5%
Neath Port Talbot Council	1	17	6%
Newport City Council	5	29	17%
Pembrokeshire County Council	3	26	12%
Powys County Council	4	47	9%
Rhondda Cynon Taf County Borough Council	2	43	5%
Swansea Council	9	67	13%
Torfaen County Borough Council	0	11	0%
Vale of Glamorgan Council	5	38	13%
Wrexham County Borough Council	6	48	13%
Total	102	781	13%

Appendix E - Code of Conduct Complaints

County/County Borough Councils	Discontinued	No evidence of breach	No action necessary	Refer to Adjudication Panel	Refer to Standards Committee	Withdrawn	Total
Flintshire County Council	0	1	0	0	0	0	1

Appendix F - Town/Community Council Code of Complaints

Town/Community Council	Discontinued	No evidence of breach	No action necessary	Refer to Adjudication Panel	Refer to Standards Committee	Withdrawn	Total
Broughton & Bretton Community Council	0	1	0	0	0	0	1
Gwaenysgor & Trelawnyd Community Council	0	1	0	0	0	0	1
Gwernaffield and Pantymwyn Community Council	1	1	0	0	0	0	2
Llanfynydd Community Council [Flintshire]	0	0	0	0	0	1	1
Saltney Town Council	0	6	0	0	0	0	6

Information Sheet

Appendix A shows the number of complaints received by PSOW for all Local Authorities in 2020/2021. These complaints are contextualised by the number of people each health board reportedly serves.

Appendix B shows the categorisation of each complaint received, and what proportion of received complaints represents for the Local Authority.

Appendix C shows outcomes of the complaints which PSOW closed for the Local Authority in 2020/2021. This table shows both the volume, and the proportion that each outcome represents for the Local Authority.

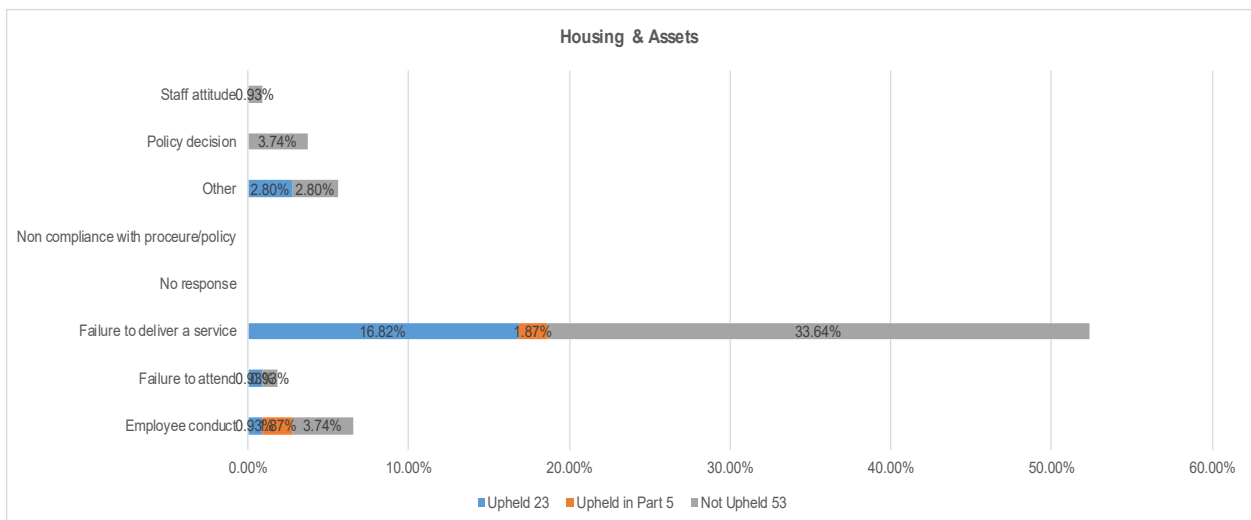
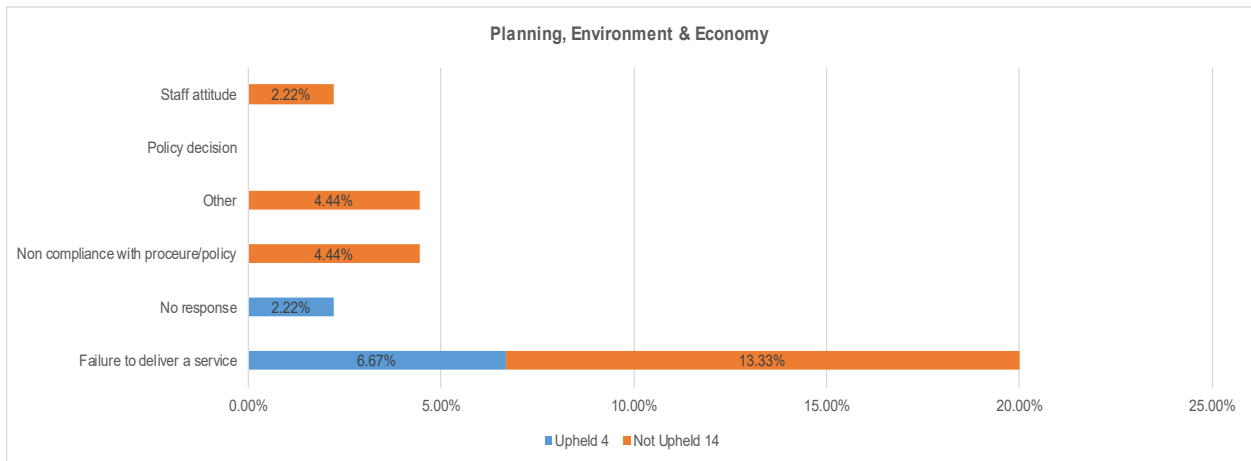
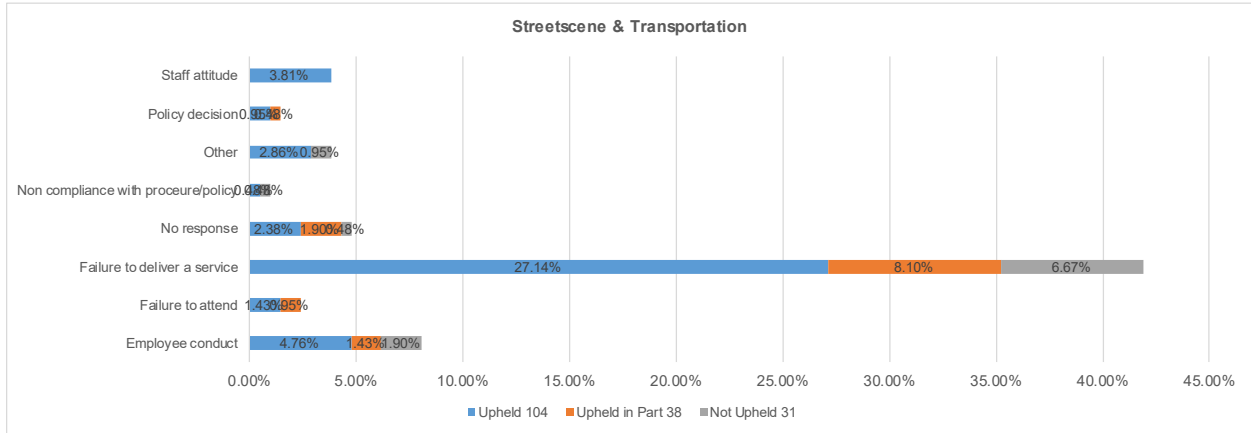
Appendix D shows Intervention Rates for all Local Authorities in 2020/2021. An intervention is categorised by either an upheld complaint (either public interest or non-public interest), an early resolution, or a voluntary settlement.

