

Public Document Pack

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Chief Officer (Governance)
Prif Swyddog (Llywodraethu)



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To: All Members of the Council

20 September 2023

Dear Sir/Madam

NOTICE OF HYBRID MEETING
FLINTSHIRE COUNTY COUNCIL
TUESDAY, 26TH SEPTEMBER, 2023 at 1.00 PM

Yours faithfully

Steven Goodrum
Democratic Services Manager

Please note: Attendance at this meeting is either in person in The Lord Barry Jones Council Chamber, Flintshire County Council, County Hall, Mold, Flintshire or on a virtual basis.

The meeting will be live streamed onto the Council's website. The live streaming will stop when any confidential items are considered. 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 PRESENTATIONS

Purpose: Recognition of Awards:

1. FreePay Award - Oxygen Finance
2. "LGC Pensions & Investments - Rising Star" award.
- 3.

2 APOLOGIES FOR ABSENCE

Purpose: To receive any apologies.

3 DECLARATIONS OF INTEREST

Purpose: To receive any Declarations and advise Members accordingly.

4 MINUTES (Pages 5 - 18)

Purpose: To confirm as a correct record the minutes of the meeting held on 20th June 2023.

5 CHAIR'S COMMUNICATIONS

Purpose: To receive the communications as circulated.

6 PETITIONS

Purpose: This is an opportunity for Members of Council to submit petitions on behalf of people in their ward. Once received, petitions are passed to the appropriate Chief Officer for action and response.

PRINCIPAL ITEMS OF BUSINESS

7 ANNUAL PERFORMANCE REPORT 2022/23 (Pages 19 - 68)

Report of Chief Executive -

Purpose: To endorse the Annual Performance Report 2022/23 prior to publication.

8 SCHEDULE OF REMUNERATION 2023/24 (Pages 69 - 84)

Report of Chief Officer (Governance) -

Purpose: For Council to approve the schedule of remuneration for elected and co-opted Members for 2023/24 for publication, now all appointments have been made.

9 **ANNUAL REPORT OF THE STANDARDS COMMITTEE 2022/2023** (Pages 85 - 96)

Report of Chief Officer (Governance)

Purpose: To receive the first Annual Report of the Standards Committee.

10 **NOTICE OF MOTION** (Pages 97 - 100)

Purpose: This item is to receive any Notices of Motion: two have been received and are attached to the agenda.

FOR INFORMATION

11 **PUBLIC QUESTION TIME**

Purpose: This item is to receive any Public Questions.

12 **QUESTIONS** (Pages 101 - 108)

Purpose: To note the answers to any questions submitted in accordance with County Council Standing Order No. 9.4(A). three were received by the deadline and are attached.

An urgent question has been received, which in line with the Council's Procedure Rules, was accepted by the Leader of the Council to whom the question was directed and the Chair of Council. The urgent question is also attached.

13 **QUESTIONS FROM MEMBERS ON COMMITTEE MINUTES**

Purpose: To consider any issues raised by Members arising from the Minutes of the Cabinet, Scrutiny Committees and other Committees, together with any questions raised under Section 4.20 of the Council's Constitution. Copies of the Minutes of the various meetings that have taken place since the last ordinary meeting of the Council which have been approved and published on the Authority's website, can be obtained, if required, via the Committee and Member Services.

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

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FLINTSHIRE COUNTY COUNCIL
20 JUNE 2023

Minutes of Flintshire County Council held as a hybrid meeting on Tuesday,
20 June 2023

PRESENT: Councillor Gladys Healey (Chair)

Councillors: Mike Allport, Bernie Attridge, Glyn Banks, Marion Bateman, Sean Bibby, Chris Bithell, Gillian Brockley, Mel Buckley, Teresa Carberry, Tina Claydon, David Coggins Cogan, Geoff Collett, Steve Cople, Bill Crease, Rob Davies, Ron Davies, Chris Dolphin, Rosetta Dolphin, Mared Eastwood, Carol Ellis, David Evans, Chrissy Gee, David Healey, Ian Hodge, Andy Hughes, Dave Hughes, Ray Hughes, Dennis Hutchinson, Alasdair Ibbotson, Paul Johnson, Christine Jones, Richard Jones, Simon Jones, Dave Mackie, Gina Maddison, Roz Mansell, Allan Marshall, Hilary McGuill, Ryan McKeown, Billy Mullin, Debbie Owen, Ted Palmer, Andrew Parkhurst, Mike Peers, Michelle Perfect, Vicky Perfect, Carolyn Preece, David Richardson, Ian Roberts, Dan Rose, Kevin Rush, Dale Selvester, Jason Shallcross, Sam Swash, Linda Thew, Linda Thomas, Roy Wakelam, Arnold Woolley and Antony Wren

APOLOGIES: Councillors Helen Brown, Paul Cunningham, Jean Davies, Adele Davies-Cooke, Richard Lloyd, and Antony Turton

IN ATTENDANCE: Chief Executive, Chief Officer (Governance), Chief Officer (Planning, Environment & Economy), Corporate Finance Manager, Head of Democratic Services, Corporate Manager – People and Organisational Development, Licensing Team Manager, Senior Manager – business Support and School Governance, Senior Manager Housing and Asset Management, Democratic Services Team and Fr. P. Wheeler for prayers

11. **PRESENTATIONS**

The Chair introduced the following awards:

**Association of Public Service Excellence Performance Network Awards 2023
Cemeteries and Crematoria – Most improved performer**

The Chief Executive introduced and welcomed the following officers to the meeting to receive the award:

Richard Blake, Bereavement Services Manager
Andrea Green, Bereavement Services Officer

The Chief Executive reported that the Council's Bereavement Services Team had recently been awarded Most Improved Performer in the Association of Public Service Excellence (APSE) Performance Networks Awards 2023. Looking at the team's performance over the past three years, in areas such as service provision, budget management, quality assurance, and HR information, APSE could see strong evidence of continual improvement.

As members of APSE Performance Networks the Council is able to benchmark its performance against other similar services from across the whole of the UK, sharing best practice and identifying areas for improvement. Up against Aberdeenshire, Lincoln, Cornwall, Moray, Northumberland and Warrington Councils, this is the second time the Council's Bereavement Services Team has received the most improved award; having previously won in 2019. The team also narrowly missed out on the overall title of Best Performer.

Partnership Awards 2023

Best Education and Higher Education Project – Mynydd Isa Campus

The Chief Executive introduced and welcomed the following officers to the meeting to receive the award:

Damian Hughes, Corporate Manager, Corporate Property and Assets
Jennie Williams, Senior Manager – Schools Planning & Provision
Christian Stanbury, CEO Welsh Education Partnership Company (WEPCo)

The Chief Executive reported that the Partnership Awards had been running for over 20 years and were recognised around the world as a watermark of excellence within the public-private partnership (PPP) industry. Facing stiff competition from projects across the UK, Australia, Belgium and the United Arab Emirates, the new campus at Mynydd Isa was recently awarded Best Education and High Education Project. This category was for all education and Higher education PPP projects. The Mynydd Isa Campus is a collaboration between Welsh Government, WEPCo and Flintshire County Council, and was judged using the following criteria:

- innovation in procurement, structure, finance
- effective risk assessment and transfer
- meeting or exceeding project milestones including financial close
- design quality and sustainability
- demonstration of the projects social value impact and the transformative effect it will have on the local community and users.

The new 3-16 campus will be both Net Zero carbon in construction and in operation. Scheduled for completion Autumn 2024, the Project was the first Mutual Investment Model (MIM) project in Wales to reach financial close.

Councillor Ian Roberts thanked both Teams for their work and dedication and congratulated officers on the awards which were well deserved.

Councillor Bernie Attridge reiterated the sentiments expressed by Councillor Roberts and added his thanks and congratulations to the Teams and all involved in achieving the awards.

12. TRIBUTES TO THE LATE COUNCILLOR TONY SHARPS

The Chair referred to the recent sad death of the late Councillor Tony Sharps. She expressed sincere condolences to his wife, family, friends, and the residents of his Ward, and invited Members to pay their tributes.

Councillor Ian Roberts lead the tributes. He spoke of his long association with Councillor Sharps and provided background information on his career with the Council. He said he regarded Councillor Sharps as a special person who had left a valuable legacy to residents and communities in Flintshire. Councillor Roberts said he was saddened by the death of Councillor Sharps and was indebted to him for the advice and personal support he had given him when he had joined the Council. Councillor Roberts paid tribute to Councillor Sharps on behalf of the Labour Group and expressed his thanks for his dedicated contribution to Civic and Council duty.

Councillor Bernie Attridge paid tribute to Councillor Sharps on behalf of the Independent Group for his hard work in local government service. Councillor Attridge said he regarded Councillor Sharps as a personal friend as well as a colleague who he admired. He said he also remained indebted to Councillor Sharps for the guidance and support he had given him when he joined the Council. Councillor Sharps would be greatly missed and would be remembered for remaining true to his beliefs and principles.

Councillors Marion Bateman, Dennis Hutchinson, Carol Ellis, Christopher Bithell, and Hilary McGuill paid further tributes to Councillor Sharps. They spoke of his personal and professional qualities, his humour, kindness, strong values, and opinions. All Members said it had been a privilege to have known him personally and worked with him professionally. He was highly respected and valued for his inspiration, formidable work ethic, and many achievements and would be sadly missed.

Members extended their deepest sympathy to his family and friends on their loss.

13. DECLARATIONS OF INTEREST

Councillor Dale Selvester and Councillor Ryan McKeown declared a personal interest on item 10: Draft Statement of Licensing Policy Review.

14. MINUTES

The minutes of the meetings held on 17 March 2023, 4 May 2023 (10.00 am) and 4 May 2023 (1.00 pm) were received.

Accuracy - minutes 4 May 2022 (10.00 am)

Page 16 - minute number 105: Councillor Bernie Attridge referred to his comments at the end of page 16 and said he had been quoted as saying that in one service area there were "a high number of managers off at the same time". He asked that the wording be amended to read that he had said "a high number of employees off at the same time".

Accuracy - minutes 4 May 2022 (2.00 pm)

Page 19 – Councillor Dave Mackie drew attention to the start time of the meeting and said the time in the first sentence should be amended from 1.00 pm to 2.00pm.

Councillor Bernie Attridge moved the minutes subject to the above amendments. This was seconded by Councillor Chris Dolphin and on being put to the vote was agreed.

RESOLVED:

- (a) That the minutes of the meeting held on 17 March 2023 be approved as a correct record; and
- (b) That the minutes of the meetings held on 4 May 2023 be approved subject to the above amendments.

15. CHAIR'S COMMUNICATIONS

The Chair referred to her communication which had been circulated prior to the meeting and listed the events she had attended between 4 May 2023 and 20 June 2023. The Chair took the opportunity to say it was with deep regret that she had been unable to attend the funeral service of the late Councillor Tony Sharps and expressed her respects. She also thanked the Vice-Chair for attending the official opening of the Hippy Shop, Shotton, on her behalf. The Chair gave a brief overview of the events she and her consort had attended.

16. PETITIONS

The Chief Officer (Governance) advised that none had been received.

17. COUNCIL PLAN 2023-28

The Chief Executive presented the report to approve the Council Plan 2023-28 Part 1 and Part 2 documents which outlined the actions, measures, and risks that underpinned the priorities, sub-priorities and well-being objectives of the Council Plan 2023-28. He provided background information and context and advised that the Council Plan for 2023-28 had been reviewed and refreshed to reflect the key priorities of the Council for the five-year term of the new administration. The 'super-structure' of the Plan comprised seven priorities and sub-priorities. The seven priorities took a long-term view of recovery, projects, and ambitions, over the next five years.

The Council Plan 2023-28 would be published in a similar format to previous years, identifying actions aimed at achieving the well-being objectives, priorities and sub-priorities. The national and regional issues/risks which could impact on the achievement of the priorities would be identified and monitored. Part 2 of the Council Plan would be considered by the respective Overview and Scrutiny Committees to

ensure full coverage of Part 1 of the Council Plan 2023-28 and its respective measures and targets.

Councillor Ian Roberts spoke in support of the Plan. In recommending approval of the Council Plan, and Part 1 and Part 2 documents, he referred to the priorities, well-being objectives, and sub-priorities as detailed in the report.

Councillor Billy Mullin seconded the proposal.

Councillor Richard Jones referred to the questions which had been raised on the Council Plan following consideration by the Corporate Resources Overview and Scrutiny Committee and asked for confirmation that the amendments recommended by the Committee had been incorporated in the Plan. The Chief Executive responded that the changes had been considered and were made where necessary. Councillor Jones referred to the specific questions he had raised on the Plan and the responses he had received.

Councillor Richard Jones proposed the following amendments to the Council Plan and this was seconded by Councillor Bernie Attridge.

- Page 46 – Local Dementia strategy - Establishing a Dementia Strategy Implementation Group, to include representation from people with lived experience – by March 2024. Councillor Jones proposed that the target date be brought forward to December 2023.
- Page 90 – Safeguarding – Councillor Jones proposed that the target for adult safeguarding referrals within 7 days be increased from 92% to 96%

Councillor Mike Peers commented on the format of the Council Plan which he said could be improved. He suggested that the improvement measures were included immediately following the Council Plan item. He also referred to page 38 of the report and the priority Fuel Poverty and said that an estimate was needed of the number of homes and cost for reducing the risk of fuel poverty for residents by increasing the energy efficiency of homes.

Councillor Peers referred to the priority Housing Support and Homeless Prevention and drew attention to the June 2023 target date for Identifying a site for a young person's homeless hub offering accommodation and support services. He also referred to the priority A Well Managed Council, sub-priority People, and under the heading definition suggested that the word 'respond' be included. Councillor Peers referred to page 107 of the report and the target set for 2023/24 for the number of telephone calls to the corporate contact centre answered which he said was lower than the target for the previous year.

Councillor Andrew Parkhurst referred to page 40 of the report and the heading Empty Properties - removed – business as usual, and said that due to the current number of voids this seemed premature. On page 42, under the heading Active and Sustainable Travel, there was no mention of sustaining and improving bus services particularly in rural areas. Page 47, Specialist Education Provision had been removed from the Council Plan but there was no explanation why. On page 48, the priority A Well Managed Council, Councillor Parkhurst suggested that the Council's

post-Covid working practices should be reviewed to ensure they worked for all stakeholders. On page 49 - Financial Resilience, Councillor Parkhurst said there was no mention of the increased settlement from Welsh Government. He commented on Flintshire's position in the Settlement and said that this was based on out of date information and that securing fair funding for Flintshire must be a top priority and should be included in the Council Plan. He proposed that the Council put forward a compelling business case to the Welsh Government for fair funding for Flintshire.

Councillor Bill Crease reiterated the concerns and said there were issues which required further consideration and debate.

The Chief Executive thanked Members for their comments and questions. He emphasised that the Council Plan was focused until 2028 and would be reviewed and modified annually. The Chief Executive responded to the points raised and explained that they had been considered in detail by the Overview and Scrutiny Committees and officers and gave assurance that there would be further opportunities to influence and input into the Plan in the future.

The Chief Officer (Governance) provided further information in response to the comments raised around the performance of the Corporate Contact Centre.

The Senior Manager – integrated Services and Lead Adults responded to the points raised around safeguarding matters.

The Chief Officer (Streetscene and Transportation) responded to the questions around bus services and referred to the imminent review of the Integrated Transport Strategy

The Senior Manager, School Support and Governance, gave an assurance to Members that Special Educational Provision remained a key operational priority for the Education and Youth portfolio and would be reinstated as part of the strategic plan for the Council moving forward. She also explained that the actions for 2023/24 had been included in the area report to meet the needs of the Additional Learning Needs (ALN) Act and to look at what in-house provision could be provided to reduce reliance on out-of-county provision.

Councillor Glyn Banks provided further explanation on the Settlement to give Members clarification around how the funding formula for Flintshire was determined. He referred to the correlation between Free School Meals and funding and commented on the low take-up of Free School Meals in some areas in Flintshire.

Councillor Banks emphasised the need for the Circular Economy to be considered more widely and not restricted to Flintshire by working in collaboration with neighbouring authorities. He also referred to the flexi transport scheme and the need for services to “cross over” between Councils to enable residents in Flintshire to visit their nearest town, citing the example of residents in Gwaenysgor, Flintshire, who were unable to use the flexi scheme to visit their nearest town Prestatyn, Denbighshire.

Councillor Banks also referred to the achievement measures and said there was no mention of Absorbent Hygiene Products (AHP). He emphasised that going forward AHP product collection and recycling were critical to recycling figures in the County and on the need to progress the collection and recycling of AHP's.

The Chief Officer (Streetscene and Transportation) responded to the comments and concerns raised by Councillor Banks regarding the flexi transport service and also explained why AHP materials had not been included in the Council Plan at this point in time.

The Chief Officer Governance gave advice to Councillor Jones on his proposal to omit support for the Corporate Joint Committee (CJC) and advised that the Council had a legal statutory duty to pay the budget contribution to the CJC. He recommended that Councillor Jones withdraw that part of his amendments. This was agreed by Councillor Jones and by Councillor Attridge who had seconded the proposal.

As the substantive motion had been moved by Councillor Ian Roberts he was asked if he accepted the amendments proposed by Councillor Richard Jones. Councillor Roberts did not accept the amendments put forward by Councillor Jones. Councillor Roberts spoke on the points and concerns which were raised around the funding formula and agreed to the proposal by Councillor Andrew Parkhurst that the Council put forward a compelling business case to the Welsh Government for fair funding for Flintshire.

A recorded vote was requested on the following amendments and the requisite number of Members stood in support of this:

- Local Dementia strategy - Establishing a Dementia Strategy Implementation Group, to include representation from people with lived experience – by March 2024. Councillor Jones proposed that the target date be brought forward to December 2023.
- Safeguarding – to increase the target for adult safeguarding referrals within 7 days from 92% to 96%

The following Councillors voted for the amendments:

Mike Allport, Bernie Attridge, Glyn Banks, Marion Bateman, Steve Copple, Bill Crease, Rob Davies, Carol Ellis Chrissy Gee, Ian Hodge, Ray Hughes, Richard Jones, Dave Mackie, Roz Mansell, Allan Marshall, Hilary McGuill, Debbie Owen, Andrew Parkhurst, Mike Peers, David Richardson, Dale Selvester, Jason Shallcross, Linda Thew, Roy Wakelam, and Antony Wren

The following Members voted against the amendments:

Gladys Healey, Sean Bibby, Chris Bithell, Gillian Brockley, Mel Buckley, Teresa Carberry, Tina Claydon, Geoff Collett, Ron Davies, Chris Dolphin, Mared Eastwood, David Evans, David Healey, Dave Hughes, Alasdair Ibbotson, Paul Johnson, Christine Jones, Simon Jones, Gina Maddison, Ryan McKeown, Billy Mullin, Ted Palmer, Michelle Perfect, Vicky Perfect, Carolyn Preece, Ian Roberts, Dan Rose, Kevin Rush, Linda Thomas and Arnold Woolley

The following Member abstained:

Rosetta Dolphin

On being put to the vote the amendments were lost.

As there were no further amendments the substantive motion, as moved by Councillor Ian Roberts and seconded, was carried with the amendment that a compelling business case be submitted to the Welsh Government for fair funding for Flintshire

RESOLVED

- (a) That the Council Plan 2023-28 Part 1 and Part 2 documents that outline the actions, measures and risks that underpin the Priorities, Sub-Priorities and Well-being objectives of the Council Plan 2023-28 be approved; and
- (b) That a compelling business case be submitted to the Welsh Government to request fair funding for Flintshire

18. ADOPTION OF SKIN PIERCING BYELAWS

The Chief Officer (Planning, Environment and Economy) introduced the report to recommend the adoption of byelaws in relation to skin piercing, in accordance with the provisions of the Local Government (Miscellaneous Provisions) Act 1982, Part VIII, sections 14 to 17. He explained that the adoption of the byelaws would ensure greater regulation with respect to activities such as ear piercing, tattooing, acupuncture and electrolysis. The byelaws safeguarded the public and improved compliance.

