

# Public Document Pack

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To: Cllr Richard Jones (Chair)

Councillors: Bernie Attridge, Bill Crease, Alasdair Ibbotson, Gina Maddison, Allan Marshall, Vicky Perfect, Kevin Rush, Jason Shallcross, Sam Swash, Linda Thomas and Arnold Woolley

8 December 2023

Dear Sir/Madam

**NOTICE OF HYBRID MEETING**  
**CORPORATE RESOURCES OVERVIEW & SCRUTINY COMMITTEE**  
**THURSDAY, 14TH DECEMBER, 2023 at 10.00 AM**

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 **APOLOGIES**

**Purpose:** To receive any apologies.

### 2 **DECLARATIONS OF INTEREST (INCLUDING WHIPPING DECLARATIONS)**

**Purpose:** To receive any Declarations and advise Members accordingly.

### 3 **MINUTES** (Pages 5 - 14)

**Purpose:** To confirm as a correct record the minutes of the meeting held on 16 November 2023.

### 4 **ACTION TRACKING** (Pages 15 - 20)

Report of Democratic Services Manager -

**Purpose:** To inform the Committee of progress against actions from previous meetings.

### 5 **FORWARD WORK PROGRAMME** (Pages 21 - 30)

Report of Democratic Services Manager -

**Purpose:** To consider the Forward Work Programme of the Corporate Resources Overview & Scrutiny Committee.

### 6 **MEDIUM TERM FINANCIAL STRATEGY (MTFS) AND BUDGET 2024/25** (Pages 31 - 46)

Report of Corporate Finance Manager - Cabinet Member for Finance, Inclusion, Resilient Communities including Social Value and Procurement

**Purpose:** To update on the latest position for the MTFS and Budget 2024/25 in advance of receipt of the Welsh Local Government Provisional Settlement.

### 7 **DRAFT STRATEGIC EQUALITY PLAN 2024-28** (Pages 47 - 96)

Report of Chief Executive -

**Purpose:** To share with the Committee the draft Strategic Equality Plan and equality objectives for consideration and comments.

8 **COUNCIL PLAN 2023-24 MID-YEAR PERFORMANCE REPORTING** (Pages 97 - 198)

Report of Chief Executive - Cabinet Member for Governance and Corporate Services including Health and Safety and Human Resources

**Purpose:** To review the levels of progress in the achievement of activities and performance levels identified in the Council Plan.

9 **REVENUE BUDGET MONITORING 2023/24 (MONTH 7)** (Pages 199 - 224)

Report of Corporate Finance Manager - Cabinet Member for Finance, Inclusion, Resilient Communities including Social Value and Procurement

**Purpose:** To provide Members with the Revenue Budget Monitoring 2023/24 (Month 7) Report and Significant Variances.

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

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## **CORPORATE RESOURCES OVERVIEW & SCRUTINY COMMITTEE** **16 NOVEMBER 2023**

Minutes of the Corporate Resources Overview & Scrutiny Committee of Flintshire County Council held as a hybrid meeting on Thursday, 16 November 2023

**PRESENT: Councillor Richard Jones (Chair)**

Councillors: Bernie Attridge, Bill Crease, Alasdair Ibbotson, Allan Marshall, Kevin Rush, Sam Swash and Linda Thomas

**SUBSTITUTES:** Councillors: Debbie Owen (for Jason Shallcross) and Carolyn Preece (for Gina Maddison)

**APOLOGIES:** Councillors: Vicky Perfect and Arnold Woolley

**ALSO PRESENT:** Councillors: Ian Roberts (Leader of the Council), Billy Mullin (Cabinet Member for Governance & Corporate Services), Mared Eastwood (Cabinet Member for Education, Welsh Language, Culture & Leisure), Mike Allport, David Coggins Cogan and Andrew Parkhurst

**CONTRIBUTORS:** Councillor Dave Hughes (Deputy Leader and Cabinet Member for Streetscene and the Regional Transport Strategy), Councillor Christine Jones (Deputy Leader and Cabinet Member for Social Services & Wellbeing), Councillor Paul Johnson (Cabinet Member for Finance, Inclusion & Resilient Communities), Chief Executive, Chief Officer (Governance), Corporate Finance Manager, Corporate Manager (People and Organisational Development), Corporate Manager (Capital Programme & Assets) and Strategic Finance Managers

**IN ATTENDANCE:** Democratic Services Manager and team

### **39. DECLARATIONS OF INTEREST**

On the Budget 2024/25, Councillor Carolyn Preece declared a personal and prejudicial interest as a close relative's degree was funded through Theatr Clwyd. She withdrew from the meeting for specific discussion on Theatr Clwyd.

Councillor Bernie Attridge declared a personal interest on the Employment and Workforce Mid-year Update due to close family members employed by the Council.

### **40. MINUTES**

The minutes of the meeting held on 12 October 2023 were approved, as moved and seconded by Councillors Bernie Attridge and Allan Marshall, subject to two amendments on minute numbers 30 and 35.