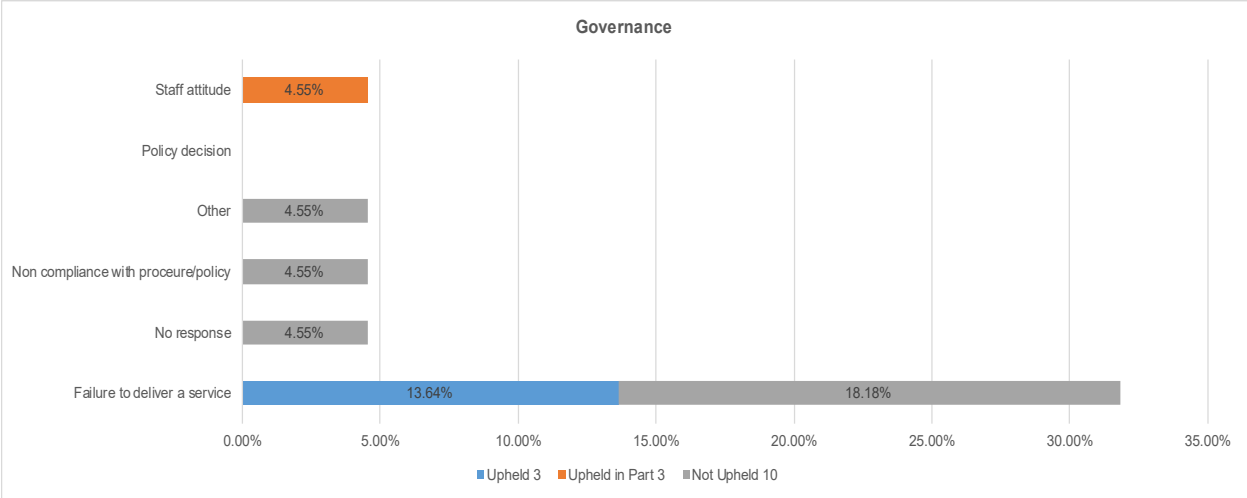
Appendix E shows the outcomes of Code Of Conduct complaints closed by PSOW related to Local Authority in 2020/2021. This table shows both the volume, and the proportion that each outcome represents for the Local Authority.

Appendix F shows the outcomes of Code of Conduct complaints closed by PSOW related to Town and Community Councils in the Local Authority's area. This table shows both the volume, and the proportion that each outcome represents for each Town or Community Council.

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Flintshire County Council Complaint Categories by Portfolio







Cabinet

Date of Meeting	Tuesday, 15 th February 2022
Report Subject	Social Value
Cabinet Member	Cabinet Member for Finance, Social Value and Procurement
Report Author	Chief Officer (Social Services)
Type of Report	Operational

EXECUTIVE SUMMARY

Delivering social value from Council activity and expenditure is a corporate priority for the Council and the Council is recognised for its positive work on social value, with the Social Value Development Officer in high demand for their knowledge, skills and expertise.

The social value programme, has, since its implementation thrived, with around 90% of all procurement activity supported to include social value deliverables. Between January and September 2021 over £2.2m actual social value has been recorded as delivered in Flintshire.

To sustain the positive impact social value delivers for local communities, Flintshire County Council has already committed to an ongoing programme of social value work by making the position of the Social Value Development Officer permanent.

This report highlights some of the positive outcomes to date and looks to maintain the Council's priority of delivering social value with revised targets for 2022/23.

RECOMMENDATIONS

1	Cabinet note the performance of the social value programme to date.
2	Cabinet endorse the proposal around performance reporting and to secure an achievable social value work programme for 2022/23, given available resource.
3	Cabinet continue to support the social value programme, understanding that further opportunities exist to enhance this but these will require additional capacity/resource to progress.