The Chief Officer provided background information and advised that a consultation exercise was undertaken with stakeholders regarding the requirements of the byelaws and no adverse responses were received. In addition, the content of the proposed byelaws had been reviewed by the Constitution and Democratic Services Committee on 12 January 2023, and the changes requested were incorporated. The new bye-laws were endorsed by the Cabinet on 23 May 2023 and subject to approval by Council will come into force on 1 August 2023.

Councillor Chris Bithell moved the recommendations in the report. Councillor Rob Davies seconded the proposal and when put to the vote the recommendations were carried.

RESOLVED:

- (a) That the formal adoption of byelaws relating to skin piercing be approved; and
- (b) That the the formal adoption of the Local Government (Miscellaneous Provisions) Act 1982, Part VIII, sections 14 to 17, which will apply to the

county of Flintshire as a whole with respect to skin piercing byelaws be approved

19. DRAFT STATEMENT OF LICENSING POLICY REVIEW

Councillor Rosetta Dolphin, Chair of the Licensing Committee, introduced the report and moved the recommendation. The draft Licensing Policy was appended to the report and she drew attention to the consultations which had been undertaken as detailed. Subject to approval by Council the policy would come into force on 21 June 2023 and would be valid for three years. The proposal was seconded by Councillor Chris Bithell.

Councillor Mike Peers raised questions on the draft Policy concerning enforcement (including any breach of planning conditions), and the protection of children and young persons under the age of 18. Councillor Peers also asked if Members could be updated on the use of the Policy as at 1 March 2023 and any improvements which had been recommended at the meeting of the Licensing Committee held on 1 March 2023.

Councillor Rosetta Dolphin provided feedback on the draft Licensing Policy which had been considered at the meeting of the Licensing Committee held on 1 March, and confirmed that the Council employed its own Licensing Enforcement Officers who implemented and enforced the Policy as required by the Gambling Act 2005.

The Chief Officer (Planning, Environment and Economy) also responded to the points raised by Councillor Peers and provided further information on the enforcement of licensing conditions and the team work alongside colleagues in Planning to address any complaints regarding the potential breach of planning conditions. The Chief Officer explained that work to update the Gambling Policy was undertaken in collaboration with other local authorities in North Wales to achieve consistency across the region in terms of aims and wording. He recommended for the purpose of enforcement that there was no further change to the section on Children and Vulnerable Persons as this reflected the requirements of the Gambling Act 2005

When put to the vote the recommendation in the report, as moved and seconded, was carried.

RESOLVED

That the draft statement of gambling policy be approved.

20. FLINTSHIRE AND WREXHAM PUBLIC SERVICES BOARD (PSB) WELL-BEING PLAN 2023-2028

The Chief Executive presented the report to share the new five year Well-being Plan for Flintshire and Wrexham PSB and seek approval from Council, as a statutory member of the PSB, for the new Plan including the well-being objectives and next steps that the Council commits to take in collaboration with its PSB partner

organisations. The Chief Executive provided background information and referred to the main considerations and key strategic actions as detailed in the report.

Councillor Christine Jones spoke in support of the Well-being Plan and moved the recommendation in the report. Councillor Billy Mullin seconded the proposal.

Councillor Richard Jones referred to the resource implications as detailed in section 2 of the report, and questioned why the Welsh Government supported the PSB on a regional level instead of providing local funding for the Flintshire County Council PSB. He expressed the need for local democracy and local control.

The Chief Executive responded to the comments and concerns expressed by Councillor Jones and advised that the Well-being of Future Generations (Wales) Act 2015 required specific public bodies to work together under a Public Services Board (PSB) to improve local economic, social, environmental, and cultural well-being. He explained that the Flintshire and Wrexham PSB Well-being Plan 2023-28 was a strategic component in delivering the objectives of the Act as required by the Welsh Government.

Councillor Bernie Attridge supported the views expressed by Councillor Jones.

In response to a question from Councillor Mike Peers around funding for administrative support, the Chief Executive explained that the funding allocated supported the salary costs of one officer in Wrexham and one officer in Flintshire in addition to off-setting the other costs associated with administrative support.

Councillor Ian Roberts spoke in support of the Well-being Plan and on the need to work in collaboration with neighbouring authorities.

The Chair asked Members to vote on the recommendation in the report which had been moved and seconded.

A recorded vote was requested and the requisite number of Members supported this.

The following Councillors voted for the recommendation:

Gladys Healey, Mike Allport, Sean Bibby, Chris Bithell, Gillian Brockley, Mel Buckley, Teresa Carberry, Tina Claydon, Geoff Collett, Ron Davies, Chris Dolphin, Rosetta Dolphin, Mared Eastwood, David Evans, David Healey, Dave Hughes, Ray Hughes, Alasdair Ibbotson, Paul Johnson, Christine Jones, Simon Jones, Gina Maddison, Hilary McGuill, Ryan McKeown, Billy Mullin, Ted Palmer, Andrew Parkhurst, Michelle Perfect, Vicky Perfect, Carolyn Preece, Ian Roberts, Dan Rose, Kevin Rush, Sam Swash, Linda Thomas, Roy Wakelam, and Arnold Woolley

The following Members voted against the recommendation:

Bernie Attridge, Steve Copple Bill Crease, Rob Davies, Ian Hodge, Richard Jones, Dave Mackie, Roz Mansell, Alan Marshall, Debbie Owen, Mike Peers, David Richardson, Dale Selvester, Jason Shallcross, Linda Thew, and Anthony Wren

On being put to the vote the recommendation was carried.

RESOLVED:

That the Flintshire and Wrexham Wellbeing Plan for 2023-28 be approved.

21. NOTICE OF MOTION

The following Notice of Motion was submitted by Councillor Sam Swash and seconded by Councillor Alasdair Ibbotson.

Ensuring Accountability in Flintshire's Residential Mobile Home Licencing

This Council notes:

1. That within Flintshire there are a number of residential mobile home sites Licensed by Flintshire County Council under the Mobile Homes (Wales) Act 2013;
2. That residential mobile home sites vary in size, with the largest in Flintshire Being Willow Park in Mancot which provides residential mobile housing for more than 200 residents;
3. That site owners are licensed by Flintshire County Council to operate sites;
4. That currently neither the residents of the parks, nor Elected Members, are notified when an application for a site licence is made to the local authority; and
5. That currently neither residents of the park, nor Elected Members, are provided with an opportunity to make representations on the application for a site licence.

This Council believes:

1. That the current process for the granting of site licences for residential mobile home sites fails to sufficiently represent the residents of the sites or locally Elected Members;
2. That making decisions that profoundly impact the lives of hundreds of residents without their involvement is fundamentally undemocratic;
3. That before granting licences for residential mobile home sites, residents of the site, site owners, and locally Elected Members, should be notified and invited to make representations;
4. That given the size of residential mobile home sites, and the number of our residents which they home across Flintshire, there is a clear public interest in the decision to grant a site licence and the conditions attached to it; and

5. That the decision to grant a residential mobile home site licence should be one that is taken democratically by the Elected Members of the Licencing Committee, with representations invited from:
 - a) the site owner
 - b) the residents of the mobile home site
 - c) the elected representatives of the local ward, and
 - d) any other interested party.

This Council resolves:

1. That the decision to issue, renew, extend, vary, or not issue, site licences for residential mobile home sites should rest with the Licencing Committee, taking into account the advice of relevant officers;
2. That the schedule of officer delegation be amended accordingly;
3. That advance notice be given to Elected Members when a residential mobile home site in their ward will be subject to a decision on the issuing, renewal, extension, or variation, of a licence to enable them to make representations;
4. That the Constitution and Democratic Services Committee shall be tasked with agreeing a policy on minimum standards of resident consultation in respect of residential mobile home licencing ahead of decisions, and
5. That pending the completion and adoption of this policy, the Council will welcome and acknowledge any written correspondence received from residents of sites subject to licencing decisions, and recommends that requests to make representations to the Licencing Committee in person in respect of these decisions be handled in the same way as planning applications.

Councillor Sam Swash explained the reasons why he proposed the Notice of Motion to Council. He said that the Notice of Motion would give residents of Flintshire, and the local Elected Members who represented them, an “active voice” in the process of issuing and varying mobile home site licences and enable democratic decisions to be taken in a public forum and by Elected Members. He asked Members to support the Motion.

In response to the Notice of Motion, Councillor Chris Bithell advised that Flintshire County Council’s Constitution had made provision for the licensing of caravan and residential mobile home sites. Delegation rests with the Licensing Committee which in turn delegates the function to the Chief Officer (Planning, Environment and Economy), and in practice the applications were determined by experienced officers in the portfolio. It was, however, open to the Chief Officer to refer an application to the Licensing Committee, therefore. during the coming months the Chief Officer and his team would undertake to review the current arrangements taking on board the points raised in the Notice of Motion. In particular the Chief Officer and his team will look into developing a protocol that will alert local Members if an application for a residential mobile home site has been submitted in their ward.

Councillor Bithell also reported that, in conjunction with Legal and Democratic Services, a review of the Licensing Committee's preparedness to determine such applications would be undertaken. The outcome of the review would be considered by the Licensing Committee in due course and thereafter the Constitution and Democratic Services Committee.

The Chief Officer (Governance) referred to the suggestion by Councillor Bithell that the Licensing Committee consider the outcome of the proposed review of current arrangements prior to consideration by the Constitution and Democratic Services Committee and asked Councillor Swash if he accepted the change.

In response to the question from Councillor Alasdair Ibbotson on when the new procedures would become operational, the Chief Officer (Planning, Environment and Economy) said work would be undertaken during the Summer and feedback provided to the Licensing Committee in the Autumn.

Councillor Swash sought confirmation from the Chief Officer (Governance) that in the interim Elected Members and residents would be allowed to make representations as requested in the Notice of Motion. The Chief Officer confirmed that there was no proposal to amend that part of the Motion. Councillor Swash accepted the change as suggested by Councillor Bithell. Councillor Ibbotson, seconder of the Motion, also accepted the change.

On being put to the vote the Motion was carried.

RESOLVED:

That the Notice of Motion be received and supported.

22. PUBLIC QUESTION TIME

The Chief Officer (Governance) advised that none had been received by the deadline.

23. QUESTIONS

The Chief Officer (Governance) advised that none had been received by the deadline.

24. QUESTIONS FROM MEMBERS ON COMMITTEE MINUTES

The Chief Officer (Governance) advised that none had been received by the deadline.

25. MEMBERS OF THE PRESS IN ATTENDANCE

There were no members of the press in attendance.

(The meeting started at 2.00 pm and ended at 4.55 pm)

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Chair



FLINTSHIRE COUNTY COUNCIL

Date of Meeting	Tuesday 26 th September 2023
Report Subject	Annual Performance Report 2022/23
Report Author	Chief Executive

EXECUTIVE SUMMARY

The Annual Performance Report 2022/23 gives an overview of the performance of the Council during 2022/23 against the priorities set within our Council Plan 2022/23 and progress against our Well-being Objectives;

- Protecting people from poverty by supporting them to meet their basic needs
- Housing in Flintshire meeting the needs of our residents and supporting safer communities
- Limiting the impact of the Council's services on the natural environment and supporting the wider communities of Flintshire to reduce their own carbon footprint
- Enabling a sustainable economic recovery and growth
- Supporting people in need to live as well as they can
- Enabling and Supporting Learning Communities

The Annual Performance Report 2022/23 also provides;

- Actual and comparative performance information.
- The Council's performance against the Well-being of Future Generations (Wales) Act 2015, Five Ways of Working and our Own Well-being objectives.

2022/23 has seen the Council move out of the recovery approach as part of the pandemic and move into a more 'business as usual' approach. Performance against the Council Plan measures was positive overall with 61% of the performance indicators meeting or exceeding target for the year and we are also now reporting on more 'Actions' and 'Measures' than in 2021/22; a total of 160 Actions and 111 Measures compared to 2021/22 when 144 Actions and 60 Measures were reported upon.

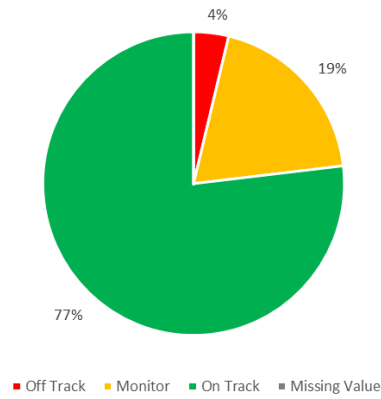
RECOMMENDATIONS

1	Cabinet to approve the 2022/23 Annual Performance Report noting the performance achieved.
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REPORT DETAILS

1.00	EXPLAINING THE ANNUAL PERFORMANCE REPORT 2022/23
1.01	<p>The Annual Performance Report (the Report) is produced in accordance with two key legislations;</p> <p><u>Well-being of Future Generations (Wales) Act 2015</u></p> <p>The performance and governance provisions in the Act are framed within the context of the well-being duty in the Well-being of Future Generations (Wales) Act 2015 which sets out a legally binding common purpose for the public bodies subject to that Act to improve the social, economic, environmental, and cultural well-being of Wales. It sets out seven well-being goals which these public bodies must work towards and five ways of working to guide how public bodies should deliver.</p> <p><u>Local Government and Elections (Wales) Act 2021</u></p> <p>Councils are democratically accountable for the performance of their services, including their governance arrangements. They are supported through external audit, inspection and regulatory bodies who have a key role in assuring the quality of our public services in Wales</p>
1.02	<p>The Annual Performance Report must be approved by the full Council prior to publication.</p>
1.03	<p>The Annual Performance Report for 2022/23 reviews our progress;</p> <ul style="list-style-type: none">• Council Plan 2022/23 performance and Well-being Objectives• Areas of high performance• Regulatory, audit and inspection activity• Progress against the Well-being of Future Generations (Wales) Act 2015, sustainable development principles and goals.
1.04	<p><u>Council Plan 2022/23 Performance</u></p> <p>Performance for 2022/23 against our Council Plan Actions and Measures are summarised in the charts below;</p>

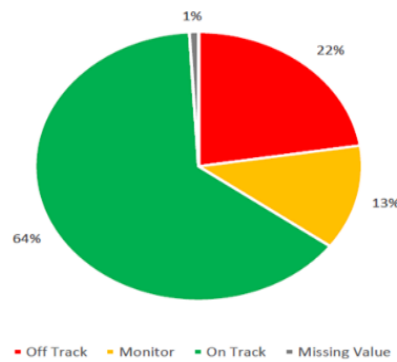
Council Plan - Action RAG Status



In summary our overall progress against the actions are;

- Good (green) progress was achieved in 77% (123) of activities
- Satisfactory (amber) progress was achieved in 19% (31) of activities
- Limited (red) progress was made in 4% (6) of activities

Council Plan - Measure RAG Status



In summary our overall progress against the measures are;

- On Track (green) 71 (64%) measures achieved the target
- Monitor (amber) 14 (13%) measures are being monitored
- Off Track (red) 25 (22%) measures missed target
- Missing Value 1 (1%) measure have not been fully updated for End of year (Q4)*

Due to unforeseen circumstances, we are unable to report against 1 of the measures for 2022/23

1.05

Areas of High Performance

The report highlights areas of high performance amongst all the Portfolio's and all that has been achieved during the last financial year.

Examples include;

	<ul style="list-style-type: none"> • The Welsh Language Officer delivered 13 projects with 7,346 children and young people benefitting. These projects have promoted the Welsh language greatly • ‘In-year’ Council Tax collection levels for 2022/23 were 97.4% • £12.5 million of Welsh Government funding was secured for 100+ new social rented homes.
1.06	<p><u>Regulation, Audit and Inspection Activity</u></p> <p>The Audit Wales publishes an Annual Audit Summary Report each year on behalf of the Auditor General for Wales. This report is currently being produced for Flintshire which will summarise its findings and give recommendations from the various reports that have been produced.</p> <p>The Auditor General has not made any statutory recommendations with which the Council must comply thus far.</p>
1.07	<p><u>Well-being of Future Generations (Wales) Act 2015</u></p> <p>The Annual Performance Report 2022/23 provides examples of positives performance during 2022/23 through case studies. The case studies demonstrate how the Council has considered the five ways of working;</p> <ul style="list-style-type: none"> • Long Term • Prevention • Integration • Collaboration • Involvement
1.08	<p>The Annual Performance Report 2022/23 will be made available via the Council’s website (Welsh and English versions) once finalised and approved.</p>

2.00	RESOURCE IMPLICATIONS
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2.01	There are no specific resource implications as part of this report.
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3.00	IMPACT ASSESSMENT AND RISK MANAGEMENT
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3.01	<p>An integrated impact assessment has formed part of the Council Plan 2022/23 and the collated information within the Annual Performance Report is from the Council Plan 2022/23</p> <p>By completing a high-level IIA for the Council Plan 2022-23, it enabled the Council to have an overview of the various additional IIA’s</p>
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4.00	CONSULTATIONS REQUIRED/CARRIED OUT
4.01	Consultation with Senior Managers, Chief Officers and Members has been supported online. Consultation is undertaken throughout the year by Cabinet and Overview and Scrutiny Committees regularly reviewing performance reports.
5.00	APPENDICES
5.01	Appendix 1 - Draft Annual Performance Report 2022/23
6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	Council Plan 2022-23 End of Year Report Flintshire County Council's Well-being Objectives
7.00	CONTACT OFFICER DETAILS
7.01	Contact Officer: Emma Heath, Strategic Performance Advisor Telephone: 01352 702744 E-mail: emma.heath@flintshire.gov.uk
8.00	GLOSSARY OF TERMS
8.01	Council Plan: the document which sets out the annual priorities of the Council. It is a requirement of the Local Government and Elections (Wales) Act 2021 for organisations to 'set out any actions to increase the extent to which the council is meeting the performance requirements.' Plans for organisations should be robust; be clear on where it wants to go; and how it will get there.

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Annual Performance Report

2022/23

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1. Introduction

Welcome to Flintshire’s Annual Performance Report (APR). This document gives an overview of the performance of the Council during 2022/23 against the priorities set within our Council Plan 2022/23 and progress against our Well-being Objectives;

- Protecting people from poverty by supporting them to meet their basic needs
- Housing in Flintshire meeting the needs of our residents and supporting safer communities
- Limiting the impact of the Council’s services on the natural environment and supporting the wider communities of Flintshire to reduce their own carbon footprint
- Enabling a sustainable economic recovery and growth
- Supporting people in need to live as well as they can
- Enabling and Supporting Learning Communities

The report covers:

- Actual and comparative performance information.
- Our performance against the Well-being of Future Generations (Wales) Act 2015, Five Ways of Working and our Own Well-being objectives.

2. Priority Setting

The COVID-19 Pandemic was a challenging time for many and even during 2022, the Council continued to face a number of challenges. However, the pandemic has allowed us to redefine and evaluate our strategies, future goals, and plans. What was previously the Council’s response to the pandemic, for most part has now become ‘a new business as usual’ model.

The four themes identified for further improvement as the Council’s future priorities, have been shaped by Councillors across our Cabinet and Overview and Scrutiny functions, and these being:

- **Improvement in internal and external stakeholder engagement, consultation, and participation**
- **Development of the Integrated Impact Assessments (IIAs)**
- **Sustainability of Resources and Resilience of Workforce**
- **Members Training (due to the high intake of new members)**

These are detailed further in the Council’s Annual Governance Statement (2022/23).