## Matters Arising

Minute number 34: Budget 2024/25 - the Democratic Services Manager would follow up the request for a breakdown of the £365K cost pressure on Alternative Delivery Models and an update on Community Asset Transfers to be included on the forward work programme.

On the same minute, officers would liaise with the Chair on the formation of a letter as stated in resolution (b).

Councillor Alasdair Ibbotson thanked officers for sharing responses to his queries and sought further clarification on earmarked reserves. On the North Wales Residual Waste Treatment Project, he asked if any additional contributions were expected to the Community Benefit Fund and the reason for the anticipated significant reduction by year-end, given that the Fund would be active until 2044/45. As there were currently no approved applications in-year, he asked whether further payments would be reduced, based on the Fund being underused.

On the latter, the Corporate Finance Manager agreed to seek a detailed response to share with the Committee. When asked about the rationale for retaining the earmarked reserve on solar farms, he explained that this was a specific known commitment set aside to fund future repairs and maintenance.

Councillor Sam Swash referred to the response shared on the residual £0.110m budget which was not ring fenced for the Local Development Plan (LDP). He raised concerns about the lack of scrutiny and said that if the amount was not being used for its intended purpose, it should be put back into the overall budget.

The Corporate Finance Manager explained that additional costs had been identified from within the existing budget as the LDP process had been finalised, however Members were able to challenge any aspect of the budget as part of the process.

In response to the concerns raised by Councillor Swash, the Chair suggested that the remaining LDP allocation be transferred back into general reserves as a saving and to document the additional items as in-year budget pressures for the same amount. The Corporate Finance Manager agreed to liaise with the Chief Officer (Planning, Environment & Economy) to progress this.

### **RESOLVED:**

That subject to the amendments, the minutes be approved as a correct record.

## **41. ACTION TRACKING**

The Democratic Services Manager presented an update on actions from previous meetings and would follow up the outstanding actions.

The recommendation was moved and seconded by Councillors Bernie Attridge and Allan Marshall.

**RESOLVED:**

That the Committee notes the progress which has been made.

**42. FORWARD WORK PROGRAMME**

The Democratic Services Manager presented the current Forward Work Programme and would include an item on the acquisition of land for Flintshire cemeteries relating to value for money, as requested by Councillor Sam Swash. He would also follow up Councillor Alasdair Ibbotson's previous request for an update on Council Tax Discretionary (13a) Discounts/Write Offs which would first need to be considered by Cabinet.

On that basis, the recommendations were moved and seconded by Councillors Bernie Attridge and Sam Swash.

**RESOLVED:**

- (a) That the Forward Work Programme, as amended, be noted; and
- (b) That the Democratic Services Manager, in consultation with the Committee Chair, be authorised to vary the Forward Work Programme between meetings, as the need arises.

**43. BUDGET 2024/25**

The Corporate Finance Manager shared a presentation to update Members on changes to the additional budget requirement for 2024/25 and to summarise feedback from the recent review by Overview & Scrutiny committees of their respective portfolio cost pressures, efficiency options and associated risks. All Members had been invited to attend for this item. The presentation covered:

- Purpose and Background
- Feedback from Overview & Scrutiny Committee meetings:
  - Environment & Economy (10 October)
  - Community & Housing (11 October)
  - Corporate Resources (12 October)
  - Education & Youth (19 October)
  - Social & Health Care (26 October)
- Additional Budget Requirement - Update on Risks
  - Additional Cost Pressures
  - Changes to Risks
- Budget Solutions - Workstreams
- Next Steps/Timelines

Since the last report in October, two additional/amended pressures for Coroner's fees and free school meals had increased the budget requirement for

2024/25 to £33.028m. An update on risks reported that whilst the pay award for NJC staff in 2023/24 had been finalised and closed off, there were two new potential risks relating to harmonisation of fostering fees within Social Care and the increase in employer teacher pension contributions from April 2024, both of which were expected to be met by Welsh Government (WG). An update on budget solutions detailed the range of work being undertaken to reduce the budget gap.

In response to questions from Councillor Bernie Attridge, the Corporate Finance Manager provided information on the £0.085m saving from the Capital Programme. On risks, he gave examples of 'external partners' and advised that the pressure on free school meals was due to recent increases in cost and demand.

On Theatr Clwyd, the Corporate Manager (Capital Programme & Assets) confirmed that contributions from the Arts Council remained unchanged and that no additional funding had been sought from the County Council.

Councillor Alasdair Ibbotson said that in respect of the budget-setting process, it would be useful for specific budget lines with no significant movement to include more detail on spend within those portfolios. The Corporate Finance Manager referred to the significant number of budget lines behind the summary of variances and said that Members could request a breakdown of specific services as required. On a further question, Councillor Ibbotson was informed that the facility on the Council's website for reporting rogue landlords was currently being developed.