REPORT DETAILS

1.00	EXPLAINING THE PERFORMANCE OF SOCIAL VALUE WORK TO DATE AND THE PROPOSALS FOR FUTURE WORK
1.01	<p>Social value is a board term used to describe the social, economic, environmental and cultural impact of our collective decision making and business operations. Flintshire County Council defines social value as:</p> <p><i>A way of thinking about how scarce resources are allocated and used. It involves looking beyond the price of each individual contract when procuring and looking at what the collective benefit to community is when a public body chooses to award a contract. Every time we spend £1 on the delivery of services we will consider whether we can achieve additional collective well-being benefits from that £1 to the wider community.</i></p> <p>Social value is often referred to as Community Benefits, particularly by Welsh Government. The term Community Benefits has been referenced within the report to detail the Welsh Government reporting requirements that apply to the Council. For the purposes of providing clear and distinguishable definitions, Community Benefits are a sub-set of social value referring to conditions of contract, conditions of set within a grant or match funding in public sector expenditure (grant or match funding) designed to achieve social, environmental, economic and cultural added value outcomes when tendering for goods, works or services.</p> <p>Delivery of the Council's social value programme is currently supported by the Social Value Development Officer, with this post having recently been made permanent.</p>
1.02	<p>Delivering social value from Council activity and expenditure is a corporate priority of the Council. Since its implementation the social value programme has thrived, with approximately 90% of procurement activity supported to include social value. This has returned over £2.7m in committed contracted social value and over £2.2m recorded in actual social value delivery between January and September 2021.</p>
1.03	<p>The actual social value delivered has returned significant social, economic, environmental and cultural outcomes locally to Flintshire. Some of the key highlights recorded between January to September 2021 include:</p> <ul style="list-style-type: none"> • Over £1.6m spend in local supply chain supporting economic growth; • 37 employment opportunities for local residents (both new and sustained opportunities); • Over 226 volunteering hours invested to support local community initiatives; and • In excess of 190 apprenticeship training weeks delivered. <p>These are only some of the many benefits which have been secured through the programme during this reporting period.</p>

1.04	<p>A specific example of the returns supported by social value includes the recent donation of over 50 trees and 77 hours of staff volunteering time invested to plant these trees locally in Deeside. This was achieved through an investment to social value by the supplier who successfully tendered for a Council contract.</p>
1.05	<p>The Council is recognised as a high performer in terms of its implementation of social value and the returns this has generated.</p> <p>The Council's contributions to the development of the social value agenda have been acknowledged at UK, Wales and regional levels, with Welsh Government recently commending the Council for its work in this area.</p> <p>During the National Social Value Conference Wales 2021, the Council were highlighted by Hannah Blythyn, Deputy Minister for Social Partnerships, as an example of a local authority in Wales who is successfully applying social value through commissioning and procurement activities.</p> <p>Furthermore, the Future Generations Office have also recognised the progress Flintshire have made in this area, and the investment which has been made to meet the well-being goals through embedding social value across the Council's procurement processes. Procurement is one of the seven corporate areas for change in the Act's statutory guidance (Shared Purpose: Shared Future, SPSF 1: Core Guidance) and the Council were featured positively in this regard within the Commissioners Procuring Well-being in Wales Report in 2021.</p> <p>Whilst this highlights the positive work and demonstrable positive outcomes being achieved through our social value programme, with further opportunities possible, there are a number of challenges which need to be addressed to secure a realistic and achievable programme of work for 2022/23.</p>
1.06	<p>Performance Reporting</p> <p>Historically quarterly performance data relating to procurement and social value has been generated. This data provides a valuable insight into our public expenditure and procurement behaviours to ensure collective compliance with our Social Value Procurement Policy. However, given current systems and processes this performance reporting does require significant officer time to produce.</p>
1.07	<p>The only specific external reporting requirement is the need to report to Welsh Government on contracts over the value of £1m for Works (Construction or Infrastructure) Services or Supply of Goods in which Community Benefit objectives have been planned, to show how these outcomes support delivery of the Wellbeing of Future Generations (Wales) Act 2015, Wellbeing Goals. These must be recorded within the Welsh Government Community Benefits Measurement Tool and submitted annually.</p> <p>Furthermore all approved projects in the Welsh Government 21st Century Schools and Education Programme and which have received funding from this, are required to use the Welsh Government Value Wales Community</p>

	Benefits Toolkit on an annual basis, to report against the community benefits which have been achieved.
1.08	<p>The following measures relating to social value, as contained within the Council Plan, also require performance reporting:</p> <ul style="list-style-type: none"> • Encouraging and supporting commissioners and suppliers to generate additional well-being outcomes by March 2022 • Increasing the ability and confidence of local businesses to supply the public sector by March 2022 • Reporting the strategic well-being outcomes across the Council – by September 2021 <p>As such, it is proposed to only report on social value as required by Welsh Government and the Council Plan in 2022/23.</p>
1.09	<p>Resource, Capacity and Demand</p> <p>Whilst the strong focus on extracting social value through procurement has generated significant financial and non-financial returns, it is extremely demanding in terms of officer resource.</p> <p>It should also be noted that there is a lack of resilience for this area of work, with no cover available for any absence of the Social Value Development Officer.</p>
1.10	<p>The corporate target for contracts to include social value for 2021/22 was 69. As of December 2021, 120 contracts had been supported to include social value by the Social Value Development Officer. To achieve this the Officers time has almost solely been devoted to procurement activity to the detriment of other areas of the programme of work. This level of output is unsustainable in the longer-term without additional human resource.</p>
1.11	<p>Without further Officer resource the number of contracts and procurement activity supported to include social value needs to be reduced to a more manageable level that will also allow for broader work to be undertaken, including achievement of the measures for social value contained within the Council Plan.</p>
1.12	<p>It is therefore suggested that for 2022/23 the total target number of contracts the Council supports to include social value is 60 contracts, with a blend of both large and small contracts supported.</p> <p>Further work around prioritisation will be required to support this, which may include, for example, a schedule of contract/procurement activity to assist forward planning and targeting.</p>
1.13	<p>In addition, an advanced notice period for procurement activity is recommended for implementation to better manage workload and prevent short notice requests for support from the Social Value Development Officer.</p> <p>As an example the following criteria could be used:</p> <ul style="list-style-type: none"> • For procurements under £1m a minimum of 2 weeks' notice.