3. Alignment of Council Plan Priorities and Well-Being Objectives

The Annual Performance Report aligns closely with the Council Plan 2022/23 priorities. For 2022/23, the Well-being Objectives have been allocated to the respective portfolios as detailed below:

Portfolio	Well-Being Objectives
Education and Youth	<ul style="list-style-type: none"> Protecting people from poverty by supporting them to meet their basic needs Enabling and Supporting Learning Communities Supporting people in need to live as well as they can
Housing and Assets	<ul style="list-style-type: none"> Protecting people from poverty by supporting them to meet their basic needs Housing in Flintshire meeting the needs of our residents and supporting safer communities Supporting people in need to live as well as they can
Governance	<ul style="list-style-type: none"> Protecting people from poverty by supporting them to meet their basic needs
Planning, Environment and Economy	<ul style="list-style-type: none"> Enabling a sustainable economic recovery Protecting people from poverty by supporting them to meet their basic needs Limiting the impact of the Council’s services on the natural environment and supporting the wider communities of Flintshire to reduce their own carbon footprint Housing in Flintshire meeting the needs of our residents and supporting safer communities
Social Services	<ul style="list-style-type: none"> Supporting people in need to live as well as they can
Streetscene and Transportation	<ul style="list-style-type: none"> Limiting the impact of the Council’s services on the natural environment and supporting the wider communities of Flintshire to reduce their own carbon footprint. Enabling a sustainable economic recovery
Chief Executives	<ul style="list-style-type: none"> Protecting people from poverty by supporting them to meet their basic needs Enabling a sustainable economic recovery

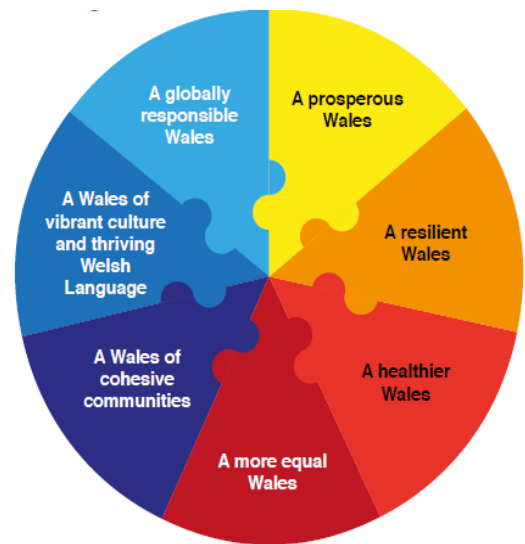
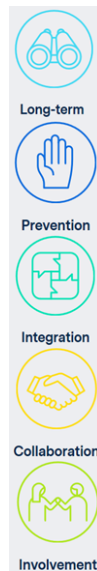
Note: The colour scheme used in this table is used throughout the document for ease of recognition.

3.1 Assessment of Our Well-being Objectives

The Council’s Well-being Objectives have been set in accordance to meet the requirements of the Well-being of Future Generations (Wales) Act 2015.

Designated public bodies are required to work individually and collectively to improve well-being in Wales. The seven well-being goals and the five ways of working set a general purpose for public bodies. They also aim to ensure better decisions by:

- considering the long-term
- prevention
- integrated working
- working collaboratively
- being inclusive of people of all ages.



Further details on the Well-being of Future Generations (Wales) Act 2015 and the seven Well-being goals can be found by using this [link](#).

Section seven of this report, ‘Future Generations – Five Ways of Working Case Studies’, provides examples of how we have met the ‘Future Generations’ ways of working in some specific areas of work.

Our Well-being Objectives reflect the ‘Impacts’ we intend to make through the actions and activities within each priority. An assessment of the progress against each Objective is made as part of the overall performance for each priority.

4. Areas of High Performance

Services for you – a compilation of the range of services we offer the communities of Flintshire and figures showing what we achieved last year (2022/23);

- There were **1,102** two-hour playscheme sessions delivered across Flintshire during the summer holidays. **30** children were supported to attend via the buddy scheme.
- The Welsh Language Officer delivered **13** projects with **7,346** children and young people benefitting. These projects have promoted the Welsh language greatly.
- **55** primary schools have engaged in the Early Language and Communication training and have accessed toolkits for free to support delivery of the intervention to learners.
- The majority of Flintshire Youth Clubs participating in Cymraeg Bob Clwb with **628** young people engaging.
- **217** Carelink alarms and **73** telecare alarms installed to support people to live independently in their own homes.
- Resettlement of **280** Ukrainians within Flintshire, with the **2nd** highest move-on rate across the whole of Wales.
- **16** sheltered community centres and **35** local groups supported to deliver Croeso Cynnes (Warm Welcome) from November 2022 to March 2023.
- ‘In-year’ Council Tax collection levels for 2022/23 were **97.4%**.
- Delivered **146** business support sessions to **48** social enterprises within Flintshire.
- **43** micro and small rural businesses in North East Wales were supported by the Enterprise Renewal Fund to introduce new products and/or processes.
- Number of Micro-carers has increased in 2022/23, with an additional **11** people delivering services in the county, bringing the total to **34**.
- The North Wales Community Equipment Service has responded to **100%** of its requests for urgent equipment within the **1 day** national response standard.
- Streetscene has successfully installed a total of **15** Dual Electric Vehicle (EV) within **8** council owned car parks enabling up to 30 vehicles to charge at any one time.
- **26** apprentices across **14** disciplines were appointed in September 2022.
- **53** young people moved from a NEET (Not in Education, Employment or Training) status into further education or employment.
- Flintshire Sorted (Drug & Alcohol Team), with support of the Youth Justice Service Anti-Social Behaviour Officer have delivered **59** drug and alcohol community outreach sessions in **7** locations, with **1693** young people engaged. They have also delivered **725** sessions in **13** schools in Flintshire (**5233** young people engaged).
- Approximately **150** children and young people who were at the Eisteddfod in Denbigh participated in activities provided by the Council’s Youth Services.
- **75** young people have benefitted from the Mindful Art Project.
- **£330,024** (Discretionary Housing Payment allocation and additional Government funding) spent supporting households with additional payments to assist with rent due to impact of the cost-of-living rising costs.

5. Highlights of Performance and What Has Been Achieved

5.1 Portfolio: Education and Youth

Strong Performance

- The Integrated Youth Provision team have successfully implemented Upshot, a monitoring, evaluation and learning tool which is improving data collection and usage.
- A total of 3,975 children were registered across the county summer holiday playschemes. In total there was an overall attendance of 15,556 and 1,102 two-hour playscheme sessions delivered across Flintshire. 30 children were also supported to attend via the buddy scheme.
- The Welsh Language Officer delivered 13 projects with 7,346 children and young people benefitting. These innovative projects have allowed us to promote the Welsh language greatly.
- 53 young people moved from a NEET (Not in Education, Employment or Training) status into further education or employment. The Resilience Team supported 105 young people in total.
- Period Dignity Grant: The Portfolio commissioned an external provider for a second year to deliver period products to a range of services within education and the wider community. 'Home packs' were provided direct to homes of girls and young women aged 8-18 years that attend a Flintshire school. The benefit of this approach means that students get a wider range to choose from. All primary and secondary schools were provided with a proportion of grant funding to purchase sanitary products to 'top up their existing supplies'. Period products were distributed to each of the 9 Foodbank centres and all youth groups / projects.
- Period Dignity Grant continued; We also linked with the Council's resettlement coordinator to support the refugees from Ukraine, Afghanistan and Syria now based in Flintshire. Distribution took many forms including via community hubs and libraries.
- Recruit, Recover and Raise Standards (RRRS) grant funding was used to support training for early years staff in playgroups and day nurseries, delivering early years education on behalf of the Council known as Early Entitlement. The focus was on the Leuven Scales of Wellbeing. 39 of the 45 settings attended the 2-part Leuven Scales course (81 staff). Some settings have since used the Scales as part of their support of children's wellbeing.
- Primary schools in Flintshire continue to embrace the Siarter Iaith and Cymraeg Campus objectives in order to increase the social use of Welsh. 4 schools have been awarded the Silver award and 4 schools the Bronze award for Cymraeg Campus since April 2022. The 'Criwiau Cymraeg' in all schools work actively to determine the school priorities and help to decide on activities for their schools and some are effective in involving the wider school community.
- In 2022/23 we have implemented the of Ministry of Justice (MoJ) Turnaround Programme
- Flintshire Sorted (Drug & Alcohol Team), with support of the YJS Anti-Social Behaviour Officer have delivered 59 drug and alcohol community outreach sessions in 7 locations, 1693 young people engaged. They have also delivered 725 sessions in 13 schools in Flintshire (5233 young people engaged)
- The YJS has supported 61 victims and delivered 756 hours of reparation activity within the community and the YJS continue to implement Public Health Wales Trauma Informed Toolkit

- A number of policy documents including Participation Strategy and Disproportionality Action Plan have been agreed upon this year
- Devised a Youth Violence Action Plan and this is being aligned to the work of the Regional Serious Violence Duty Task and Finish Group.
- Continue to deliver community workshops with Theatr Clwyd, Sorted and Youth Services to increase awareness of the impact of anti-social behaviour has on communities and individuals
- At Ysgol Croes Atti, Glannau Dyfrdwy refurbishment of internal and external areas was completed. This included classroom structural alterations, improving safeguarding, improving accessibility and replacement of some windows and doors, along with improvements to the play area and fencing. This was completed in January 2023, with an investment circ. £0.850m. In addition to refurbishments a new standalone dedicated childcare unit for 20 children was delivered and funded through Welsh Government Childcare Grant investment circ. £0.375m
- At Ysgol Glanrafon, Mold, work undertaken included a new extension to increase Welsh medium capacity from 309 full time pupils to 356, refurbishment of existing school buildings and the conversion of space to form dedicated childcare unit. Works completed and handed over in Summer 2022 investment circ. £4.3m.

Strong Stories

- **Consent Project** - in partnership with Theatre Clwyd, the Youth Service delivers an annual project around “Consent”. Consent delivers interactive workshops, using live performance, to explore the issues arising from Sexual Consent. In a safe and supportive environment, young people explore what makes a healthy relationship, the effects of alcohol and drugs on decision making, and finally, how the law works in relation to Consent. The young people are presented with a scenario performed by professional actors. The Consent Project is delivered bi-lingually to all schools and entirely through the medium of Welsh at Ysgol Maes Garmon. In 2022/23 we have delivered The Consent Project to all Year 9 students across Flintshire Schools.
- **LGBT+ Engagement work** - The Youth Service currently work in partnership with Viva and Pride Cymru. This partnership enables a weekly provision for LGBT+ Youth Club based in Deeside. The collaboration came as a result of discussions with young people in Flintshire who identified the need to have a specific group for LGBT+. The group is funded by Pride Cymru and the sessions are delivered by Youth workers with LGBT+ knowledge.
- **Ysgol Maes Garmon** - The School and Community Immersion Youth Worker based at the school sourced funding for the Proud Trust to deliver information sessions to year 9 students. This was following issues identified around hate speech and some young people feeling targeted and bullied. Following on from the work with the Proud Trust, the School and Community Immersion Youth Worker delivered education sessions to year 9 students during their English lessons based on gender identity, pronouns, and sexuality.
- **Event** - A group of young people in Connah’s Quay who struggle with anxiety, low mood, self-esteem, and confidence took part in a special event to support their specific needs. Although these young people struggle with school attendance due to their mental health, they all turned up and engaged in every part of the session.

- **Steering Group** – a group of young people from Ysgol Maes Garmon and Connah’s Quay High School met to create the new logo for the Youth Service. The new logo is currently being developed by a design team and will soon be used as part of the Youth Service re-branding.
- **Ysgol Trefynnon** - the Community Immersion Youth Worker was asked to deliver 6 weeks of sessions for a group from the LGBTQ+ community in April 2022. The group enjoyed the sessions and stressed they would like to have a space where they could express themselves and talk freely about their feelings and emotions; an LGBTQ+ group was set up in school to accommodate this and the group meet during lunchbreaks. The sessions have been young person led and students have been able to discuss personal issues such as - how and when they feel it is appropriate to ‘come out’ to parents and friends. The ‘Proud Trust’ have provided support with session ideas and advice. The young people have been creative and expressed emotions through mask making, which were displayed at school in June 2023 to celebrate Pride month. The students have enjoyed and owned a regular supportive space of their own where they can use their voices, be heard and to be able to express themselves.
- **Celf a Lles (Bilingual Arts Project)** - This project was run and delivered via our Youth Clubs with the main aim of supporting young people to use art as a tool to improve their mental health and wellbeing. Eight of our youth clubs participated in this project and 44 young people entered their work into the Urdd National Arts, Crafts and Technology Eisteddfod. Many pieces of work made it through to the county level stage, and one young person’s work made it to the national level.
- **Can a Lles (Welsh Music Project ‘Dal I Ddod’)** - The main purpose of this music project was to allow young people to be creative and express their thoughts and feelings around the disruption of the global pandemic. We hosted weekly sessions during GCSE music lessons at Ysgol Maes Garmon with twelve Year 10 students over the course of 8 weeks. The students engaged in a song writing process. The song can be found [here!](#)
- **Cwrs Trochi** - Ysgol Maes Garmon run a successful Welsh immersion course for children wishing to move from an English primary school into their Welsh medium secondary school. The Welsh Language Officer runs sessions for the young people who are considering making this switch. 41 young people participated, and many joined the Year 6/7 immersion course, choosing to move to Ysgol Maes Garmon for their secondary education.
- **Urdd National Eisteddfod Denbigh** – Flintshire’s Youth Service attended the Urdd Eisteddfod in May 2022 in Denbigh to run arts and play sessions with over 150 children and young people at the Eisteddfod participating in the activities. The day on the Eisteddfod Maes was a great experience for the Youth Service team to be immersed in the language and culture of Wales.
- **Cymraeg Bob Clwb** – is a project that is being delivered in our youth clubs. The main aim is to have the Welsh language and culture more prominent in our Youth Club buildings. There are easy everyday Welsh phrases relevant to the setting around the buildings to encourage use of the language. The majority of Flintshire Youth Clubs are participating well in the project, with 628 young people engaging. This aim is to normalise the use of the Welsh language outside of the school boundaries and bring it into our communities.

- **Cymraeg Bob Cynllun** - The main aim of this project was to deliver training to encourage the Summer Community Playscheme Members to use more conversational Welsh during the open access Summer Playschemes.
- **Digital Composing and 'DJ' Workshops** – The essence of this project was to allow young people to express themselves through electronic music and learn new skills as a 'DJ'. In total 12 sessions were delivered with 101 young people participating.
- **Mindful Art** – This project aimed to give young people skills to learn how to use sketching as a way of keeping their mind active and a way of channelling their positive creativity. Four youth clubs ran sessions providing young people the opportunity to express themselves visually. In total there were 75 young people that have benefitted from this project.
- **Children's Charter Event** – An event led by Betsi Cadwallader University Health Board (BCUHB) in spring 2022. The event brought children and young people to Erddig Hall in Wrexham to gather their thoughts and ideas on various topics that will then enable BCUHB to create a new Children's Charter. The Charter will be a set of standards that organisations work to, to make sure children and young people are treated fairly and have a voice. The various sections included, 'What is kindness?', 'What helps me learn?', and 'What helps me keep positive?'. There were approximately 250 children and young people in attendance at the event.
- **Clwb Pontio / Transition Club** – During January through to March 2022, our Youth and Play Team worked closely with Ysgol Derwenfa. The team attended the school to encourage Welsh through play for several weeks. Following these sessions, a transition club has begun and 28 children from Year 5 and 6 have been attending weekly and this will encourage them to join the Youth Club when they reach eleven years of age.
- **Wellbeing And Music** – This project has concentrated on a group of 15 young people who have been struggling with their mental health and dealing with friendships. The young people have been supported to write a song on positivity and kindness.
- **Hungary Trip** – Following a successful funding application from Taith, the Urdd partnered with Flintshire Youth Services. In April 2023, 13 young people from disadvantaged backgrounds went on a fully funded trip to Hungary. The trip provided opportunities that these young people may never have had and boosted their confidence and independence skills.
- **More Than A Language** – The Welsh Language Officer has visited several schools to deliver engaging and interactive sessions on the benefits of bilingualism. The sessions consist of looking back at the history of Wales and the Welsh language, how it has evolved, and how important it is that we protect it. These sessions have been delivered to 550 young people.
- The team deliver accredited courses to young people who are at risk of becoming NEET, suffer with anxiety and / or find attending mainstream school challenging. The young people work towards Agored awards in cooking, housing, and homelessness. The sessions raise awareness of hidden homelessness, risk factors and what homelessness is. The sessions also include budgeting, tenancy sustainment and independent living sessions. Achieving Agored awards will help improve the chances of young people attending college or integrating back into school.
- The young people worked with a theatre group to produce an art piece and a film about what community means to them. In the community garden, young people were given the opportunity to grow their own produce and to work with other members of the community.

The young people also took part in volunteering opportunities in shops, offices and at Forest School. 7 young people took part in a Residential Course to improve their mental health and have also helped plan a summer music festival.

The Impact of the Progression Service on Children and Young People who are Potentially Not In Education, Employment Or Training (NEET)

- The Council's Progression Service has provided an extensive range of opportunities to help re-engage children and young people who have struggled to attend education, employment, or training.
- The team works in close collaboration with a number of services and providers and offers a range of activities to support the development of important skills, such as independent living.
- Children and young people are also able to access a range of accreditation in relevant vocational areas such as Hair & Beauty, Sport & Leisure, Food Hygiene and Construction.
- There has been a real community focus for some of the activities, including cooking for individuals who are homeless and the upcycling of furniture with participants, developing a greater awareness of the importance of community and an understanding of others who may be less fortunate than themselves.
- For a number of individuals, this intervention has been the key to enable them to leave the house and start to see an improvement in their mental health, with many now re-engaging with school or further/higher education. The intervention has also supported some of the young people not to self-harm and is having a positive impact on self-worth and wellbeing.

Education and Inclusion Service Collaboration with Speech and Language Colleagues In BCUHB

- The Communication and Language Advisory Support Service (CLASS) has worked collaboratively with speech and language colleagues in BCHUB to roll out an evidence-based intervention package to support all pupils aged 3 to 7 with delayed attention, language, and communication needs. This project has been a priority given the significant impact of the COVID-19 pandemic on children's communication skills.
- 55 primary schools have engaged in the Early Language and Communication training and have accessed toolkits for free to support delivery of the intervention to learners. The provision is targeted at learners who have below average language skills, with 45% being identified as being significantly below.
- Impact data collated so far shows a pleasing level of improvement following the intervention with 35% of learners demonstrating age-appropriate language skills after following the 10-week programme and a reduction to 25% of those still presenting with a significant level of need, for whom, additional targeted provision will be made.
- Flintshire is the only Local Authority in Wales to offer training on this intervention to schools, while waiting for the Welsh Government intervention 'Talk with Me' to be published.

Improvement Areas

- Improving the levels of pupil attendance.
- Reducing pupil exclusions.

5.2 Portfolio: Housing and Communities

Strong Performance

- £330,024 of the Discretionary Housing Payment allocation and additional Government funding was used to support households with additional payments to assist with rent, due to the impact of the cost-of-living rising costs.
- More than 200 households were provided with specialist advice and support, including access to services such as the Discretionary Assistance Fund, Warm Wales, Dwr Cymru (Welsh Water), Housing Support Gateway, Free School Meals, and Uniforms.
- Received 59 responses to the Welsh Government questionnaire, which was in relation to the delivery of disabled facilities grants, with only one response with dissatisfied feedback.
- 59 medium adaptations were granted, whereas previous means testing methods, may have deemed individuals ineligible.
- 16 sheltered community centres and 35 local groups were supported to deliver Croeso Cynnes (Warm Welcome) from November 2022 to March 2023, allowing sheltered residents to enjoy a hot meal and drinks. 10,000 meals were provided, ensuring residents continued to eat well over the winter.
- Four meals on wheels road shows were completed to promote the Meals on Wheels service. These will be delivered to community centres weekly, whilst residents are attending activities.
- The Council has supported with the resettlement of 280 Ukrainians as part of the 'Home for Ukraine' UK scheme. This has been the 2nd highest move-on rate across the whole of Wales.
- During 2022/23, the Council has supported over 400 gypsy travellers across 16 sites within the County.
- The Benefits and Grants Assessment Team delivered several extra schemes and initiatives on behalf of Welsh Government, whilst continuing to deliver their main area of work, which includes processing over 2653 new claims for Housing Benefit (HB) and Council Tax Reduction Scheme (CTRS) and 48,165 change of circumstances for HB and CTRS.
- During 2022/23, the Council have awarded 3824 School Essentials Grants, 698 Free School Meetings claims, processed 1,606 applications for Blue Badges and answered over 26,000 telephone calls.
- Delivery of the Survey of Tenants and Residents (STAR) received a 25% response rate, this was a higher-than-average response rate, in comparison to all other regions across Wales.
- The implementation of Dynamic Resourcing System (DRS) is in its pilot stages, which aims to deliver a more customer focused housing repairs function.
- Additional Transitional Accommodation Capital Programme (TACP) funding was granted by the Welsh Government due to the Council exceeding targets of refurbishing long term voids properties – from c.£200,000 to over £500,000.
- Housing First continues to support 20 residents through its seven principles, including Principle 1 – People Have a Right to a Home.
- There continues to be a positive engagement when working on complex homelessness cases and this is achieved through embedding a multi-disciplinary and joint working approach.