	<ul style="list-style-type: none"> • For contracts under £1m but procured through a framework agreement a minimum of 3-4 weeks' notice. • For procurement over £1m a minimum of 6 weeks' notice. • For Joint Procurements a minimum of 6 weeks' notice.
1.14	<p>Opportunities</p> <p>There are a number of opportunities to enhance the programme of work, subject to releasing or creating additional capacity; these are set out below noting that some of these may require further feasibility studies:</p> <ul style="list-style-type: none"> • Exploring the opportunity to create a fee based social value service. There is demand for an experienced and knowledgeable service to support a range of organisations to embed social value as part of their work. • Developing a local Community Needs Strategy to ensure social value is targeted where it is needed and supports suppliers to easily identify where their contracted social value commitments should be delivered locally. • Development of self-help tools, i.e. producing a social value toolkit and robust guidance, for Commissioners which would also ease demand on the Social Value Development Officer. <p>Please note this list is not exhaustive.</p>

2.00	RESOURCE IMPLICATIONS
2.01	In recognition of the benefits yielded by social value, in 2021 Cabinet made the decision to make the post of Social Value Development Officer permanent. Thus, resource was secured to maintain delivery against the corporate priority of delivering social value from Council activity and expenditure.
2.02	Some temporary support, in addition to the Social Value Development Officer, had been provided to the social value programme during 2021. This additional support assisted the over achievement in relation to the corporate target of the number of contracts/procurement to include social value. However, this temporary support has now ceased and thus proposals made to revise the targets for 2022/23 ensure workload is manageable and sustainable.
2.03	Additional human resource would enable the level of performance in 2021/22 to be maintained, including the social value return to communities as achieved through the number of contracts supported to include social value. Additional human resource would also enable the social value work programme to grow. However, there is no available budget to fund additional human resource for the social value function.

3.00	IMPACT ASSESSMENT AND RISK MANAGEMENT
3.01	An Integrated Impact Assessment has not been completed as this report provides an overview of operational matters. Any risks, along with options for mitigation, have already been identified under section 1 of the report.

4.00	CONSULTATIONS REQUIRED/CARRIED OUT
4.01	This report will be considered by the Corporate Resources Overview and Scrutiny Committee on Thursday 10 th February 2022. Feedback from this meeting will then be shared with Cabinet.

5.00	APPENDICES
5.01	Not applicable.

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	Not applicable.

7.00	CONTACT OFFICER DETAILS
7.01	<p>Contact Officer: Olivia Hughes – Social Value Development Officer</p> <p>Telephone: 07552 254532</p> <p>E-mail: Olivia.hughes@flintshire.gov.uk</p>

8.00	GLOSSARY OF TERMS
	<p>Commissioner An individual Officer responsible for procuring goods, works or services on behalf of the Council.</p> <p>Flintshire Social Value Model Flintshire County Council’s recognised model for applying social value through a whole life approach to the commissioning cycle. This model should be applied for procuring all goods, works and services over the value of £25k, where social value has been assessed as being relevant and proportionate to the contract.</p> <p>Social Value A board term used to describe, the social, economic, environmental and cultural impact of our collective decision making and business operations. Flintshire County Council define social value as; <i>A way of thinking about how scarce resources are allocated and used. It involves looking beyond the price of each individual contract when procuring and looking at what the collective benefit to community is when a public body chooses to</i></p>

award a contract. Every time we spend £1 on the delivery of services we will consider whether we can achieve additional collective well-being benefits from that £1 to the wider community.

Community Benefits

Community Benefits are a sub-set of social value referring to conditions of contract or conditions grant or match funding in public sector expenditure (grant or match funding) designed to achieve social, environmental, economic and cultural added value outcomes when tendering for goods, works or services.

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EXERCISE OF DELEGATED POWERS - DECISIONS TAKEN REPORTED TO CABINET – 15.02.22

Streetscene and Transportation

- **The Flintshire County Council (Various Roads Within Buckley, Mynydd Isa, Drury, New Brighton, Burntwood, Bryn Y Baal and Alltami, Flintshire) (20mph Speed Limit) Order 202-**
To advise Members of the objection received following the advertisement of the proposed 20mph speed limit on various roads within Buckley, Mynydd Isa, Drury, New Brighton, Burntwood, Bryn Y Baal and Alltami, Flintshire.
- **Proposal to Construct a Zebra Crossing on Coed Onn Road, Flint**
To advise Members of the objections received following the advertisement of the proposal to construct a Zebra Pedestrian Crossing on Coed Onn Road, Flint.
- **Grant Funding Application to Promote Repair and Reuse Initiatives**
The Welsh Government's 'Beyond Recycling' strategy provides local authorities with clear direction that the emphasis on positive waste management and the move towards a circular economy starts with ensuring that items are kept in use for as long as possible. This is achieved by adopting the waste hierarchy of reusing, repurposing or repairing items as the first option before choosing recycling or disposal. To embed this principle in Council policy, options have been considered as to how to deliver a service where items deemed as waste are intercepted or diverted at the point of disposal and directed back to reuse. The report requests delegated authority to implement a pilot scheme to deliver a reuse pilot scheme on the Household Recycling Centres in partnership with Refurbs Flintshire. This pilot scheme requires grant funding to be delivered so an application has been submitted to the Landfill Disposal Tax Community Scheme for consideration for their nationally significant project fund.
- **Street Works Fees and Charges for 2022/2023**
The fees and charges levied for various licenses and applications issued within Street Works have been reviewed and the proposed charges for 2022/23 are set out in the table.

Education and Youth

- **Whitford V.A. School Transfer of Land**
Surrender of land to Mostyn Estates (Landlord), and the landlord to transfer the land to the St. Asaph Diocesan Board of Finance.

Copies of the Delegated Powers reports are retained by the Team Leader – Committee Services and available to view on request by Members.

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**FLINTSHIRE COUNTY COUNCIL FORWARD WORK PROGRAMME ITEMS
COUNCIL, CABINET, AUDIT AND GOVERNANCE & SCRUTINY
1 February 2022 TO 31 July 2022**

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
February					
Education, Youth & Culture Overview & Scrutiny Committee Page 567	3/02/22	Chief Executive's	Mid-year Performance Indicators for Recovery, Portfolio and Public Accountability Measures To review the levels of progress in the achievement of activities, performance levels and current risk levels as identified in the Council Plan.	Operational	Leader of the Council and Cabinet Member for Education
Education, Youth & Culture Overview & Scrutiny Committee	3/02/22	Chief Executive's	Council Plan 2022/23 To consult on Part 1 of the Council Plan 2022/23	Strategic	Deputy Leader of the Council (Governance) and Cabinet Member for Corporate Management and Assets, Leader of the Council and Cabinet Member for Education

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Education, Youth & Culture Overview & Scrutiny Committee	3/02/22	Overview and Scrutiny	Forward Work Programme and Action Tracking (EY&C) To consider the Forward Work Programme of the Education Youth & Culture Overview & Scrutiny Committee and to inform the Committee of progress against actions from previous meetings.	Operational	Leader of the Council and Cabinet Member for Education
Education, Youth & Culture Overview & Scrutiny Committee	3/02/22	Education and Youth	School Modernisation Update To provide an update to Members on the School Modernisation Programme	Operational	Leader of the Council and Cabinet Member for Education
Education, Youth & Culture Overview & Scrutiny Committee	3/02/22	Education and Youth	Multiplying Impact - Flintshire Integrated Youth Provision Delivery Plan 2021-2024 To provide a presentation of the new delivery plan for Integrated Youth Provision 2021-24.	Operational	Leader of the Council and Cabinet Member for Education
Education, Youth & Culture Overview & Scrutiny Committee	3/02/22	Education and Youth	Denbighshire and Flintshire Joint Archive Project To provide information on the Heritage Lottery Grant Fund, should it be offered, prior to Cabinet approval.	Operational	Leader of the Council and Cabinet Member for Education

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Education, Youth & Culture Overview & Scrutiny Committee	3/02/22	Education and Youth	<p>Learner Outcome Assessment Processes for 2022</p> <p>To provide Members with an overview of the examination and assessment arrangements for Summer 2022.</p>	Operational	Leader of the Council and Cabinet Member for Education
Environment & Economy Overview & Scrutiny Committee	8/02/22	Overview and Scrutiny	<p>Forward Work Programme and Action Tracking (Env & E)</p> <p>To consider the Forward Work Programme of the Environment & Economy Overview & Scrutiny Committee and to inform the Committee of progress against actions from previous meetings.</p>	Operational	

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Environment & Economy Overview & Scrutiny Committee	8/02/22	Planning, Environment and Economy	<p>Climate Change Strategy In December 2019 the Council committed to development of an action plan to achieve carbon neutrality by 2030 in line with Welsh Government's requirement for the public sector. Our Programme Manager presents the draft strategy document that details our roadmap to achieve this target.</p>	Strategic	
Environment & Economy Overview & Scrutiny Committee	8/02/22	Planning, Environment and Economy	<p>Flintshire Coast Park Cabinet welcomes the views of the Environment and Economy Overview and Scrutiny Committee on the proposal to develop a Regional Coast Park for Flintshire, raising the profile of the foreshore and enable communities and businesses to work sustainably and innovatively to help deliver environmental, economic and social prosperity</p>	Operational	Cabinet Member for Economic Development

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Environment & Economy Overview & Scrutiny Committee Page 571	8/02/22	Streetscene and Transportation	Accessible Dropped Kerb Crossings for Pedestrians This report is being presented in response to a request from the Environment & Economy Scrutiny Committee in November 2021. The report sets out how we deal with the provision of pedestrian dropped kerbs within the adopted highway in relation to uncontrolled crossing points, given that there is no allocated funding for this provision. The report outlines the process for receiving requests, identifying sites, recognising the appropriate solution, applying available resources, and identifies possible funding mechanisms for accessible dropped kerbs for pedestrians.	Operational	Cabinet Member for Streetscene
Environment & Economy Overview & Scrutiny Committee	8/02/22	Streetscene and Transportation	Bulky Waste Collections To update Scrutiny on the provision of the Bulky Waste Collection service.	Operational	Cabinet Member for Streetscene