Strong Stories

- Responded to the biggest legislative change in the housing sector in a generation, following implementation of Renting Homes (Wales) Act 2016.
- There has been an increase in 'Welfare' referrals received, of 10% when compared with 2021/22.
- The Council have seen a successful delivery of a range of Welsh Government support schemes, this includes, Unpaid Carers, Winter Fuel, Energy Bills, Alternative Fuel and the extension to the School Essentials Grants.
- The Benefits and Grants Team exceeded their speed of processing target for HB and CTRS change of circumstances. The target was 8 days but achieved 6 days to process these claims.
- During 2022/23, 29 stair lifts were recycled, which has resulted in a cost saving of £20,000 to the Council.
- Over 4000 residents were supported through the delivery of Croeso Cynnes (Warm Welcome) and positive feedback was received from residents.
- The Council has been working collaboratively with North Wales Police and other partners to reduce anti-social behaviour in a specific area in Holywell.
- Delivery of Welsh Government's grant funded retrofit programme (ORP 2). The Council were successful in obtaining one of the highest amounts in Wales (£3m) and over 200 properties received major refurbishment, investment, and installation of energy efficiency measures, i.e., solar panels etc.
- Targets were exceeded for apprenticeships from the local area and delivered through the Welsh Housing Quality Standard (WHQS) investment programme.
- A successful Housing Support Forum was delivered, and a dedicated 'Housing Hub' webpage is available on the Council's website and provides a wide range of information regarding housing.
- 2 larger (5 bed plus) homes have been acquired utilising Welsh Government funding of over £290k.
- £12.5 million of Welsh Government funding was secured for 100+ new social rented homes.

Improvement Areas

- To continue the delivery of the Voids Action Plan to improve voids performance.
- Commence thematic re-commissioning of Housing Support Grant projects, including Floating Support Services and Supported Housing Schemes.
- Purchase of the Dynamic Purchasing System in relation to the delivery of disabled facilities grants.
- Review the future of NEW Homes and provide recommendations to the NEW Homes Board and Cabinet.
- Increase pace of property acquisitions to increase the number of homes available and reduce pressure on services.

5.3 Portfolio: Governance

Strong Performance

- ‘In-year’ Council Tax collection levels for 2022/23 were 97.4% and despite the challenging economic climate and the rising costs-of-living impacting on the ability of some households to make payment of council tax on time, we still managed to maintain an upper quartile collection position compared to the national average.
- **Supporting people to use digital technology** – the Digital Flintshire Hub promotes a range of initiatives to help people to use digital technology now and in the future. The Digital Flintshire Hub includes resources to keep people safe online, training, health and wellbeing resources, digital events, and activities. The Digital Flintshire Hub also provides information about the Council’s ambitious plans contained in the Digital Strategy.
- **Registration Service** – following the coronavirus pandemic and restrictions on getting married, the service has managed a high demand for marriage ceremonies over the last 12 months.

Strong Stories

- **Cost of living payments/grants** – working in partnership with Welsh Government, the Council prioritised the payment of the £150 cost-of-living grants to support residents with rising energy bills and household costs. Using technology, digital e-forms and data matching, payments were automated in many cases without residents needing to register for the payment and the grant scheme resulted in 53,000 payments being awarded quickly to the value of £7.9m. Overall, grant take-up rates of 98.4% in Flintshire were achieved, which was well above the national average of 95.9%.
- **National Data Bank** – free SIM cards and data vouchers are available from our Connects Centres to eligible residents. The free data has been provided by Virgin Media, O2, Vodafone and Three. The Connects Centres work with the Good Things Foundation, a charity helping people improve their lives through digital.

Improvement Areas

- **Collection of Housing Rent** - continues to remain challenging with the rise in costs-of-living and the impacts on tenants’ ability to pay, especially as social tenants are typically less likely to have sufficient disposable income to cope with inflationary cost-of-living increases and this is having a direct impact on rent arrears.
- **Customer service standards and engagement** – both require a review and policy development to ensure our service offer is clear to residents. A review of customer service standards will also help us manage customer expectations.

5.4 Portfolio: Planning, Environment and Economy

Strong Performance

- Received 4,401 responses to the online town centre Place Making public consultation held in February 2023, relating to the towns of Buckley, Holywell and Shotton.
- The Council exceeded its decarbonisation targets in two of its key themes. Building's theme had a target of 9% reduction in CO2e emissions, and we saw an actual reduction of 13%. Mobility & Transport theme also had a 9% reduction target in CO2e emissions, and we saw an actual reduction of 16%. This is the result of many decarbonisation activities across the Council including reduction in unnecessary car journeys, energy efficiency measures in our buildings, and generation of energy from building-mounted solar and wind.
- 2022 saw the launch of our public Climate Change webpages and e-newsletter. The bi-monthly e-newsletter already has a readership of over 1000
- 46 large private commercial investors were supported, of which 6 large investments have reached the planning permissions stage.
- Delivered 63 confidential impartial coaching and mentoring sessions to commercial directors to encourage: - decision making relating to private sector inward investment and business expansion; act as a commercial critical friend and operational confidant regarding business operations.
- Delivered 22 business events and engaged with a total of 795 delegates. This included 5 x Deeside Decarbonisation Forum network events and engaged with 210 business delegates.
- A weekly average of 70 regular market street traders attend the markets at Mold (64) and Holywell (6). In addition, 60 casual traders were accommodated throughout the year around the towns.
- Mold indoor market has an average occupancy rate of 80% with regular enquiries to occupy the Market Hall.
- Delivered 146 business support sessions to 48 social enterprises within Flintshire.
- The Council supported 11 social enterprises through the business registration process.
- Delivered 4 social enterprise business network events during 2022/23.
- Supported 5 private sector enterprises to explore their Corporate Social Responsibility relating to supporting the social enterprise sector.
- Worked with a Social Enterprise Working Group consisting of 7 social enterprise leaders from within Flintshire to develop and pilot an innovative 'Social Impact Toolkit', which has identified £2,814,274.08 worth of social value through the activities of the seven participating social enterprises. On the back of this work, the Council was invited to speak at the National Social Return on Investment Conference in Manchester to share best practice.
- 43 micro and small rural businesses in North East Wales were supported by the Enterprise Renewal Fund to introduce new products and/or processes that they had not delivered before. A total value of £160,000 funding allocated in 2022/23.
- Delivered a North East Wales Heritage Showcase event which strengthened links between the heritage and tourism sector. In excess of 120 people attended the event with 19 exhibitors representing 22 groups and societies.

- Received very positive feedback from the Royal Welsh Show Committee about our presence as feature county (Clwyd: Denbighshire; Flintshire; Wrexham; Conwy) at the 2022 show (18th to 21st of July). We were supported by our local businesses who provided over 20 prizes to show attendees and with a very positive teamwork from the four local authorities. The North Wales Way was used as the theme to link all four of the counties.
- Delivered a series of 10 business networking events in collaboration with local tourism and hospitality groups and engaged a total in excess of 280 delegates.
- Supported organisers in hosting a successful return of the Mold Food and Drink Festival in September after a two-year break due to the pandemic. The festival weekend attracted over 10,000 people and excess of 100 exhibitors showcased their products – the majority being producers in North East Wales.
- Delivered a series of Familiarization trips to a variety of places across North East Wales. The trips were designed to highlight interesting and key destinations to local tourism businesses so that they can share the knowledge and encourage visitors to delve deeper into the local history, culture, landscapes, attractions, and hospitality venues. 60 businesses and 170 people in total attended the 6 trips.

Strong Stories

Place Making Plan Development:

- Engagement of community and businesses in Place Making Plans process. A mixture of methodologies has been used to engage and consult local people including digital consultation via an online web-based interactive survey and also face-to-face consultation events.
- Key consultation topics included: general usage and perceptions of town centres, reasons to visit and key barriers, identifying future needs and improvement opportunities, gathering perceptions about public safety, green spaces, travel, quality of offer and environment.
- Feedback and public perceptions will be used to inform way forward/ emerging priorities that will feed into the Place Making Plans. Additionally, a comprehensive review of statistics and data available per town (based on evidence of need along with local people's views and perceptions).
- Partnership working amongst stakeholders, including a range of the Council's portfolios and their services, North Wales Police, BCUHB, Town Councils, voluntary/ community sector organisations, Welsh Government, Design Commission for Wales.
- Opportunities to work more collaboratively across services internally and with external organisations have been realised through the Place Making work completed to date.
- Excellent feedback from Design Commission for Wales particularly regarding the approach used to developing Place Making Plans in Flintshire to date.
- The successful prosecution of a local business person for offences under Consumer Protection from Unfair Trading Regulations and Fraud Act. He was sentenced to 16 week custodial, suspended for 12 months, 150 hours unpaid work, £900 fine and ordered to pay £3209 costs.
- The Council has made significant progress in delivering its biodiversity duty under Section 6 of the Environment (Wales) Act 2016. The Access & Natural Environment Service, in

delivering the Biodiversity Duty Delivery Plan 2020 – 2023, titled ‘Supporting Nature in Flintshire’, has achieved:

- Secured and delivered over £515k Welsh Government funding 2022/23 to realise biodiversity improvement
- Building strong cross portfolio connection to improve sites and management for biodiversity e.g., Streetscene, collect mowers and chemical free weed treatments
- Coordinated the first ever ‘Greener development’ conference hosted in Nov 22 with approx. 150 delegates
- Facilitated approximately 30 Council Members biodiversity training session in January 2023
- 3.9Ha wildflower sites created
- 3 town centre Green Infrastructure Masterplans developed
- Collaboration with 9 schools for biodiversity improvements
- Flintshire swift recovery project: a total of 126 nest chambers were erected, 16 on 5 school sites. Plus 110 nest chambers on all other buildings, including 4 on Holywell Town Council and 4 on Mold County Hall.
- Tree planting: 118 standard trees and 2482 whips (creating over 500m of new hedgerows) across 16 sites in Flintshire and set up monitoring programme.
- Total of 95 Green Infrastructure (GI) interventions with wildflower sites and tree sites combined
- Conservation grazing enabled at Bettisfield with installation of water system and improvements to fencing
- Greenfield Valley community growing space created
- 2 Ponds restored and 5 sites with improved habitat management

Improvement Areas

- Provides opportunities for individuals to move into employment, learning or volunteering opportunities
- Improving digital connectivity across the County for businesses and residents

5.5 Portfolio: Social Services

Strong Performance

- There are currently 34 Micro-carers delivering services in the county.
- The North Wales Community Equipment Service has responded to 100% of its requests for urgent equipment within the one-day national response standard and 100% of its requests within the 7-day response standard.
- 94% of equipment has been cleaned and reused.
- The Workforce Development Team delivered 407 training sessions, offering a total of 9,933 places to employees, carers, unpaid carers and volunteers working across Flintshire social care settings, including those in domiciliary care, the independent and voluntary sector. This was an increase of over 70 courses delivered compared to 2021/22 with almost treble the number of places being offered, reflecting the growth and movement across the sector.
- The number of Micro-carers has increased with an additional 11 people in setting up Micro-Enterprises in Flintshire this year, bringing the total number of Micro-Carers setup since the pilot launch to 34.

Strong Stories

- Children’s residential services have seen significant development, with its two small group homes opening and the completion of building work on two 4 bed properties, one of which has emergency accommodation.
- Work has progressed with the development of a new 56-bedroom residential care home in Flint, offering residential care of the highest quality with state-of-the-art facilities across 4 floors.
- Properties at Larchway, Sandycroft, and Glan y Morfa, Connah’s Quay have been refurbished to support people with physical disabilities. Flintshire now has three units available to support people in urgent need of accommodation.
- A new team, Discharge to Assess Reablement (DART), has been set up by Flintshire Social Services to support citizens in hospital and beyond. DART is the social care link between hospital and the community, and we aim to make the move as smooth as possible for people.
- In September 2022, Empowering Parents Empowering Communities (EPEC) successfully delivered its third cohort of Parent Group Leader training.
- The Project SEARCH programme for adults over 25 was launched with 7 interns undertaking work placements.
- Next Steps ran their advanced volunteering program, with all learners completing the course and awarded with a Level 1 Certificate in Personal & Social Education.
- The Young Carers ID card has been launched and successfully working in partnership with young carers.
- The Autism Team have planned, delivered, and attended events to raise awareness and provide support to Autistic Individuals and their families.
- Over the past year Empowering Parents Empowering Communities (EPEC) has grown from strength to strength. In September 2022 EPEC delivered their third cohort of Parent Group Leader training, with five parents completing the training and gaining their certification and Aged Accreditation.

- North Wales Integrated Autism Services (NWIAS) were successful in bidding for additional monies of £148,000 from the Welsh Government and have used this to purchase 120 assessments to reduce the waiting list to approximately 19 months, for new clients to the service requesting an autism assessment.

Improvement Areas

- Develop short term emergency accommodation for people who find themselves homeless or in need of accommodation urgently.
- Further improve the digital skills of our workforce.

5.6 Portfolio: Streetscene and Transportation

Strong Performance

- The service retained its ISO 9001, ISO 14,001 and ISO 45,001 management systems
- The service retained its Publicly Available Specification PAS100 and Quality protocol accreditation for the production of soil conditioner from household garden waste
- A funding application has been submitted to Welsh Government to increase repair and reuse of items that would be wasted
- The Service was successful in acquiring over £1.7m Welsh Government Grant funding for the progression of the following projects;
 - A5119 Northop to Flint route corridor treatment
 - Active Travel Core allocation - including Buckley Higher Common Path and Saltney / Broughton cycle path
 - Safe Routes in Communities – Six schools in Flint
 - National 20mph roll out
- The Council took the lead role in developing the required legal process enabling the successful implementation of Welsh Government forthcoming change in restricted road legislation across Wales.
- A total of 15 Dual Electric Vehicle (EV) within 8 council owned car parks enabling a maximum of 30 vehicles to charge at any one time have successfully been installed.
- The Council was successful in the re-procurement exercise of the school transport network.
- Successfully introduced an additional Fflecsi Service operating in the Buckley area of the County, with the Fflecsi service having 2 integrated school routes and a growing patronage.
- Continued to respond effectively to an increasing number of burials and requests for Public Health Funerals in excess of the previous annual averages.
- During 2022/23 the service procured, project managed and designed highway / infrastructure improvement works in excess of £5 million
- The Council has won an award for Street data at the 2023 Exemplar Awards, recognising the achievements during the last 12 months.

Strong Stories

- The compliance and training team have developed and implemented a number of inhouse training programmes for delivery to the workforce and staff. Commercial opportunities are also being explored to provide operational training sessions to the wider industry.
- PAS100 soil conditioner has been provided to residents and community groups within the county
- A revised vehicle permit policy was introduced on the household recycling centers (HRCs) to improve site operations and staff safety
- Through the Keep Wales Tidy Caru Cymru project, a number of community engagement and support events have taken place to reduce environmental crimes and improve the local environmental quality
- The Parc Adfer (regional waste to energy plant) education facility has welcomed a number of community groups to learn about the process and waste minimisation
- A portfolio communication standard has been introduced to improve internal communication

- The service has developed a Mental Health and Wellbeing Calendar aimed at promoting events that may assist employees with matters effecting their personal health and wellbeing, providing them with the knowledge and support required to seek effective help and advice. A number of events have successfully been undertaken to date.
- The service responded to two significant snow events this season, which saw severe disruption to the highway network resulting in widespread school closures. On the 14th January 2023 snow fell and was present for over 10 days. Winter maintenance operations were working 24hrs a day throughout the whole event. 29 turnouts covering over 16,000 km, spreading 1940 tons of salt, were completed. Resources were redeployed to assist with hand treating highstreets, carpark and cemeteries. Over 350 tons of salt was used in hand salting and replenishing salt bins and salt piles. On the 6th March 2023 snow fell and was present for 6 days. We completed 18 turnouts covering over 10,000km in 6 days. 24hrs a day operations spreading 1032 tons of salt through the gritters. 100 tons of salt was spread by hand treating highstreets, carpark and cemeteries
- The service is implementing the National 20mph roll-out scheme following the Welsh Government's change in legislation. This will be one of the biggest, single projects within Wales to have a positive effect on road safety.
- The service has progressed the counties Consolidated Speed Limit Order following a 7 year speed limit review project.
- Bereavement Services won the APSE Performance Network Award for Most Improved Cemetery Service which looks at continual service improvement over a 3 year period
- A fully digital and cloud based Cemetery Management System, has now gone live and which includes fully interactive digital Cemetery Plans. Additionally, we continue to progress a number of cemetery expansion projects as well as exploring the options to expand the counties existing suite of burial services.

Improvement Areas

- 2022/23 saw a continued downturn in the Councils recycling performance due to an increase in the amount of black sack residual waste being collected from residential properties resulting in potential financial penalties and therefore, need to consider areas of improvement.
- Over the next 12 months The Integrated Transport unit will be focusing on contractor compliance.

5.7 Portfolio: Chief Executives

Strong Performance

- The Council Plan target for the pounds of social value generated was achieved and surpassed within the first six months of the year (with over £3m of social value generated within the first six months of 2022/23, against the annual target of £2.4m).
- The number of working days lost per full time equivalent (FTE) local authority employees lost due to sickness absence has improved when compared to 2021/22.
- There were 77,677 payments processed during 2022/23 Payroll with 99.25% accuracy.
- Successfully setting the Revenue, Capital and HRA budgets within statutory deadlines and despite the challenging financial climate.
- 342 Insurance claims settled in year of which 203 (59.36%) were settled at nil cost to the Council.
- 100% of planned efficiencies achieved on the approved revenue budget, exceeding the target of 95%.

Strong Stories

- There was good performance in generating social value from the Council's commissioning and procurement activities during 2022/23, with 90% of the target for the number of contracts supported to include social value achieved in the first six months of the year.
- The Council worked with partner organisations under the Public Services Board (PSB) to ensure a new local Well-being Assessment was published early in 2022/23, as required by the Well-being of Future Generations (Wales) Act 2015, with this informing further work in year to develop a new Well-being Plan for 2023-28.
- Collaborative decision with partners to form a Joint Public Services Board (PSB) covering both Flintshire and Wrexham local authority areas (with the Flintshire and Wrexham PSB now replacing the two former PSBs - Flintshire PSB and Wrexham PSB).
- A number of applicants were considered for apprenticeships at the Council. A total of 26 apprentices across 14 disciplines were appointed and commenced work in September 2022.
- There was an increased attendance on the 'Coaching Skills for Managers' course over the year
- An increase in the attendance of managers and employees at a range of awareness training sessions, including stress awareness and mindfulness.
- A significant amount of policy to practice training was provided to support the roll out of our new Disciplinary Policy and amended Attendance Management Policy, as follows:
 - 7 Briefing Sessions on the new disciplinary policy with 109 managers participating
 - 5 full day training sessions resulting in 61 trained Investigating Officers
 - 3 training sessions resulting in 23 trained Authorised Officers
 - 2 case administration sessions where we have trained 10 administrators on how to support a disciplinary policy
 - 7 Attendance Management sessions where we have trained 87 managers and supervisors on the policy
- Formal commencement of the process of replacing the Council's Financial Information System.