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Environment & Economy Overview & Scrutiny Committee	8/02/22	Streetscene and Transportation	<p>Grant Funding Application to Promote Repair and Reuse Initiatives</p> <p>To advise Scrutiny of the intention to submit a grant application to deliver a pilot project to implement repair and reuse initiatives across Flintshire.</p>	Operational	Cabinet Member for Streetscene
<p>Community, Housing & Assets Overview & Scrutiny Committee</p> <p>1890 572</p>	9/02/22	Overview and Scrutiny	<p>Forward Work Programme and Action Tracking (CH & E)</p> <p>To consider the Forward Work Programme of the Community Housing & Assets Overview & Scrutiny Committee and to inform the Committee of progress against actions from previous meetings.</p>	Operational	Cabinet Member for Housing
Community, Housing & Assets Overview & Scrutiny Committee	9/02/22	Housing and Assets	<p>NEW Homes Business Plan</p> <p>To consider the NEW Homes Business Plan</p>	Operational	Cabinet Member for Housing

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Community, Housing & Assets Overview & Scrutiny Committee	9/02/22	Housing and Assets	<p>Developing Flintshire’s Housing Support Programme Strategy 2022-26</p> <p>To consult Members on the approach being taken to ensure delivery and implementation of the Housing Support Programme Strategy for Flintshire ahead of the implementation date of 1st April 2022.</p>	Strategic	Cabinet Member for Housing
Community, Housing & Assets Overview & Scrutiny Committee	9/02/22	Housing and Assets	<p>Temporary Accommodation Homelessness Audit 2021 Findings Report</p> <p>To share the findings of the recent audit of Temporary Accommodation which forms part of the Councils Homelessness function along with the “management response” and action plan for service improvement.</p>	Operational	Cabinet Member for Housing
Corporate Resources Overview & Scrutiny Committee	10/02/22	Overview and Scrutiny	<p>Action Tracking</p> <p>To inform the Committee of progress against actions from previous meetings.</p>	Operational	

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Corporate Resources Overview & Scrutiny Committee	10/02/22	Overview and Scrutiny	Forward Work Programme To consider the Forward Work Programme of the Corporate Resources Overview & Scrutiny Committee.	Operational	
Corporate Resources Overview & Scrutiny Committee	10/02/22	Governance	Public Services Ombudsman for Wales (PSOW) Annual Letter 2020-21 and Complaints against Flintshire County Council during the first half of 2021-22 To share the Public Services Ombudsman for Wales Annual Letter 2020-21 and Complaints made against Flintshire County Council Services in the first half of 2021-22 (April-September 2021).	Operational	Deputy Leader of the Council (Governance) and Cabinet Member for Corporate Management and Assets
Corporate Resources Overview & Scrutiny Committee	10/02/22	Chief Executive's	Annual Audit Summary for Flintshire County Council 2020/21 To receive the Annual Audit Summary from the Auditor General for Wales.	Strategic	Deputy Leader of the Council (Governance) and Cabinet Member for Corporate Management and Assets

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Corporate Resources Overview & Scrutiny Committee	10/02/22	Finance	<p>Revenue Budget Monitoring 2021/22 (Month 9) and Capital Programme (Month 9)</p> <p>The purpose of this report is to provide Members with the Revenue Budget Monitoring 2020/21 (Month 9) Report and the Capital Programme 2020/21 (Month 9) Report and Significant Variances.</p>	Operational	Cabinet Member for Finance, Social Value and Procurement
Corporate Resources Overview & Scrutiny Committee	10/02/22	Chief Executive's	<p>Social Value</p> <p>To consider the risks, challenges and opportunities for the Council's Social Value Programme and to agree actions and next steps.</p>	Operational	Cabinet Member for Finance, Social Value and Procurement
Cabinet	15/02/22	Planning, Environment and Economy	<p>Climate Change Strategy</p> <p>To seek agreement and commitment to the Climate Change Strategy.</p>	Strategic	Cabinet Member for Economic Development

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Cabinet	15/02/22	Governance	<p>Public Services Ombudsman for Wales Annual Letter 2020-21 and complaints made against Flintshire County Council during the first half of 2021-22</p> <p>To share the Public Services Ombudsman for Wales Annual Letter 2020-21 and Complaints made against Flintshire County Council Services in the first half of 2021-22 (April-September 2021).</p>	Operational	Deputy Leader of the Council (Governance) and Cabinet Member for Corporate Management and Assets
Cabinet	15/02/22	Chief Executive's	<p>Treasury Management Strategy 2022/23 - Treasury Management Policy Statement, Practices and Schedules 2022 to 2025</p> <p>To present the draft Treasury Management Strategy 2022/23 for recommendation to Council.</p>	Strategic	Cabinet Member for Finance, Social Value and Procurement

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Cabinet	15/02/22	Chief Executive's	<p>Revenue Budget Monitoring 2021/22 (Month 9) This regular monthly report provides the latest revenue budget monitoring position for 2021/22 for the Council Fund and Housing Revenue Account. The position is based on actual income and expenditure as at Month 9, and projects forward to year-end.</p>	Operational	Cabinet Member for Finance, Social Value and Procurement
Cabinet	15/02/22	Social Services	<p>Social Value To raise the current risks and challenges affecting the Social Value programme currently, and the opportunities for the programmes enhancement, which will support the future development of the workstream.</p>	Operational	Deputy Leader of the Council (Partnerships) and Cabinet Member for Social Services

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Cabinet	15/02/22	Education and Youth	<p>Denbighshire & Flintshire Joint Archive Project To seek authorisation to accept a Heritage Lottery Fund grant, HLF, should it be offered, and an agreement to enter into a contract with Denbighshire County Council, relative to their proportion of the capital funding match, and the collaborative service arrangements that are integral to the delivery of the project, and the future of the joint archive service.</p>	Strategic	Leader of the Council and Cabinet Member for Education
Cabinet	15/02/22	Chief Executive's	<p>Budget 2022/23 - Final Closing Stage To update on the final budget proposals for 2022/23 for recommendation to County Council</p>	Strategic	Cabinet Member for Finance, Social Value and Procurement
Cabinet	15/02/22	Housing and Assets	<p>Temporary Accommodation Homelessness Audit 2021 Findings Report To seek comments on the findings in the report.</p>	Operational	Cabinet Member for Housing

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Cabinet	15/02/22	Housing and Assets	Developing Flintshire's Housing Support Programme Strategy 2022-2026 To explain the approach being taken to ensure delivery and implementation of the Housing Support Programme Strategy for Flintshire ahead of the implementation date of 1st April 2022.	Strategic	Cabinet Member for Housing
Cabinet	15/02/22	Housing and Assets	North East Wales (NEW) Homes Business Plan 2022/2051 To approve the NEW Homes Business Plan 2022/2051	Strategic	Cabinet Member for Housing
Cabinet	15/02/22	Chief Executive's	Minimum Revenue Provision - 2022/23 Policy To receive the Council's draft policy on Minimum Revenue Provision.	Strategic	Cabinet Member for Finance, Social Value and Procurement
Cabinet	15/02/22	Chief Executive's	Capital Programme Monitoring 2021/22 (Month 9) To present the Month 9 capital programme information for 2021/22.	Operational	Cabinet Member for Finance, Social Value and Procurement

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Cabinet	15/02/22	Chief Executive's	Annual Audit Summary for Flintshire County Council 2020/21 To receive the Annual Audit Summary from the Auditor General for Wales and Council's response.	Operational	Deputy Leader of the Council (Governance) and Cabinet Member for Corporate Management and Assets
Cabinet	15/02/22	Chief Executive's	Housing Revenue Account (HRA) 30 Year Financial Business Plan To present, for recommendation to Council, the Housing Revenue Account (HRA) Budget for 2022/23, the HRA Business Plan and the summary 30 year Financial Business Plan.	Strategic	Cabinet Member for Finance, Social Value and Procurement, Cabinet Member for Housing
Cabinet	15/02/22	Education and Youth	Multiplying Impact - Flintshire Integrated Youth Provision Delivery Plan 2021-2024 To present the new delivery plan for Integrated Youth Provision 2021-24.	Strategic	Leader of the Council and Cabinet Member for Education

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Cabinet	15/02/22	Education and Youth	<p>Welsh in Education Strategic 10 year Plan 2022 - 2032</p> <p>To provide an update on the draft Welsh in Education Strategic Plan (WESP) and the statutory consultation arrangements.</p>	Strategic	Leader of the Council and Cabinet Member for Education
Flintshire County Council Page 581	15/02/22	Social Services	<p>North Wales Population Needs Assessment</p> <p>To provide an overview of the North Wales Population Needs Assessment 2022 which has been produced as a requirement of the Social Services and Well-being (Wales) Act 2014.</p>		
Flintshire County Council	15/02/22	Chief Executive's	<p>Treasury Management Strategy 2022/23</p> <p>To present to Members the draft Treasury Management Strategy 2022/23</p>		
Flintshire County Council	15/02/22	Governance	<p>Council Tax setting for 2022/23</p> <p>To set the Council Tax charges for 2022-23 as part of the Councils wider budget strategy.</p>		

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Flintshire County Council	15/02/22	Chief Executive's	Council Fund Revenue Budget 2022/23 - Final Closing Stage To set a legal and balanced budget for 2022/23 on the recommendation of Cabinet.		
Flintshire County Council	15/02/22	Chief Executive's	Minimum Revenue Provision - 2022/23 Policy Local Authorities are required each year to set aside some of their revenue resources as provision for the repayment of debt. The report presents the Council's draft policy on Minimum Revenue Provision		
Flintshire County Council	15/02/22	Chief Executive's	Housing Revenue Account (HRA) 30 Year Financial Business Plan To present the Housing Revenue Account (HRA) Budget for 2022/23, the HRA Business Plan and the summary 30 year Financial Business Plan for approval.		Chief Executive, Corporate Finance Manager

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Flintshire County Council	24/02/22	Chief Executive's	<p>Pay Policy Statement for 2022/23</p> <p>All local authorities are required to publish their Pay Policy Statement by April annually. The Pay Policy Statement presented within this report is the tenth annual Statement published by Flintshire County Council.</p>		
Flintshire County Council	24/02/22	Governance	<p>Draft Petitions Scheme</p> <p>To enable Council to consider and approve the Draft Petitions Scheme</p>		
Corporate Resources Overview & Scrutiny Committee	10/03/22	Social Services	<p>Consultation on the draft Flintshire Well-being Assessment 2022</p> <p>To consult the Local Authority's Overview and Scrutiny Committee, as a statutory consultee, on the draft Flintshire Well-being Assessment 2022.</p>	Operational	Deputy Leader of the Council (Partnerships) and Cabinet Member for Social Services

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Governance and Audit Committee	14/03/22	Chief Executive's	<p>Annual Audit Summary for Flintshire County Council 2020/21</p> <p>To receive the Annual Audit Summary from the Auditor General for Wales and note the Council's response.</p>	Operational	Deputy Leader of the Council (Governance) and Cabinet Member for Corporate Management and Assets
Governance and Audit Committee	14/03/22	Chief Executive's	<p>Q4 Treasury Management Update 2020/21</p> <p>To provide an update on matters relating to the Council's Treasury Management Policy, Strategy and Practices to the end of February 2021</p>	Operational	Cabinet Member for Finance, Social Value and Procurement
Governance and Audit Committee	14/03/22	Governance	<p>Public Sector Internal Audit Standards</p> <p>To inform the Committee of the results of the annual internal assessment of conformance with the Public Sector Internal Audit Standards (PSIAS).</p>	All Report Types	Deputy Leader of the Council (Governance) and Cabinet Member for Corporate Management and Assets