- The Council successfully delivered £16m of direct financial help in 2022/23 for areas such as self-isolation payments, statutory sick pay enhancement, free school meals direct payments and winter fuel payments which were met from Welsh Government funding.

Improvement Areas







- The corporate target for agency expenditure for 2022/23 was exceeded, in part, due the number of vacancies being carried in a number of front-line services who need additional resources to maintain service delivery.
- Whilst there has been an improvement when compared to 2021/22 the corporate target for days lost per full time equivalent (FTE) was not achieved by all portfolios.
- The variance between the budget at outturn and the budget set was 0.9% which is higher than the 0.5% target. The service aims to do further work with portfolios to minimise this over the next financial year.
- The actual amount of invoices paid within 32 days was 94.3% which is marginally less than the target of 95%. Further work will be done with portfolios to improve this over the next financial year.

6. Council Plan Progress – Infographic of RAGs

6.1 Assessment of Our Performance

The table below provides an overview of progress against Council Plan Key Performance Indicators. For more detailed information please refer to the End of Year Monitoring Report.

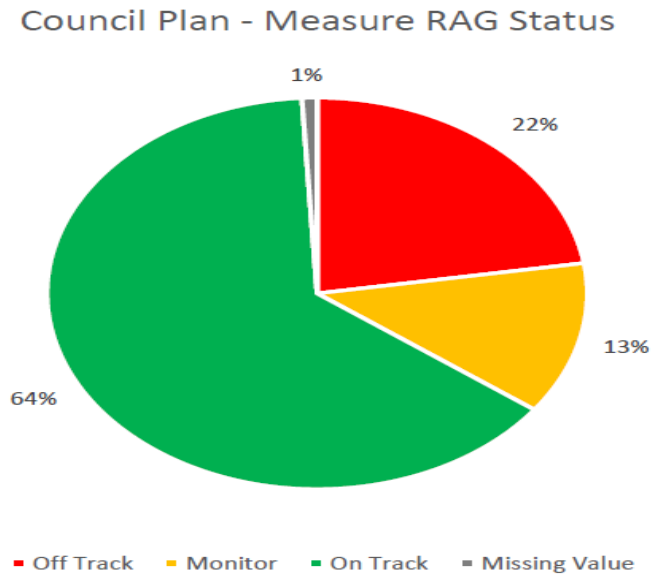
The key below defines the Red / Amber / Green (RAG) for measures contained in the End of Year Monitoring Report.

<u>Performance Status Key</u>		<u>Trend Status Key</u>	
	Limited Progress - delay in scheduled activity; not on track		Downturned – In comparison to the previous year’s data, the performance outturn has reduced
	Satisfactory Progress - some delay in scheduled activity, but broadly on track		Maintained – In comparison to the previous year’s data, performance is the same as last year
	Good Progress - activities completed on schedule, on track		Improved - In comparison to the previous year’s data, performance has increased

6.2 Council Plan Performance Summary 2022/23

Performance for 2022/23 against our Council Plan Measures is summarised in the chart below.

Chart 1a: Council Plan Performance Measures 2022/23



In summary our overall progress against the measures are;

- 71 (64%) indicators/measures achieved the target or better compared to 73% in 2021/22
- 14 (13%) indicators/measures are being monitored compared to 9% in 2021/22
- 25 (22%) indicators/measures missed target compared to 18% in 2021/22
- 1 (1%) measure have not been fully updated for End of Year (Q4) *

Due to unforeseen circumstances, we are unable to report against 1 of the measures for 2022/23

Chart 1b: Comparison of Performance RAG Status for Council Plan Measures - 2020/21, 2021/22 and 2022/23

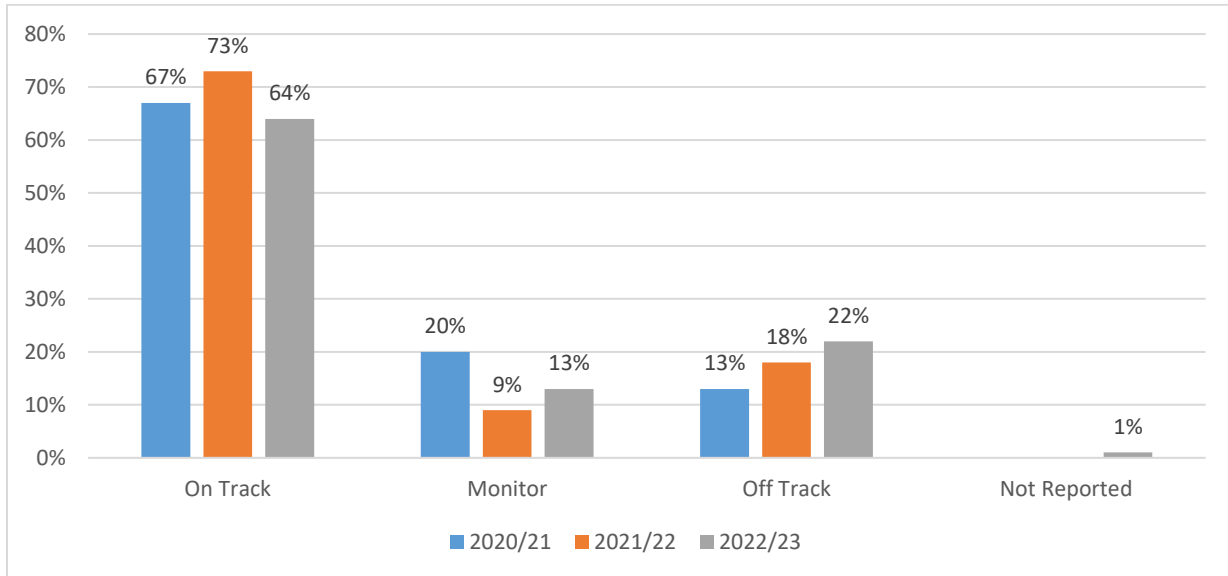
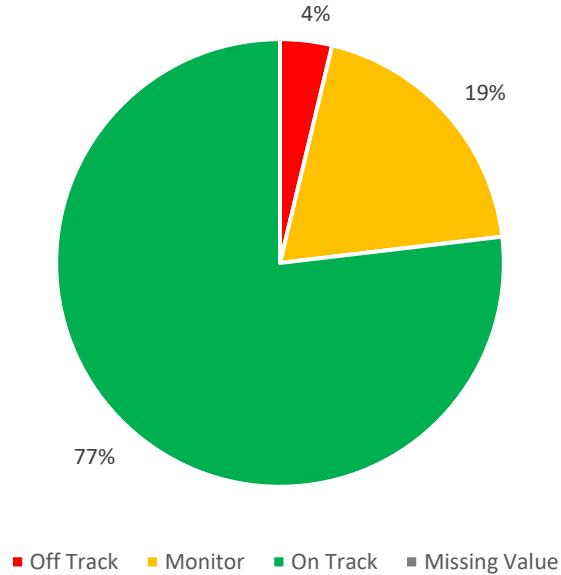


Chart 2a: Council Plan Action RAG Status 2022/23

Council Plan - Action RAG Status



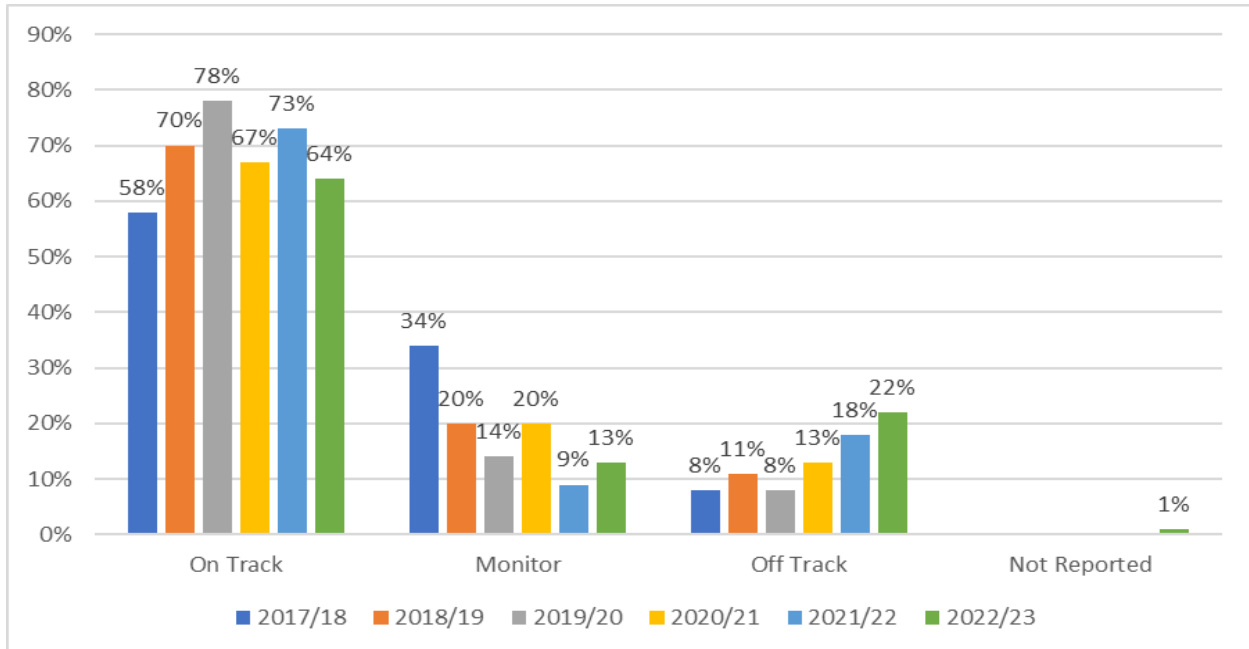
In summary our overall progress against the actions are;

- Good (green) progress was achieved in 77% (123) of activities
- Satisfactory (amber) progress was achieved in 19% (31) of activities
- Limited (red) progress was made in 4% (6) of activities

6.3 Council Plan Performance Data Summary

The table below demonstrates a comparison of performance data from 2017/18 through to 2022/23.

Chart 3: Percentage of Council Plan Measures Against Target - 2017/18, 2018/19, 2019/20, 2020/21, 2021/22 and 2022/23



7. Future Generations (Wales) Act 2015 - Five Ways of Working

The following case studies are just a few examples of positive performance during 2022/23 and demonstrate how the Council considered the five ways of working.

Case Study 1: Implementation of Electric Vehicle (EV) Charging Points in Council Owned Car Parks



In October 2018, Cabinet approved the Councils strategy to adopt the role of an ‘enabler’ to facilitate the implementation of electric vehicle (EV) charging points rather than assuming the role of a direct provider. Due to the technological risks associated with this fast-moving sector, this approach eliminated the risk of the County being burdened with outdated / superseded infrastructure whilst also facilitating the Council to enter into long term lease agreement with specific suppliers providing long term income potential.

Following the successful award of grant funding through Cadwyn Clywyd, the Council commissioned a feasibility study to identify the most suitable locations across the County for the implementation of publicly accessible EV charging infrastructure taking into consideration key criteria such as business need and financial viability.

Upon completion of the above study and following identification of the Councils immediate priority sites, the Council were successful in obtaining ‘On-Street Residential Charge-point Scheme’ (ORCS) funding, which enabled the installation of 15 Dual EV chargers to be successfully installed at the following 8 locations in January of this year (2023).

Site	Location Type	Charger Specification
Griffiths Square, Mold	Residential / Town Centre	Fast chargers have been utilised within these locations due to the predicted nature of usage. *The installation of x15 Dual EV chargers enables a maximum of 30 vehicles to charge at any one time.
Richard Heights, Flint	Residential / Town Centre	
Castle Street, Flint	Tourism / Residential / Leisure	
Allt Goch, Flint	Residential / Town Centre	
Pierce Street, Queensferry	Local Centre	
Tower Gardens, Holywell	Public / Local Centre	
Precinct Way, Buckley	Local Centre	
Pavilion Leisure Centre, Flint	Leisure Centre / Local Centre	

As required under the ORCS Scheme, residents have 24/7 unrestricted access to all car park locations to enable them to charge their electric vehicles both during the day and overnight. The EV charging bays satisfy the requirements of disabled users and are marked and signed bilingually. Car Park Legal Orders have also been amended to reflect the implementation EV charging bays and can be enforced effectively by the Councils Enforcement Officers.

The aim of this project is to kick-start the development of the counties EV charging network whilst also stimulating Private Sector investment (as defined within the authority's approved strategy to act as an 'enabler'). The implementation of charge-points not only provides the county with much needed infrastructure but will also serve as the catalyst required to increase local confidence, thus providing a much-needed boost to EV ownership across the region.

Long Term

Implementation of the Councils first phase of EV chargers will facilitate the behavioural change required for residents to switch to more environmentally friendly and sustainable modes of transport. The visual presence of infrastructure will have a positive effect on public awareness and display the authority's outward commitment to climate change and future vision for a zero-carbon future as defined within Central and Welsh Government legislation.

The move to low carbon transport options aligns itself with the long-term aspirations of The Environment (Wales) Act 2016, The Well-Being of Future Generations (Wales) Act 2015 and The Air Quality Standards (Wales) Regulations 2010. The concept is also strongly endorsed within the Council Plan under the priority of a 'Green Council', for which is reinforced by the Council's approach to integrated and sustainable transport.

Prevention

Expansion of the Counties EV charging network will reinforce the Council's commitment to climate change whilst also facilitating a vision for a zero-carbon future as defined within Welsh Government legislation. Implementation of the required infrastructure will also boost the Council's status as a 'key player' within the region, thus reducing the risk of public abandonment in terms of tourism, residential and business growth.

The adoption of electric vehicles for use on the highway network has obvious benefits to air quality through the reduction of Co2 emissions. Improved air quality will benefit the Council's most deprived communities, who often reside within the counties most densely populated areas. This will also greatly assist the Council to achieve decarbonisation targets set within Central and Welsh Government legislation.

Integration

The adoption of electric vehicles is key to the success of a sustainable, integrated transport network and will form an integral element of the Councils forthcoming review of its integrated transport strategy whilst also contributing to the pan Wales EV charging network.

Whilst a regional strategy has yet to be developed, it is hoped that the implementation of the above project will facilitate the development of a future joint procurement framework, in order

to standardise the provision of charging infrastructure, operating models and maintenance, thus enabling a collaborative, and regional approach to the network of charge points across North Wales.

Not only does a regional approach recognise the relationship between cross-border travel movements and sustainability of local economies, it would also have the advantage of injecting a much needed element of consistency and availability of charging infrastructure. Should a standardisation of the region's EV charging network be achieved, there is no doubt that this will be the catalyst required to increase local confidence, thus providing a much-needed boost to EV ownership across the region.

Collaboration

To accommodate both existing and forecasted demands for EV's and the associated charging infrastructure, Flintshire County Council have been working in collaboration with Welsh Government (WG), neighbouring authorities and specialist consultants.

The Councils overarching EV strategy recognises and supports the importance of collaboration with the Private Sector (as defined within the authority's approved strategy to act as an 'enabler'). It also recognises the importance of strategic cross-border movements to the local economy in terms of commuter movements, business and tourism.

The Council have also developed a collaborative relationship with key industry stakeholders. The recently implemented infrastructure has been registered on the national charge-point registry and other live status maps such as Zap-Map where users can view the availability of the charging points.

The recently implemented scheme was 25% match funded by Flintshire County Council.

Involvement

Completion of studies thus far demonstrates the Council's engagement with key stakeholders both cross border and within Welsh Government.

Representing local members were involved throughout the duration of the project and have been instrumental in raising both awareness and the requirements of their local communities.

Forming part of the ORCS grant application, Flintshire County Council have developed an information gathering questionnaire which will be sent to the effected communities in order to inform further expansion of the Councils EV network.

A section on the Flintshire County Council website has also been developed to raise the awareness of the charge points and to promote their use for residents and the public. Please see link below for more information.

<https://www.flintshire.gov.uk/en/Resident/Streetscene/Introduction-of-Electric-Vehicle-EV-Charging-Infrastructure.aspx>

Case Study 2: New Grass Cutting Policy that Promotes Biodiversity

Grass cutting is an important aspect of maintaining public spaces, but traditional grass cutting methods can have negative impacts on the environment and biodiversity. The new policy adopted by Flintshire County Council takes a more sustainable approach to grass cutting that aims to support nature and the well-being of local communities.

The new policy considers reducing the frequency of grass cutting, leaving areas of grass uncut to allow wildflowers to grow and support biodiversity, whilst being considerate to highway safety. These approaches not only help to support biodiversity but can also provide benefits for local communities, such as improving the aesthetic appeal of public spaces, reducing noise and air pollution, and providing opportunities for people to connect with nature.

A reduction in the usage of glyphosate-based herbicide, which is frequently used to treat weeds but is categorised as "Probably carcinogenic" by the World Health Organisation, was also authorised by the council in addition to a move to manage grasslands.

Flintshire County Council has already invested grant funding in a Foamstream system that uses heated foam containing plant starches to control weeds from the Welsh Government Local Places for Nature fund. Flintshire County Council is now considering alternative methods to glyphosate use and looking at choices that are better for the community's residents and the environment. To develop a more diversified grassland asset, the improvements include establishing wildflower spaces and areas of limited mowing, backed by Welsh Government grant funds. This policy is a fantastic illustration of the kind of initiative local governments may take to improve sustainability and community well-being.

The strategy now includes measures to promote nature in each of the places it addresses, such as public open spaces and roadside verges, giving priority to road-user safety and making sure sites seem purposeful by using mowed boundaries, pathways, and when appropriate, signs.

This action is a crucial step towards establishing substantial habitats across the county, supporting essential pollinators and a healthy natural environment, which is critical for the wellbeing of communities given that just 2% of typical grassland habitats remain in the UK.

Overall, the new grass cutting policy adopted by Flintshire County Council is a step in the right direction towards encouraging sustainability and community well-being. It highlights how local governments may act in a realistic way to protect biodiversity and enhance community wellbeing while also preserving public spaces for their intended use.

Long Term

By taking a more sustainable approach to grass cutting, the council can contribute to a healthier and more resilient environment, support biodiversity, and enhance the well-being of local communities by leaving areas of grass uncut or reducing the frequency of grass cutting can allow wildflowers to grow, providing food and habitats for bees, butterflies, and other pollinators. This,

in turn, supports the wider ecosystem, contributing to a healthier and more resilient environment.

By allowing wildflowers to grow and reducing the frequency of grass cutting, public spaces can become more visually appealing, contributing to a more pleasant and attractive environment for local communities into the future.

Connecting with nature has been shown to have positive effects on mental health and well-being. By promoting biodiversity and providing opportunities for people to connect with nature, the new grass cutting policy can contribute to the long-term well-being of local communities.

Prevention

Traditionally, grass cutting has been done frequently to maintain a neat appearance of public spaces, but this approach has negative impacts on the environment and biodiversity. Over time, the loss of habitats and food sources due to regular mowing can have a significant impact on the populations of pollinators such as bees and butterflies, which can in turn affect the wider ecosystem. By reducing the frequency of grass cutting and leaving areas uncut, the new policy aims to prevent the decline in biodiversity and the problems associated with it, rather than simply treating the symptoms by planting wildflowers or installing beehives in already degraded areas. In this way, the new grass cutting policy adopts a preventative approach, by aiming to address the underlying causes of the problem rather than simply responding to the symptoms. By promoting biodiversity, the policy helps to maintain a healthy and resilient ecosystem and contributes to a sustainable future for the local community.

Integration

The policy promotes an integrated approach by considering the well-being of future generations and considering the long-term impacts of the council's actions on the environment, economy, society, and culture. The policy aims to support biodiversity and create habitats for wildlife, which can have a positive impact on the local environment and also provide opportunities for educational and cultural activities.

The policy is designed to be integrated with other policies and strategies, such as the council's climate change strategy and by aligning with these wider strategies, the policy aims to support the achievement of broader sustainability commitments and to ensure that actions taken in one area do not have negative impacts on others.

Collaboration

The policy involved collaboration between different stakeholders, including the council members, local communities, Welsh Government, cross-portfolio colleagues and environmental organisations and suppliers.

The development of the new policy involved consultation and collaboration with local communities and environmental organisations, to understand their needs and concerns and to ensure that the policy was developed with their input. This collaboration helps to ensure that the policy is aligned with the needs and values of the local community and has their support.

Additionally, the policy itself promotes collaboration by encouraging local communities to take an active role in the maintenance and management of public spaces. For example, the policy may involve working with community groups to identify areas that could benefit from reduced grass cutting and to monitor the success of the new approach. This collaboration helps to build stronger relationships between the council and local communities and can also help to empower local communities to take ownership of the public spaces in their area.

Involvement

The policy can have a positive impact on the well-being of the local community by providing opportunities for people of all ages and diversity to connect with nature and to engage in outdoor activities. By creating more natural and biodiverse public spaces, the policy encourages people to spend time outdoors and can help to promote physical and mental well-being.

Case Study 3: Development of Town Centre Place Making Plans

Short Overview of Project

Welsh Government (WG) has recently outlined its strategic direction and approach for Place Making* across Wales. As part of this, WG has asked each local authority across Wales to develop 'Place Making Plans' to set out how they will identify, plan and deliver Place Making in each of their towns. WG has confirmed that having up to date Place Making Plans will be a condition to accessing grant funding for regeneration in the future.

In response to this, the Council's Regeneration Team has developed an approach to engage and consult local people and bringing together key partners and stakeholders to develop and later implement local town centre Place Making Plans. This case study relates to progress to date with the first three of seven plans to be produced for town centres across Flintshire: Buckley, Holywell and Shotton.

**Place Making can be defined as a process which involves working collaboratively across sectors and disciplines to comprehensively consider the future development of a place, and if done successfully can result in the place becoming more aligned to the needs of the local population and more vibrant.*

Engaging and Consulting Local People

It is important that local people are able to be involved in shaping the emerging Place Making Plans for their town centres, and in order to capture their views and opinions, an interactive online consultation was launched in addition to face-to-face open door public consultation events being delivered.

Over 4400 local people participated in the online consultations which was operated via a website named 'Give My View' via partnership between Flintshire County Council and a company named Built-ID. A social media campaign was run to encourage local people within the vicinity of the town centres to participate in the online consultation, which was live for 17 days earlier in 2023. A significant amount of information was gathered through the online consultation, and in addition, over 130 people attended the face-to-face events to be involved in the consultation process. The local knowledge and perceptions gathered along with data and statistical information which was also gathered for each town has begun to steer the focus of our Place Making Plans and what activity is needed in our towns in the future.

Information about Place Making was made available to the public via social media, at face-to-face events and also online via the council's website: <https://www.flintshire.gov.uk/en/Business/Town-Centre-Regeneration/What-we-are-currently-working-on/Place-Making-in-Flintshire.aspx>

Long term vision / approach

Flintshire's Place Making approach is closely aligned to WG's 'Town Centre First' strategic approach which was launched in 2020, which aims over a medium to long-term period (10-15 years) to locate services and buildings in town centres to help breathe new life into town centre

across Wales. This is essential in the wake of the covid-19 pandemic, declining retail sales and changes in the way town centres are used. Like most towns in the UK, Flintshire has experienced a loss of key retailers from our town centres and a general decline in the quality of what is on offer in our town centres.

The aim of the emerging Place Making Plans for town centres in Flintshire is to identify priorities and actions that are able to be addressed in the short term (within the next few years) in addition to establishing medium to longer term vision and steps to achieve this.

Prevention

The emerging place making plans aim to prevent further decline of the town centres in Flintshire – particularly issues such as declining footfall and the number of run down and vacant premises, in addition to the loss of retail businesses. Local people and key stakeholder's views and needs are being used to inform what is needed in the future to bring about positive change and create vibrancy in town centres across Flintshire. The delivery of plans to prevent the further decline of the towns is a collaborative approach involving lots of partners and stakeholders.

Integration

WG expects local authorities and their partners to put the health and vibrancy of town centres at the heart of their policies and decision making, as part of their strategic decision making and delivery of services at an operational level. The emerging Place Making Plans for Flintshire therefore play an integral part in ensuring place making activity is sustainable and well-integrated as an approach within the Council but also within the work of our partners and key stakeholders.

Collaboration

The development of Place Making Plans in Flintshire has created an excellent opportunity to work more collaboratively not just across services within the council, but also with key partners from other public, private and community sectors. Strategic and operationally focussed groups of stakeholders responsible for 'place' and 'people' based services now meet regularly to consider data, public consultation findings and the outcomes of technical reports to steer and contribute towards the development of Place Making Plans and take ownership for their implementation in the future. There is a real buzz amongst stakeholders involved who feel this approach is beneficial to them in their roles, and most importantly to current and future generations.

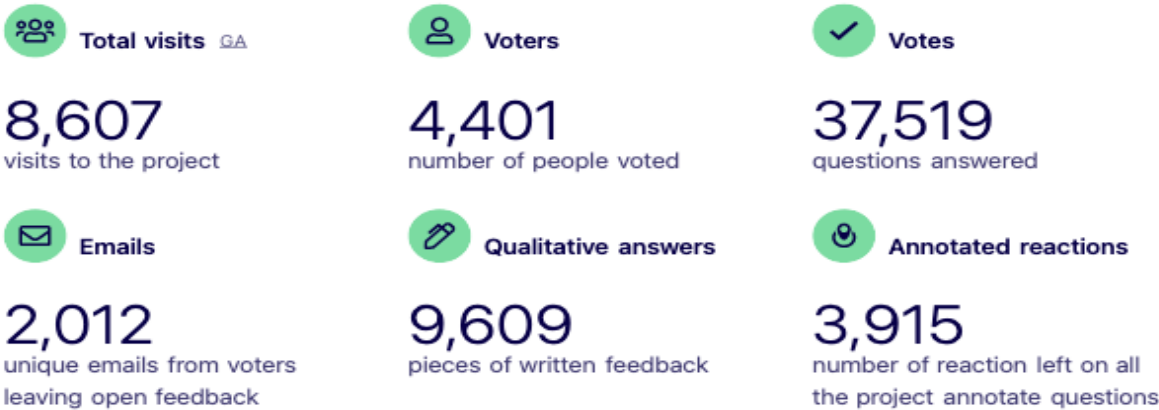
Involvement

The level of involvement and engagement from the public and key stakeholders during the development of the Place Making Plans for Buckley, Holywell and Shotton has been overwhelming, in fact more than three times the amount of people we anticipated would respond to the Place Making consultation. Over 1500 local people provided their contact details when completing the online consultation, wishing to be kept informed of progress and the outcome of the Place Making Plan work and the place making journey we've embarked upon. It is important that our emerging Place Making Plans are dynamic working documents that reflect the needs of our communities who have clearly taken an interest already in shaping the future of our town centres.

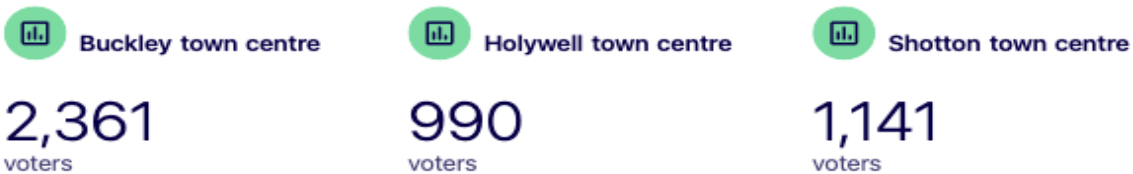
Image 1: Summary of Responses From Online Consultation Relating to Buckley, Holywell and Shotton which was Completed in February 2023

 **Final results: Flintshire's place making plan**
19/12/2022 – 13/02/2023

Users



Surveys



Segmentation

What is your relationship to Flintshire?



Image 2: Two of the Place Making Banners on Display at the Public Face To Face Consultation Event



Case Study 4: Early Years and Family Services Speech, Language and Communication Support



Roll out of the Talkboost training allows school staff to be better equipped to support children’s speech and language development.

Talk Boost is a targeted intervention for children who need help with talking and understanding words to boost their language skills to narrow the gap between them and their peers.

Currently 86% of Flintshire schools are trained in the Talk Boost programmes. Therefore, moving forward into the next reporting period, the focus is going to be on the implementation of the programmes, ensuring staff feel equipped and confident to run the interventions with children in school and are sharing the data with the Trainers, the Speech and Language Therapy Technical Instructor and the Learning Advisor – Speech, Language and Communication, to ensure measurement and impact of the Talkboost programme.

Collaboration

Collaboration between Flintshire’s Early Years Integration and Transformation Programme and Flintshire Local Education Authority - The collaborative work between the Early Years Integration and Transformation team and the Local Education Authority has ensured the successful planning and delivery of the Talkboost Programme, as well as offering ongoing support to those schools implementing the intervention. The knowledge of early years, speech and language and education from both trainers has bolstered the project as well as helping to build and sustain good working relationships with school staff.

Integration

Adopting a collaborative approach to the delivery of the Talkboost Programme has ensured a consistent model of delivery with all primary schools being targeted and encouraged to take up the free training.

The trainers have worked hard to ensure the Talkboost programme is embedded into the school's offer to children to ensure children's speech and language development needs are supported as early as possible to help:

- Narrow the gap, allowing children to catch up with their peers
- Track Pupils progress

Involvement

By training a mix of Teachers and Teaching Assistants the Council are ensuring that school staff have access to knowledge and resources that enable them to provide additional speech and language support for all children who require it. As well as ensuring that all school staff have this additional training resource to build on their skills and knowledge. Enabling children from all backgrounds to access early support to enable them to catch up to their peers and have the best start in life, mitigating longer term problems relating to speech and language delay.

Long Term

In the short term, this process does require an investment in time from schools and partners, as well as funding to deliver the training, however the funding is currently being provided by the Early Years Integration and Transformation programme.

This investment will reinforce skills and processes over time to develop an effective intervention as required for children entering the educational system.

The longer-term impact will see improved speech and language skills in children, a higher standard of education achieved at the end of Primary school, an increase in social skills and interactions which in turn will benefit those children into adulthood allowing better opportunities for social relationships and job prospects, particularly for males, a reduction in mental health disorders and reductions in the Youth Justice system.

Prevention

Providing this training to schools and partners who work with younger children allows for a greater opportunity to make the appropriate interventions through identifying the support needed as early as possible and increasing the likelihood of all children reaching their potential in the future.

8. Equality

During the past 12 months the Council has signed up to Victim Support’s Hate Crime Charter, making a commitment to listen to victims of hate crime and support them to report concerns. We have extended the range of equality related courses available to employees, including offering unconscious bias training and neuro diversity awareness training.

We have reviewed Welsh Government’s Anti-racist Wales action plan to identify actions for the Council. These will be incorporated within our new Strategic Equality Plan 2024-28. Some services have now started to review their equality data to review any disproportionality and unequal outcomes for people with protected characteristics and take action to address any identified inequalities.

We have continued to participate in awareness events and days such as Lesbian, Gay, Bisexual and Transgender History month, Hate Crime awareness week and Holocaust Memorial Day.

9. Welsh Language

We are pleased to report that we have continued to support Menter Iaith Fflint a Wrecsam to celebrate Dydd Gŵyl Dewi and promote and share our Welsh heritage. Activity packs were provided to all care homes in the county, including to those within the independent sector, supporting older people to participate in the celebrations.

We are very proud of the achievements of students from Ysgol Maes Garmon, The Council’s Integrated Youth Provision (IYP) teamed up with a group of young people from Ysgol Maes Garmon for a pilot project called ‘Cân a Lles’ (“Song and Well-being”). The project was led by singer songwriter Tom Collins, who supported the students to write, compose and record their own song. The song Dal i Ddod (Still to Come), mirrored the students’ experience of the pandemic, the good and the bad. This recording became one of the songs played on the Council’s IT Help Desk, hold-line.

We received six complaints about non-compliance with the Welsh language standards. We are now putting in place actions to ensure these do not happen again. We have continued to make progress complying with the Welsh language standards, however, there have been some challenges with recruitment, in particular, the recruitment of Welsh speakers to some public facing posts. This impacts on the Council’s capacity to deliver bilingual services. We are pleased to report that the Contact Centre has successfully increased the number of Welsh speaking team members. Services complete annual self-assessments against the standards to help identify areas for improvement and we will continue to do this during 2023/24.

10. Partnership and Collaboration Activity

Flintshire has a longstanding and proud track record of partnership working. The communities it serves rightly expect the statutory and third sector partners to work together to manage shared priorities through collaboration. The Flintshire Public Services Board is at the heart of promoting a positive culture of working together, setting shared priorities, and combining resources for the benefit of Flintshire, with an overall aim of improving local well-being.

The Flintshire Public Services Board was formally established in April 2016 following the Well-being of Future Generations (Wales) Act 2015 coming into effect. Realising the common challenges presented by the COVID-19 pandemic, the Flintshire Public Services Board and Wrexham Public Services Board began working together in 2020, sharing knowledge and resource, with a focus on community resilience.

Building on the success of collaborative working formed in response to the COVID-19 pandemic, the Flintshire Public Services Board and Wrexham Public Services Board formally merged and in January 2023 the Flintshire and Wrexham Public Services Board was formed.

Membership of the Flintshire and Wrexham Public Services Board includes Natural Resources Wales, Betsi Cadwaladr University Health Board, North Wales Fire and Rescue Service, Flintshire County Council, Wrexham County Borough Council, Association of Voluntary Organisations Wrexham, Flintshire Local Voluntary Council, Coleg Cambria, DWP, North Wales Police, Wrexham Glyndwr University and Welsh Government.

The Flintshire and Wrexham Public Services Board is working with its communities to change how we do things, to make sure we will be able to face the challenges ahead such as the climate and nature emergency, and how we ensure good mental health and wellbeing for all.

A key focus for the Flintshire and Wrexham Public Service Board has been the development of a new five-year Well-being Plan, drawing on the findings of the Well-being Assessments produced in 2022. The Flintshire and Wrexham Public Services Board Well-Being Plan 2023 - 2028 has just been finalised and approved and contains two-well-being objectives for the Public Services Board over the coming five years:

- Building flourishing communities by reducing inequalities across environment, education, employment, income, and housing.
- Improve community well-being by enabling people of all ages to live safe, healthy, and independent lives.

Under these objectives are several outcomes, which fall under three themes: Children and Young People, Our Communities, and Where We Work.

The Well-being Plan 2023 – 2028 will shape the work of the Public Services Board over coming years and there will be close working with other Public Services Boards across North Wales, along with local communities.

11. Risk Management

All Council Plans, business as usual and emerging risks are identified, assessed, treated and monitored using the Council's Risk Management Framework. Risks are identified using qualitative (milestones & actions) and quantitative (performance indicators, financial) data. Now we have found ourselves out of the Covid-19 Pandemic the recovery approach is no longer required and, in some areas, has become 'business as usual'. However, risk identification is and remains a key priority for the Council. It is a continuous process which is embedded in not only our day to day (business as usual) but embedded within our Council Planning, Portfolio Business Planning, Project Management, and Partnerships (short term, medium term and long term).

12. Regulation, Audit and Inspection

The Council is regulated by organisations throughout the year. These include, amongst others, Audit Wales (AW), Estyn for Education and the Care Inspectorate Wales (CIW).

The Annual Audit Summary sets out the audit and regulatory work completed by Audit Wales of Flintshire County Council since the last annual report which was published in January 2022. 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 2021-22, as saved by an order made under the Local Government and Elections (Wales) Act 2021"*. No formal recommendations have been made during the year.

13. Corporate Health and Safety

The Council is committed to its duties and responsibilities as an employer for health and safety. The management of workplaces that are safe to the health of all Council employees, sub-contractors, stakeholders and members of the public sits alongside our strategic priorities as our most important obligation. We take appropriate steps to seek to protect the health, safety and well-being of all our service users, visitors and employees in everything we do.

14. Additional Background Information (Available upon Request)

There are a number of related documents which support this Annual Performance Report. These documents are available upon request:

- Council Plan 2022/23 – Part 2
- Council Plan End of Year Performance Monitoring Report 2022/23
- Flintshire Social Services Annual Performance Report 2022/23
- Welsh Language Monitoring Report 2022/23
- Annual Strategic Equality Plan Report

15. Feedback and How to Obtain Further Information

Thank you for reading our Annual Performance Report for 2022/23.

Your views and suggestions about how we might improve the content and layout of the Annual Performance Report for future years are welcome.

Please contact us on:

Email: PRM@flintshire.gov.uk

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FLINTSHIRE COUNTY COUNCIL

Date of Meeting	Tuesday, 26 th September 2023
Report Subject	Schedule of Remuneration for 2023/24
Report Author	Chief Officer (Governance)

EXECUTIVE SUMMARY

Each year, the Council is required to produce a Schedule of Remuneration for elected and co-opted members. It is attached and should be published and sent to the Independent Remuneration Panel for Wales.

RECOMMENDATIONS

1	That the completed Schedule of Remuneration for 2023/24 as attached be approved for publication.
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REPORT DETAILS

1.00	EXPLAINING THE SCHEDULE OF REMUNERATION
1.01	The Council must publish the payments it will make during the municipal year in the form of a schedule of remuneration. The schedule for 2023/24 is attached at Appendix 1.
1.02	The report will be posted on the Council's website and sent to the IRPW. The Council also publishes on its website a schedule showing the actual remuneration paid in the preceding year.
1.03	Claiming any allowance or expense over the basic allowance or senior responsibility allowance has at times been a controversial issue. Some allowances are designed to facilitate greater diversity amongst those seeking and holding office, for example the reimbursement of care costs. In that case the council will only publish a global sum paid and will not

	identify amounts paid to individual councillors.
2.00	RESOURCE IMPLICATIONS
2.01	The amounts paid to Members in salaries have been budgeted for on the basis of the proposals in the IRPW report which was published in February 2023.
3.00	CONSULTATIONS REQUIRED / CARRIED OUT
3.01	The Constitution & Democratic Services Committee was consulted on the draft IRPW report at the November 2022 meeting.
4.00	RISK MANAGEMENT
4.01	No risk management issues have been identified during the preparation of this report.
5.00	APPENDICES
5.01	Appendix 1 - Schedule of Member Payments for 2023/24
6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	<p>Constitution & Democratic Services Committee, 9th November 2022. Report of the Head of Democratic Services: Independent Remuneration Panel for Wales (IRPW).</p> <p>IRPW Annual report for 2023/24, published February 2023.</p> <p>Contact Officer: Steven Goodrum, Democratic Services Manager Telephone: 01352 702320 E-mail: Steven.Goodrum@flintshire.gov.uk</p>
7.00	GLOSSARY OF TERMS
7.01	IRPW – Independent Remuneration Panel for Wales

FLINTSHIRE COUNTY COUNCIL

MEMBERS' SCHEDULE OF REMUNERATION

This Scheme is made under the Local Government (Wales) Measure 2011 with regard to Independent Remuneration Panel for Wales (IRPW) Regulations which apply to payments made to members and co-opted members of local authorities.

1. Basic Salary

- 1.1 A Basic Salary shall be paid to each elected Member of the Authority.
- 1.2 In accordance with the Regulations, the rate of the Basic Salary shall be reviewed annually as determined by the Independent Remuneration Panel for Wales.
- 1.3 Where the term of office of a Member begins or ends other than at the beginning or end of a year, their entitlement to the Basic Salary will be pro-rata.
- 1.4 No more than one Basic Salary is payable to a Member of the Authority.