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Governance and Audit Committee	14/03/22	Governance	<p>Internal Audit Strategic Plan To present the proposed Internal Audit Plan for the three year period 2022/23 to 2024/25 for Members' consideration.</p>	All Report Types	Deputy Leader of the Council (Governance) and Cabinet Member for Corporate Management and Assets
<p>Governance and Audit Committee</p> <p>Page 585</p>	14/03/22	Governance	<p>Audit Wales - Audit Plan 2022 To review the Audit Wales - Audit Plan 2022 for the Council which sets out the proposed audit work for the year along with timescales, costs and the audit teams responsible for carrying out the work.</p>	All Report Types	Deputy Leader of the Council (Governance) and Cabinet Member for Corporate Management and Assets
Governance and Audit Committee	14/03/22	Governance	<p>External Regulation Assurance To endorse the summary of all external regulatory reports received during 2020/21 along with the Council's responses.</p>	All Report Types	Deputy Leader of the Council (Governance) and Cabinet Member for Corporate Management and Assets

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Governance and Audit Committee	14/03/22	Chief Executive's	Risk Management Update To be assured that the updated risk management framework is comprehensive and functional.	Strategic	Deputy Leader of the Council (Governance) and Cabinet Member for Corporate Management and Assets
Governance and Audit Committee	14/03/22	Governance	Internal Audit Progress Report To present to the Committee an update on the progress of the Internal Audit Department.	All Report Types	
Governance and Audit Committee	14/03/22	Governance	Governance and Audit Committee Action Tracking To inform the Committee of the actions resulting from points raised at previous Governance and Audit Committee meetings.	All Report Types	
Governance and Audit Committee	14/03/22	Governance	Forward Work Programme To consider the Forward Work Programme of the Internal Audit Department.	All Report Types	

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Cabinet	15/03/22	Chief Executive's	NEWydd Business Plan 2022/23 To present the NEWydd Catering & Cleaning Ltd Business Plan 2022/23 for endorsement	Operational	Deputy Leader of the Council (Governance) and Cabinet Member for Corporate Management and Assets
Cabinet	15/03/22	Chief Executive's	Revenue Budget Monitoring 2021/22 (Month 10) This regular monthly report provides the latest revenue budget monitoring position for 2021/22 for the Council Fund and Housing Revenue Account. The position is based on actual income and expenditure as at Month 10, and projects forward to year-end.	Operational	Cabinet Member for Finance, Social Value and Procurement
Cabinet	15/03/22	Education and Youth	School Admission Arrangements 2023/24 To advise on the outcome of the statutory consultation exercise on the admission arrangements for 2023/24 and to recommend approval.	Operational	Leader of the Council and Cabinet Member for Education

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
April					
May					
June					
Environment & Economy Overview & Scrutiny Committee Page 588	7/06/22	Overview and Scrutiny	Forward Work Programme and Action Tracking (Env & E) To consider the Forward Work Programme of the Environment & Economy Overview & Scrutiny Committee and to inform the Committee of progress against actions from previous meetings.	Operational	Cabinet Member for Planning and Public Protection, Cabinet Member for Streetscene
Governance and Audit Committee	8/06/22	Governance	Internal Audit Progress Report To present to the Committee an update on the progress of the Internal Audit Department.	All Report Types	
Governance and Audit Committee	8/06/22	Governance	Forward Work Programme To consider the Forward Work Programme of the Internal Audit Department.	All Report Types	

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Governance and Audit Committee	8/06/22	Governance	Governance and Audit Committee Action Tracking To inform the Committee of the actions resulting from points raised at previous Governance and Audit Committee meetings.	All Report Types	
Corporate Resources Overview & Scrutiny Committee	9/06/22	Chief Executive's	Employment and Workforce Quarterly Update This report covers strategic updates in addition to the quarterly workforce statistics and their analysis.	Operational	Deputy Leader of the Council (Governance) and Cabinet Member for Corporate Management and Assets
Social & Health Care Overview & Scrutiny Committee	9/06/22	Overview and Scrutiny	Forward Work Programme and Action Tracking (S & H) To consider the Forward Work Programme of the Social & Health Care Overview & Scrutiny Committee and to inform the Committee of progress against actions from previous meetings.	Operational	Deputy Leader of the Council (Partnerships) and Cabinet Member for Social Services

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Cabinet	14/06/22	Chief Executive's	Capital Programme Monitoring 2021/22 (Outturn) To present the Outturn Capital Programme information for 2021/22	Operational	Cabinet Member for Finance, Social Value and Procurement
July					
Corporate Resources Overview & Scrutiny Committee	7/07/22	Housing and Assets	Asset Strategy Review To receive an update on the Asset Strategy Review.	Operational	Cabinet Member for Housing
Social & Health Care Overview & Scrutiny Committee	21/07/22	Overview and Scrutiny	Forward Work Programme and Action Tracking (S & H) To consider the Forward Work Programme of the Social & Health Care Overview & Scrutiny Committee and to inform the Committee of progress against actions from previous meetings.	Operational	Deputy Leader of the Council (Partnerships) and Cabinet Member for Social Services

COMMITTEE	MEETING DATE	CHIEF OFFICER PORTFOLIO	AGENDA ITEM & PURPOSE OF REPORT	REPORT TYPE (Strategic or Operational) (Cabinet only)	PORTFOLIO (Cabinet only)
Governance and Audit Committee	27/07/22	Governance	Governance and Audit Committee Action Tracking To inform the Committee of the actions resulting from points raised at previous Governance and Audit Committee meetings.	All Report Types	

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