2. Senior Salaries & Civic Salaries

- 2.1 Members occupying specific posts shall be paid a Senior Salary as set out in **Schedule 1**.
- 2.2 In accordance with the Regulations, the rates of Senior Salaries and Civic Salaries shall be reviewed annually as determined by the Annual or Supplementary Report of the Independent Remuneration Panel for Wales.
- 2.3 Only one Senior Salary or Civic Salary is payable to a Member of the Authority.
- 2.4 A Member of the Authority cannot be paid a Senior Salary and a Civic Salary.
- 2.5 All Senior and Civic Salaries are paid inclusive of Basic Salary.
- 2.6 A Senior Salary may not be paid to more than the number of members specified by the Independent Remuneration Panel for Wales in its Annual Report and cannot exceed fifty percent of the total membership of the authority, except to include a temporary Senior Salary office holder providing temporary cover for the family absence of the appointed office holder.
- 2.7 A Member of the Authority in receipt of a Senior Salary **cannot** receive a salary from any National Park Authority (NPA) or Fire and Rescue Authority (FRA) for which they have been nominated.
- 2.8 Where the term of Senior Salary or Civic Salary of a Member begins or ends other than at the beginning or end of a year, their entitlement to the Salary will be pro-rata.

3. Election to Forgo Entitlement to Allowance

- 3.1 A Member may, by notice in writing delivered to the Proper Officer of the authority, personally elect to forgo any part of their entitlement to any salary, allowance or fee payable under this Scheme from the date set out in the notice.

4. Suspension of a Member

- 4.1 Where a Member of the Authority is suspended or partially suspended from their responsibilities or duties as a Member of the Authority in accordance with Part III of the Local Government Act 2000 (Conduct of Members), or regulations made under the Act, the part of the Basic Salary payable to them in respect of that period for which they are suspended will be withheld by the Authority (Section 155 (1) of the Measure).

- 4.2 Where a Member in receipt of a Senior Salary is suspended or partially suspended from being a Member of the Authority in accordance with Part III of the Local Government Act 2000 (Conduct of Members), or regulations made under the Act, the Authority must not make payments of the Member's Senior Salary for the duration of the suspension (Section 155 (1) of the Measure). If the partial suspension relates only to the specific responsibility element of the payment, the Member may retain the Basic Salary.

5. Repayment of salaries, allowances or fees

- 5.1 Where payment of any salary, allowance or fee has been made to a Member of the Authority or Co-opted Member in respect of any period during which the Member concerned:
- (a) is suspended or partially suspended from that Member's or Co-opted Member's duties or responsibilities in accordance with Part 3 of the 2000 Act or regulations made under that Act;
 - (b) ceases to be a Member of the Authority or Co-opted Member; or
 - (c) is in any other way not entitled to receive a salary, allowance or fee in respect of that period,

The Authority will require that such part of the allowance as relates to any such period be repaid.

6. Payments

- 6.1 Payments of all allowances will be made by the Employment Services Manager by Bank Credit in instalments of one-twelfth of the Member's annual entitlement on 28th of the Month, or nearest Friday if the 28th falls on a Saturday or Sunday.
- 6.2 Where payment has resulted in a Member receiving more than their entitlement to salaries, allowances or fees the Authority will require that such part that is overpayment be repaid.
- 6.3 All payments are subject to the appropriate tax and National Insurance deductions.

7. Contribution towards Costs of Care and Personal Assistance

- 7.1 Contribution towards Costs of Care and Personal Assistance shall be paid to a Member or Co-opted Member, who has caring responsibility for dependent children or adults, or a personal care requirement, provided the Member incurs expenses in the provision of such care whilst undertaking 'approved' council duties.
- 7.2 Contribution towards Costs of Care and Personal Assistance applies in respect of a dependant under 16 years of age, or a minor or adult who normally lives with the member as part of their family and who cannot be left unsupervised for whom the Member or Co-opted Member can show that care is required. If a Member or Co-opted Member has more than one dependant the Member may claim more than one allowance, provided the Member can demonstrate a need to make separate arrangements for care.
- 7.3 Eligible Members may claim contribution towards costs of care and personal assistance for actual and receipted costs as set out in **Schedule 1**. All claims for the contribution towards costs of care and personal assistance should be made in writing to Democratic Services detailing times, dates and reasons for claim. Receipts are required for both informal and formal care arrangements.

8. Family Absence

- 8.1 Members are entitled under the provisions of the Family Absence for Members of Local Authorities (Wales) Regulations 2013 to a period of family absence, during which if they satisfy the prescribed conditions they are entitled to be absent from authority meetings.
- 8.2 When taking family absence Members are entitled to retain a basic salary irrespective of their attendance record immediately preceding the commencement of the family absence.
- 8.3 Should a senior salary holder be eligible for family absence they will be able to continue to receive their senior salary for the duration of the absence.
- 8.4 If the authority agrees that it is necessary to make a substitute appointment to cover the family absence of a senior salary holder the Member substituting will be eligible if the authority so decides to be paid a senior salary.
- 8.5 If the paid substitution results in the authority exceeding its maximum number of senior salaries, an addition to the maximum will be allowed for the duration of the substitution.

9. Co-optees' payments

- 9.1 A daily fee (with a provision for half day payments) shall be paid to Co-optees, provided they are statutory Co-optees with voting rights.
- 9.2 Co-optees' payments will be capped at a maximum of the equivalent of 15 full days a year for each committee to which an individual may be co-opted.
- 9.3 Payments will take into consideration travelling time to and from the place of the meeting, reasonable time for pre meeting preparation and length of meeting (up to the maximum of the daily rate).

- 9.4 The Head of Democratic Services is designated as the “appropriate officer” and will determine preparation time, travelling time and length of meeting, the fee will be paid on the basis of this determination.
- 9.5 The Head of Democratic Services can determine in advance whether a meeting is programmed for a full day and the fee will be paid on the basis of this determination even if the meeting finishes before four hours has elapsed.
- 9.6 A half day meeting is defined as up to 4 hours.
- 9.7 A full day meeting is defined as over 4 hours.
- 9.8 The daily and half day fee for the Chairpersons of the Standards Committee and Audit Committee, as determined by the Independent Remuneration Panel for Wales, is set out in **Schedule 1**.
- 9.9 The daily and half day fee for other statutory Co-optees with voting rights, as determined by the Independent Remuneration Panel for Wales, is set out in **Schedule 1**.

10. Travel and Subsistence Allowances

10.1 General Principles

- 10.2 Members and Co-opted Members are entitled to claim travelling expenses when travelling on the Authority’s business for ‘approved duties’ as set out in **Schedule 2**. Where Members travel on the Authority’s business they are expected to travel by the most cost effective means. In assessing cost effectiveness regard will be given to journey time. A Member who does not travel by the most cost effective means may have their claim abated by an appropriate amount.
- 10.3 Where possible Members should share transport.
- 10.4 The distance claimed for mileage should be the shortest reasonable journey by road from the point of departure to the point at which the duty is performed, and similarly from the duty point to the place of return.
- 10.5 The rates of Members’ Travel and Subsistence Allowances are set out in **Schedule 3** and are subject to annual review by the Independent Remuneration Panel for Wales.
- 10.6 Where a Member is suspended or partially suspended from their responsibilities or duties as a Member of the Authority in accordance with Part III of the Local Government Act 2000 (Conduct of Members), or regulations made under the Act, any travel and subsistence allowances payable to them in respect of that period for which they are suspended or partially suspended must be withheld by the Authority.

11. Travel by Private Vehicle

- 11.1 The Independent Remuneration Panel for Wales has determined that the maximum travel rates payable should be the rates set out by Her Majesty’s Revenue &

Customs for the use of private cars, motor cycles and pedal cycles plus any passenger supplement.

- 11.2 The mileage rates for private vehicles as determined by the Independent Remuneration Panel for Wales are set out in **Schedule 3**.
- 11.3 Where a Member makes use of their private vehicle for approved duty purposes, the vehicle must be insured for business use. Proof of appropriate insurance must be provided to the Authority on request.

12. Travel by Public Transport

12.1 Rail or Coach Travel

Unless otherwise authorised rail tickets will be second-class.

Civic & Members' Services will purchase requisite rail and coach tickets for Members in advance of journeys. In the unlikely event that a Member needs to purchase a ticket directly, payment will be reimbursed upon production of the used ticket and or a receipt.

12.2 Taxi Fares

Taxi fares will only be reimbursed where their use has been authorised for cases of urgency, where no public transport is reasonably available, or a Member has a particular personal need. Re-imburement will be upon receipt only.

12.3 Travel Abroad

Travel abroad on the Authority's business will only be permitted where authorised by the Chief Executive, Chief Officer (Governance) or Corporate Finance Manager. Civic & Members' Services will arrange travel and accommodation.

12.4 Other Travel Expenses

Members are entitled to reimbursement of toll fees, parking fees, overnight garaging and other necessary travel associated expenses. Re-imburement will be upon receipt only.

13. Overnight Accommodation

- 13.1 Overnight stays will only be permitted where the Authority's business extends to two days or more, or the venue is at such a distance that early morning or late night travel would be unreasonable. All overnight stays must receive prior authorisation from the Chief Executive, Chief Officer (Governance) or Corporate Finance Manager.
- 13.2 Overnight accommodation will be booked by Civic & Members' Services .Wherever possible the overnight accommodation will be pre-paid or invoiced.
- 13.3 Direct booking of overnight accommodation by a Member will only be permitted in the event of an emergency. Reimbursement will only be made upon the production

of a receipt and will be at a level deemed reasonable and not in excess of the rates set out in **Schedule 3**.

14 Subsistence Allowance

- 14.1 The day subsistence rate to meet the costs of meals and refreshments in connection with approved duties (including breakfast when not provided as part of overnight accommodation) is set out in **Schedule 3**. The maximum daily rate covers a 24 hour period and can be claimed for any meal that is relevant, providing such a claim is supported by receipt(s)
- 14.2 No provision is made for subsistence claims within the Authority.

15. Claims and Payments

- 15.1 A claim for travel and subsistence allowances must be made in writing within 4 months of the end of the calendar month in which entitlement to allowances arises and must be accompanied by the relevant receipts.
- 15.2 Allowances will be paid by the Employment Services Manager by direct bank credit.

16. Pensions

- 16.1 The Authority shall enable its Members who are eligible to join the Local Government Pension Scheme.

17 Supporting the work of Authority Members

- 17.1 The Independent Remuneration Panel for Wales expects Members to be provided with adequate support to carry out their duties and that the support provided should take account of the specific needs of individual Members. The Authority's Democratic Services Committee is required to review the level of support provided to Members and should take proposals for reasonable support to the full council.
- 17.2 All elected Members and Co-opted Members should be provided with adequate telephone, email and internet facilities to give electronic access to appropriate information.
- 17.3 Such support should be without cost to any Member. Deductions must not be made from Members' salaries as a contribution towards the cost of support which the Authority has decided is necessary for the effectiveness and or efficiency of Members.

18 Compliance

- 18.1 In accordance with the Regulations, the Authority must comply with the requirements of Independent Remuneration Panel for Wales in respect of the monitoring and publication of payments made to Members and Co-opted Members as set out in **Schedule 4**.

Members and Co-opted Members are reminded that expense claims are subject to both internal and external audit.

SCHEDULE 1

SCHEDULE OF REMUNERATION 2023-24

All Members are entitled to receive a basic salary of £17,600. Where a Member is in receipt of a Senior Salary, this includes the Basic Salary element. Members in receipt of a Senior Salary have been identified in the table below.

	MEMBERS ENTITLED TO BASIC SALARY	ANNUAL AMOUNT OF BASIC SALARY ACCEPTED
1.	Mike Allport	£17,600
2.	Bernie Attridge	Receives a senior salary
3.	Glyn Banks	£17,600
4.	Pam Banks	£17,600
5.	Marion Bateman	£17,600
6.	Sean Bibby	Receives a senior salary
7.	Chris Bithell	Receives a senior salary
8.	Gillian Brockley	£17,600
9.	Helen Brown	Receives a senior salary
10.	Mel Buckley	£17,600
11.	Teresa Carberry	Receives a senior salary
12.	Tina Claydon	£17,600
13.	David Coggins Cogan	£17,600
14.	Geoff Collett	£17,600
15.	Steve Cople	£17,600
16.	Bill Crease	£17,600
17.	Paul Cunningham	£17,600
18.	Jean Davies	£17,600
19.	Rob Davies	£17,600
20.	Ron Davies	£17,600
21.	Adele Davies-Cooke	£17,600
22.	Chris Dolphin	£17,600
23.	Rosetta Dolphin	Receives a senior salary
24.	Mared Eastwood	Receives a senior salary
25.	Carol Ellis	£17,600
26.	David Evans	Receives a senior salary
27.	Chrissey Gee	£17,600
28.	David Healey	Receives a senior salary
29.	Gladys Healey	Receives a civic salary
30.	Ian Hodge	£17,600
31.	Andy Hughes	£17,600
32.	Dave Hughes	Receives a senior salary
33.	Ray Hughes	£17,600
34.	Dennis Hutchinson	Receives a civic salary
35.	Alasdair Ibbotson	Receives a senior salary

36.	Paul Johnson	Receives a senior salary
37.	Christine Jones	Receives a senior salary
38.	Richard Jones	Receives a senior salary
39.	Simon Jones	£17,600
40.	Richard Lloyd	Receives a senior salary
41.	Dave Mackie	£17,600
42.	Gina Maddison	£17,600
43.	Roz Mansell	£17,600
44.	Allan Marshall	£17,600
45.	Hilary McGuill	£17,600
46.	Ryan McKeown	£17,600
47.	Billy Mullin	Receives a senior salary
48.	Debbie Owen	£17,600
49.	Ted Palmer	Receives a senior salary
50.	Andrew Parkhurst	£17,600
51.	Mike Peers	£17,600
52.	Michelle Perfect	£17,600
53.	Vicky Perfect	£17,600
54.	Carolyn Preece	£17,600
55.	David Richardson	£17,600
56.	Ian Roberts	Receives a senior salary
57.	Dan Rose	£17,600
58.	Kevin Rush	£17,600
59.	Dale Selvester	£17,600
60.	Jason Shallcross	£17,600
61.	Sam Swash	£17,600
62.	Linda Thew	£17,600
63.	Linda Thomas	£17,600
64.	Ant Turton	£17,600
65.	Roy Wakelam	£17,600
66.	Arnold Woolley	Receives a senior salary
67.	Antony Wren	£17,600

SENIOR SALARIES ENTITLEMENTS (includes basic salary)			ANNUAL AMOUNT OF SENIOR SALARY (inclusive of the basic allowance of £17,600)
	ROLE	MEMBER	
1.	Leader	Ian Roberts	£59,400
2.	Deputy Leader of the Council and Cabinet Member for Social Services and Wellbeing	Christine Jones	£38,610
3.	Deputy Leader of the Council and Cabinet	Dave	£38,610

	SENIOR SALARIES ENTITLEMENTS (includes basic salary)		ANNUAL AMOUNT OF SENIOR SALARY (inclusive of the basic allowance of £17,600)
	ROLE	MEMBER	
	Member for Streetscene and the Regional Transport Strategy	Hughes	
4.	Cabinet Member – Planning, Public Health & Public Protection	Chris Bithell	£35,640
5.	Cabinet Member for Governance and Corporate Services include Health and Safety and Human Resources	Billy Mullin	£35,640
6.	Cabinet Member – Finance, Inclusion, Resilient Communities including Social Value & Procurement	Paul Johnson	£35,640
7.	Cabinet Member – Housing and Regeneration	Sean Bibby	£35,640
8.	Cabinet Member for Climate Change and Economy	Dave Healey	£35,640
9.	Cabinet Member for Education Welsh Language, Culture and Leisure	Mared Eastwood	£35,640
10.	Chair of Community, Housing & Assets Overview & Scrutiny Committee	Helen Brown	£26,400
11.	Chair of Corporate Resources Overview & Scrutiny Committee	Richard Jones	£26,400
12.	Chair of Education Youth & Culture Overview & Scrutiny Committee	Teresa Carberry	£26,400
13.	Chair of Environment & Economy Overview & Scrutiny Committee	David Evans	£26,400
14.	Chair of Social & Healthcare Overview & Scrutiny Committee	Arnold Woolley	£26,400
15.	Leader of the largest opposition group	Bernie Attridge	£26,400
16.	Chair of Planning Committee	Richard Lloyd	£26,400
17.	Chair of Licensing Committee	Rosetta Dolphin	£26,400
18.	Chair of Climate Change Committee	Alasdair Ibbotson	£26,400

A maximum of 18 senior salaries for Flintshire County Council may be paid and this has not been exceeded.

Note: A senior salary is paid to the Chair of the Clwyd Pension Fund Committee, Councillor Ted Palmer. This payment is at the Council's discretion and is outside the remit of the Independent Remuneration Panel for Wales, which is why it is not shown in the table above.

ENTITLEMENT TO CIVIC SALARIES		ANNUAL AMOUNT OF CIVIC SALARY (inclusive of the basic allowance of £17,600)
ROLE	MEMBER	
Civic Head (Chair of Council)	Gladys Healey	£26,400
Deputy Civic Head (Vice-chair of Council)	Dennis Hutchinson	£21,340

ENTITLEMENT AS STATUTORY CO-OPTees		AMOUNT OF CO-OPTees ALLOWANCES
ROLE	MEMBER	
Chair of Standards committee	Julia Hughes	£268 Daily Fee £134 ½ Day Fee
Member of Standards Committee	David Wynn Davies	£210 Daily Fee £105 ½ Day Fee
Member of Standards Committee	Jacqueline Guest	£210 Daily Fee £105 ½ Day Fee
Member of Standards Committee	Mark Morgan	£210 Daily Fee £105 ½ Day Fee
Member of Standards Committee	Gill Murgatroyd	£210 Daily Fee £105 ½ Day Fee
Member of Standards Committee	Ian Papworth	£210 Daily Fee £105 ½ Day Fee
Member of Education & Youth Overview & Scrutiny Committee	Lynn Bartlett	£210 Daily Fee £105 ½ Day Fee
Member of Education & Youth Overview & Scrutiny Committee	Wendy White	£210 Daily Fee £105 ½ Day Fee
Member of Education & Youth Overview & Scrutiny Committee	Lisa Allen	£210 Daily Fee £105 ½ Day Fee
Member of Education & Youth Overview & Scrutiny Committee	Vacant	£210 Daily Fee £105 ½ Day Fee
Member of Education & Youth Overview & Scrutiny Committee	Vacant	£210 Daily Fee £105 ½ Day Fee
Chair of the Governance and Audit Committee	Allan Rainford	£268 Daily Fee £134 ½ Day Fee
Member of the Governance and Audit Committee	Rev Brian Harvey	£210 Daily Fee £105 ½ Day Fee
Member of the Governance and Audit Committee	Sally Ellis	£210 Daily Fee £105 ½ Day Fee

Contribution towards Costs of Care and Personal Assistance	
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All Members are entitled to claim towards the costs of care and personal assistance, for activities that the individual council has designated official business or an approved duty.	Variable – Determination 43
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Members Support – what is provided in terms of telephone, internet or email (see Determination 10)	
Telephone Support for Executive Members	Mobile phones provided to Cabinet members
Telephone Support for Chairs of Committees	Included in the Broadband allowance of up to £30 per month offered to all elected Members
Telephone Support for all other Members	Included in the Broadband allowance of up to £30 per month offered to all elected Members
Access to Email for Executive Members	Yes
Access to Email for Chairs of Committees	Yes
Access to Email for all other Members	Yes
Internet Support for Executive Members	IPads issued to Cabinet Members are wi fi enabled Broadband allowance of up to £30 per month offered to all elected Members.
Internet Support for Chairs of Committees	Broadband allowance of up to £30 per month offered to all elected Members
Internet Support for all other Members	Broadband allowance of up to £30 per month offered to all elected Members

SCHEDULE 2

Approved duties: -

- attendance at a meeting of the Authority or of any committee of the Authority or of any body to which the Authority makes appointments or nominations or of any committee of such a body;

- attendance at a meeting of any association of authorities of which the Authority is a member;
- attendance at any other meeting the holding of which is authorised by the Authority or by a committee of the Authority or by a joint committee of the Authority and one or more other Authorities;
- a duty undertaken for the purpose of or in connection with the discharge of the functions of Cabinet;
- a duty undertaken in connection with the discharge of any function of the Authority which empowers or requires the Authority to inspect or authorise the inspection of premises;
- attendance at any training or developmental event approved by the Authority or its Cabinet;
- the following duties which have been approved by Council:
 - a) Attendance at any training or developmental event approved by a Committee of the Council or by the Chief Executive or appropriate Chief Officer in consultation with the Chair or Vice Chair of the Council.
 - b) Any attendance required by financial regulations or Contract Standing Orders.
 - c) Any attendance authorised/required by the Council's Scheme of Delegation (e.g. attendances for consultation purposes).
 - d) Attendance upon an Officer of the Council upon Ward business.
 - e) Attendance upon an Officer of the Council upon Council business.
 - f) Attendance to inspect background documents under Section 100D Local Government Act 1972.
 - g) Any other attendances expressly authorised by Committee, Cabinet or Council.

Where the above official business is carried out within the Council area, this will not entitle payment of a subsistence allowance except where it relates to a co-opted Member living outside the Council area.

SCHEDULE 3

Mileage Rates

All sizes of private motor vehicle	45 pence per mile
Up to 10,000 miles	25 pence per mile
Over 10,000 miles	
Private Motor Cycles	24 pence per mile
Pedal Cycles	20 pence per mile
Passenger supplement	05 pence per mile

Subsistence Allowance

The day subsistence rate is up to a maximum of £28 and covers a 24-hour period and can be claimed for any meal if relevant provided such a claim is supported by receipts.

Re-imbusement of alcoholic drinks is not permitted.

Overnight Stay

The maximum allowances for an overnight stay are £200 for London and £95 for elsewhere. A maximum of £30 is available for an overnight stay with friends or relatives whilst on approved duty.

SCHEDULE 4

Compliance

- The Authority will arrange for the publication on the council's website the total sum paid by it to each Member and Co-opted Member in respect of salary, allowances, fees and reimbursements not later than 30 September following the close of the year to which it relates. In the interests of transparency this will include remuneration from all public service appointments held by elected Members.
- The Authority will publish on the council's website a statement of the basic responsibility of a councillor and role descriptors for senior salary office holders, which clearly identify the duties expected.
- The Authority will publish on the council's website the annual schedule of Member Remuneration not later than 31 July of the year to which the schedule refers.
- The authority will send a copy of the schedule to the Independent Remuneration Panel for Wales not later than 31 July of the year to which the schedule refers.
- The Authority will maintain records of Member or Co-opted Members attendance at meetings of council, cabinet and committees and other approved duties for which a Member or Co-opted Member submits a claim for reimbursement.
- The Authority will arrange for the publication on the council's website of annual reports prepared by Members.
- When the Authority agrees a paid substitution for family absence it will notify the Independent Remuneration Panel for Wales within 14 days of the date of the decision of the details including the particular post and the duration of the substitution.

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FLINTSHIRE COUNTY COUNCIL

Date of Meeting	Tuesday, 26 September 2023
Report Subject	Annual Report of the Standards Committee 2022/2023
Report Author	Chief Officer Governance

EXECUTIVE SUMMARY

The Local Government and Elections (Wales) Act 2021 imposed an obligation on the Standards Committee to publish an annual report, and to have regard to statutory guidance as to the contents of such reports.

The first such report is attached for consideration by Council. It contains two recommendations which have either been actioned or which are in hand.

RECOMMENDATIONS

1	That Council thanks the Standards Committee for its first report and accepts the recommendations.
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REPORT DETAILS

1.00	EXPLAINING THE REQUIREMENT TO PRODUCE AN ANNUAL REPORT
1.01	Section 63 The Local Government and Elections (Wales) Act 2021 requires every Standards Committee to produce an annual report for each financial year as soon as reasonably practical after the end of the year to which it relates.
1.02	Such reports must:

	<p>(1) Describe how the Committee's functions have been discharged during the financial year.</p> <p>(2) In particular, the report must include a summary of—</p> <p>(a) what has been done to discharge the general and specific functions conferred on the Committee [to promote and maintain high standards conduct by the Members and co-opted Members of the authority and Town and Community Councils, and to assist Members and co-opted Members of the authority to observe the authority's Code of Conduct];</p> <p>(b) reports and recommendations made or referred to the Committee [by the Ombudsman]; and</p> <p>(c) action taken by the Committee following its consideration of such reports and recommendations</p> <p>(d) notices given to the Committee [by the Adjudication Panel for Wales following a hearing];</p> <p>(3) An annual report by a standards Committee of a County Council or County Borough Council in Wales must include the Committee's assessment of the extent to which leaders of political groups on the Council have complied with their duties under section 52A(1) during the financial year [duty to promote ethical behaviour by members of their group].</p>
1.03	<p>The Committee may also make recommendations to the authority about any matter in respect of which the Committee has functions. The Committee made two such recommendations:</p> <ol style="list-style-type: none"> 1) The group leaders and councillors are offered training on respectful communication. The scope of such training is due to be discussed with Group Leaders at the Ethical Liaison Meeting planned for 6th October; and 2) Town and community council clerks are reminded of the ability to seek dispensation and of the process for doing so. This has been done.
1.04	The report is attached at Appendix 1 for consideration.

2.00	RESOURCE IMPLICATIONS
2.01	The report was produced in house within the resources available to the Committee.

3.00	CONSULTATIONS REQUIRED / CARRIED OUT
3.01	The Standards Committee consulted group leaders to assess their compliance with the duty to promote ethical compliance.

4.00	RISK MANAGEMENT
4.01	The recommendations made by the Committee will help to reduce the risk of inappropriate or unethical behaviour that might amount to a breach of the councillors' code of conduct.

5.00	APPENDICES
5.01	Appendix 1 – annual report

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	None. Contact Officer: Gareth Owens, Chief Officer Governance Telephone: 01352 702344 E-mail: Gareth.legal@flintshire.gov.uk

7.00	GLOSSARY OF TERMS
7.01	Ethical Liaison Meeting – regular meetings between members of the Standards Committee and senior councillors to discuss standards of behaviour within the council.

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Standards Committee Annual Report



2022
-
2023

Foreword

Welcome to the annual report of Flintshire County Council's Standards Committee for the financial year 2022/2023.

As our first report, the aim has been to:

- 1) provide some explanation of how the committee is formed;
- 2) give a sense of the work it might be called upon to undertake; and
- 3) to describe what has actually been done over the last 12 months.

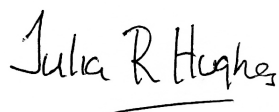
The primary work of the committee is undertaken in public meetings, which are broadcast live and are also available in the county council's archive of meeting recordings. This report therefore, attempts to give an overview of the work it has undertaken.

In undertaking its duties, the committee is mindful of the trust placed in it by the county council and the public to ensure that high standards of ethical behaviour are maintained. It also seeks to ensure that the democratic process is as inclusive as possible so that people with useful information can share that evidence with officers and councillors without being able to inappropriately influence or participate in any decision where they have a personal stake in the outcome.

There were all council elections in May 2022 and so the committee has ensured that a comprehensive programme of training has been provided to ensure that county councillors plus town & community councillors are aware of the standards of behaviour expected of them. It has also worked with group leaders at the county council to raise awareness of the new duty on them to promote good behaviour on the part of their group members.

I hope that you find the work of the committee, and this report, interesting. Should you wish to learn more about the work of the committee, to participate in its meetings or even wish to become a member when a vacancy next arises, please go to Flintshire County Council's website using the link (www.flintshire.gov.uk).

Signed



Julia Hughes, Chair
Flintshire County Council Standards Committee

Make Up of the Committee

The members of the committee are listed in the table below. The committee consists of 3 types of members as follows:

- 1. Independent Members** – these are recruited by advertisement (a process called co-option) and have no current or prior links with the council other than being on the committee. There are 5 of these so that they form the majority of members on the committee. They serve a maximum of two terms of varying length up to a maximum of 10 years;
- 2. Town & Community Council** – the committee is the Standards Committee for all town and community councils within Flintshire. Those councillors select one of their number in an informal election to represent their perspective on the committee. That representative serves for the whole council term; and
- 3. County Councillors** – there are 3 county councillors on the committee. They serve for the whole term of the council.

The majority of members are therefore not elected but are recruited from members of the public as per the requirements of legislation in Wales. A meeting of the committee can only proceed if at least half of those in the meeting are Independent Members.

Name	Type of Member
Julia Hughes	Independent Member and chair
Mark Morgan	Independent Member and vice chair
David Davies	Independent Member
Jacqueline Guest	Independent Member
Gill Murgatroyd	Independent Member
Ian Papworth	Town & Community Council representative
Teresa Carberry	County Councillor
Andrew Parkhurst	County Councillor
Antony Wren	County Councillor

Work of the Committee

The committee typically meets every other month. Meetings are scheduled in the intervening months to consider any urgent requests for a dispensation, and these meetings are cancelled if no such requests have been received.

During 2022/2023 the committee met on the dates listed below.

5th September 2022

7th November 2022

5th December 2022

9th January 2023

6th March 2023

15th May 2023

3rd July 2023

The work of the committee falls into several broad categories:

- 1) Proactive review of rules and procedures in the council's constitution to ensure that they:
 - a. Facilitate or encourage ethical behaviour; and
 - b. remain pertinent and up to date
- 2) Considering requests for dispensation i.e., requests for the prohibition on participation when a councillor has a personal and prejudicial interest to be relaxed. This happens in a range of circumstances such where a council might otherwise be inquorate or where a ward might be unrepresented if the councillor were unable to speak;
- 3) Reports to increase subject awareness such as reporting on the number and type of complaints made about community, county or town councillors under the code, or reports from the Public Services Ombudsman for Wales on their findings;
- 4) Reports on the thresholds and levels of sanctions and areas of good practice. This helps to inform us whether local policy changes are required or additional training needed;
- 5) Reports from Independent Members, who have observed meetings at the county council or town and community councils, on levels of compliance with the code. The committee then gives feedback on good practice and recommendations;
- 6) Reports on the working of the committee such as preparation for and the outcome of ethical liaison meetings, preparing or approving the annual report or setting its own forward work programme. These meetings are a strategic approach to the role of the committee as a proactive one and not just reactive to complaints.

The committee might also be called upon to consider reports from the Public Services Ombudsman in relation to alleged breaches of the councillors' code of conduct. These are very rare. No referrals were made during the financial year 2022/23 and only 2 such referrals have taken place since the committee was formed in the early 2000s.

Work of the Committee

The committee may also receive notice from the Adjudication Panel for Wales when it has conducted a hearing into an alleged breach of the code of conduct. Such a notice would include details of any findings that a councillor has breached the code and the penalty to be imposed. The Adjudication Panel did not hear any such cases during 2022/23 and consequently did not issue any such notices.

Once a year the committee holds a meeting jointly with all the town and community councils. They have the chance to raise issues or questions for the agenda that relate to the standards regime and the committee will also schedule items that may be of common interest to county council and town & community councils.

In addition to formal committee meetings the chair & vice chair attend:

- 1) **Ethical liaison meetings** – these are informal meetings with the chair & vice chair of council, the Leader and group leaders to discuss issues of current concern amongst county councillors;
- 2) **National Forum for Standards Committee Chairs** – this is a network for sharing best practice between all the chairs of all the Standards Committees in Wales (including the 3 national park authorities and 3 fire & rescue authorities). This has replaced the North and mid Wales Forum. There is secretariat support from the WLGA.

There was 1 meeting of this new forum during the period of this report.

Training

In May 2022, elections took place to the county council and in every city, town & community council in Wales. At the county council there was a high degree of turnover and there was a large intake of new councillors. Some of those councillors had previously served on town or community councils but many had never been a councillor before. Similar levels of turnover were also experienced in many town and community councils.

It was therefore important that training on the code of conduct was made available. The committee had previously agreed with all group leaders that training on the code of conduct should be regarded as mandatory for all councillors, whether new or returning.

A comprehensive programme of training was made available to county councillors which they all either attended or viewed as a recording. Likewise, a series of training sessions were made available over the summer and in the autumn of 2022 for town and community councils. Similar confirmation has been sought from the clerks that all their councillors either attended or have viewed the recording.

In order to maintain its own skills and knowledge, the committee undertakes a training session before every meeting. This year the focus has been on the councillors' code of conduct, looking at each provision in a high level of technical detail.

The Penn Review

One of the key pieces of work for the committee during this financial year has been to respond to the "Penn Review". In March 2021 the Welsh Government commissioned Richard Penn to review the ethical framework in Wales.

That review sought the views of, amongst others, the Standards Committee, on aspects of the framework that might be improved or changed. Its findings were published in July 2021 and the committee has considered those findings and whether it might be able to adopt any of the recommendations or whether legislation would be needed to implement them.

The committee believed that a number of the recommendations could be adopted voluntarily and, through the monitoring officer's network, has sought to develop a consensus for action across all Standards Committees in Wales on such issues as harmonising the threshold for declaring gifts and hospitality, and the creation of a national forum for the chairs of all Standards Committees. It has also proposed the voluntary adoption of some of the recommended changes to the code of conduct for councillors.

Compliance with the Group Leader's Duty

As part of its annual report, the committee is required to report on the extent to which it believes that group leaders have complied with their duty to promote ethical behaviour.

Section 62 Local Government and Elections Act 2021 (inserting a new section 52A into the Local Government Act 2000) states:

“(1) A leader of a political group consisting of members of a county council or county borough council in Wales—

(a) must take reasonable steps to promote and maintain high standards of conduct by the members of the group, and

(b) must co-operate with the council's Standards Committee (and any sub-Committee of the Committee) in the exercise of the Standards Committee's functions.

(2) In complying with subsection (1), a leader of a political group must have regard to any guidance about the functions under that subsection issued by the Welsh Ministers.”

Each group leader has completed their own report of the steps which they have taken to fulfil this duty. The committee met privately with them to explore those reports and ask questions where further detail was required. Having undertaken that assessment, the committee:

- 1) Noted the positive steps taken by group leaders to promote training to both returning and new councillors following the elections. The committee's view is that it is especially important given the number of new councillors for there to be high levels of attendance at the training on offer;
- 2) Welcomed the efforts made by group leaders to help resolve any issues that had arisen during the year; and
- 3) is satisfied that the group leaders have each fulfilled their duty.

As noted under the recommendations for action, the committee thinks further training should be provided as requested. The scope of that training will need to be developed jointly with group leaders.

The committee works collaboratively to support group leaders with their duty wherever possible.

Recommendations for action

From previous comparisons, it appears that the Flintshire Standards Committee receives the most requests for dispensations in North Wales. However, the committee remains concerned that the numbers seem “to be low” and wonders whether councillors are not declaring the required level of interests because they fear it might debar them from participating on items of importance to their community.

Recommendation: that clerks be reminded of the ability to seek dispensations

The committee noted that many complaints related to a failure to treat with respect, often (though not exclusively) arise from comments on social media. Navigating the balance between freedom of political expression and respect for others can be difficult and is an area where the committee has received requests for training.

Recommendation: that training is provided on how to balance the obligation to treat people with respect and the freedom of political expression.

Notice of Motion: 'Report a Rogue' Landlord and Rogue Landlord Checker Tools for Flintshire

Proposed by: Cllr Sam Swash

Seconded by: Cllr Alasdair Ibbotson

This Council notes:

1. that data from Shelter Cymru shows that up to one third of people in Wales are living in unsafe or unaffordable housing.
2. that one in ten people in Wales are living in properties that are not structurally sound or have issues such as faulty wiring or fire risks.
3. that tens of thousands of people say that they have experienced discrimination when trying to find a home.
4. that one in four people in Wales are living in homes with significant damp, mould or condensation problems.
5. that there are now more people in Wales living in the private rented sector than live in social housing.
6. that the number of rogue landlords being prosecuted by local authorities in England and Wales remains very low, despite large numbers of complaints.
7. that in 2017 Sadiq Khan, the Mayor of London, launched a 'Report a Rogue' online tool to report concerns with a rental property or landlord to the enforcement teams in the relevant borough.

This Council believes:

1. that the housing crisis represents one of the greatest challenges facing both Wales and the United Kingdom.
2. that tenants should be better protected from facing discrimination on the basis of ethnicity, gender, sexual orientation, nationality, religion, disability or pet ownership.
3. that local authorities should take seriously their duty to take enforcement action against rogue landlords.
4. that tenants should be encouraged to report rogue landlords to their local authority and that the local authority should keep a public database of landlords who have been prosecuted or faced civil enforcement action for housing offences.

This Council resolves:

1. to create a 'Report a Rogue' tool for tenants to report rogue landlords to Flintshire County Council.
2. to create a Rogue Landlord Checker; a publicly available and searchable database of landlords in Flintshire who have been prosecuted or faced civil enforcement action for housing offences.

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Notice of Motion – Councillor David Coggins Cogan

The ongoing Cost of Living crisis forces more and more families throughout Flintshire into food poverty. In June, Welsh Government announced it was ending the holiday provision of Free School Meals, removing a safety net from those who needed it the most: vulnerable children trapped in poverty through no fault of their own.

Several councils across Wales urgently approved funding to continue the Free School Meals during the summer break. Those cabinets decided alleviating food poverty for children was a priority. Flintshire's Cabinet decided differently and refused funding altogether. This was a political choice.

Torfaen Council, unable to afford the full cost, provided one-off payments to families eligible for Free School Meals. The Leader of Flintshire Council dismissed this option out of hand. The full burden of the halted Free School Meals policy fell on those least able to bear it: children living in poverty.

This policy decision not to fund holiday Free School Meals was not communicated to Members. This hampered Members' efforts in proactively informing their residents of this new pressure on family finances. Deliberately choosing not to inform Members about the discontinuation of holiday Free School Meals is unforgivable.

Therefore, this Council:

1. Notes with disappointment the Cabinet's decision:
 - a. not to fund Free School Meals during the holidays; and
 - b. not to provide any part-funding to eligible children.
2. Notes and objects to the Cabinet's total lack of communication in telling Members that Informal Cabinet decided against funding holiday provision of Free School Meals.
3. Calls upon the Cabinet to reconsider its decision and to reinstate holiday provision of Free School Meals for as long as the Cost of Living crisis continues.

Notes

- Informal Cabinet discussed holiday provision of Free School Meals on 27th July 2023.
- Despite the critical nature of food poverty for many families across Flintshire, the Cabinet did not inform Members of its decision.
- This lack of communication seriously undermined Members' abilities to proactively warn families and provide them with information about the (very limited) alternative options.

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Question from Councillor Sam Swash:

"What plans are Flintshire County Council making to be in a position to launch a publicly-owned municipal bus company in Flintshire once the Welsh Government passes its One Bus, One Timetable, One Ticket legislation?"

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Question from Councillor David Coggins Cogan to the Leader of the Council, Councillor Ian Roberts:

- **Initial:** When did the Leader decide not to help the c. 5,300 school children Eligible for, and relying on, Free School Meals over the holidays?

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Question from Councillor David Coggins Cogan to the Cabinet Member for Education, Welsh Language, Culture and Leisure:

- **Initial:** When deciding whether or not to provide Free School Meals during the holidays, what was your primary motivation; alleviating hunger in the most vulnerable children in our County, or shifting the political blame to Welsh Government?

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Urgent Question from Councillor Helen Brown to the Leader of the Council and Cabinet:

Will the Leader of Flintshire County Council and his Cabinet join the thousands of Flintshire Residents to call for the 20Mph to be rescinded by Mark Drakeford. We live in a democratic society and this certainly isn't democratic.

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