Councillors Bernie Attridge and Debbie Owen moved and seconded that the presentation be noted and circulated to Members. The Chair asked that future presentations be shared prior to meetings to help Members to prepare.

**RESOLVED:**

That the presentation be noted and circulated to Members.

**44. EMPLOYMENT AND WORKFORCE MID-YEAR UPDATE**

The Corporate Manager (People and Organisational Development) presented a mid-year update report on workforce statistics and analysis for the period covering 1 April to 30 September 2023.

An overview of key areas showed the impact of continuing national workforce pressures, particularly in areas such as Social Care. In comparison with the same period in 2022, there was a slight increase in turnover and the introduction of an electronic survey, in addition to exit interviews, would help to gain a better understanding of the reasons. An improved position was reported on attendance where the main reason for absences continued to be related to mental health. As part of the robust approach to managing attendance, a separate policy was being considered to manage chronic long-term illnesses. An update on agency worker spend indicated active placements at the point of



preparing the report and showed increasing demand in specialist areas such as Children's Services. The majority of total agency spend was mitigated by vacancy savings or grant contributions.

Councillor Bernie Attridge asked for more information on the reasons behind employee turnover in Social Services. The Corporate Manager cited potential reasons and agreed to seek a detailed response from the service to share with the Committee. In response to comments on the Council's Occupational Health service, she remarked on more complex legislation to deal with multiple health issues and asked that any specific concerns be referred directly to her. On agency workers, she provided clarity on the Council's terms which went beyond regulatory requirements.

Given the Council's financial pressures, Councillor Andrew Parkhurst queried the increased headcount in non-schools employees and sought information on the types of roles and assurance that costs were being managed. The Corporate Manager agreed to share a detailed response separately but reiterated that the data provided a snapshot at that point in time and that the robust vacancy management process ensured that every post was challenged.

Councillor Alasdair Ibbotson asked about agency workers engaged in Social Services and was informed that additional temporary resources had been appointed to specifically deal with the increased demand for services, as recruitment had not resulted in permanent appointments. When asked about the average cost for employing an individual through an agency as opposed to recruiting externally, the Corporate Manager agreed to establish if she could share some contractual information with the Committee on a confidential basis, given it was commercially sensitive, but advised that the Matrix system was more cost-effective for the majority of posts.

The recommendation was moved and seconded by Councillors Bernie Attridge and Debbie Owen.

**RESOLVED:**

That the mid-year Workforce Information Report for 2023/24 be noted.

**45. REVENUE BUDGET MONITORING 2023/24 (MONTH 6) AND CAPITAL PROGRAMME MONITORING 2023/24 (MONTH 6)**

The Strategic Finance Managers (Corporate Finance) presented the 2023/24 month 6 position for the revenue budget monitoring for the Council Fund and Housing Revenue Account (HRA) and the Capital Programme, prior to consideration by Cabinet.

Revenue Budget Monitoring

On the Council Fund, the projected year-end position was an operating deficit of £3.559m (excluding the impact of the pay award to be met from reserves), leaving a year-end contingency reserve balance of £3.776m after

taking account of the estimated impact of pay awards together with balances released to reserves at month 5. A summary was given of significant variances across portfolios during the period and attention was drawn to Appendix 2 which included an additional column identifying savings from the moratorium on non-contractually committed spend. The tracking of in-year risks included the latest position on the waste recycling infraction charge where a report was due to be considered by Cabinet. It was projected that 99% of planned in-year efficiencies were expected to be achieved in 2023/24.

On unearmarked reserves, officers would ensure that future reports revert back to using the name Covid Emergency Fund for consistency, as requested.

On the HRA, projected in-year expenditure of £0.069m lower than budget would leave a closing un-earmarked balance of £3.266m, which was above the recommended guidelines on spend.

Whilst acknowledging fluctuations in service demand, Councillor Bernie Attridge felt that more accurate projections could have been made in some areas. He sought further information from Social Services on the £0.307m overspend in the Physically Disabled and Sensory Impaired budget, the increased demand for Family Group meetings and the £0.821m variance for professional support (Children's Services) including the overspend in the Leaving Care budget which he felt should have been forecasted.

The Corporate Finance Manager would refer the queries to Social Services for a response. On other questions, he spoke about the five new out of county placements and the process for considering those arrangements. On the temporary change of use of earmarked reserve to fund work within the Carelink Service, he said that cross-subsidy arrangements permitted this overspend to be met from the Council Fund without the need to impact on reserves.

In response to comments on increased legal costs, the Chief Officer (Governance) provided explanation on the approach to managing ongoing vacant posts including use of a specialist locum in Children's Services to deal with the increase in child protection orders. He said that increases in demand could not be predicted due to the nature of the services and that costs for more complex cases referred to external Barristers were within the budget for Social Services.

In highlighting the safety of children as a priority for the Council, Councillor Christine Jones referred to the challenges in predicting service demand and recruiting qualified social workers.

Councillor Bill Crease welcomed the work undertaken by Social Services to protect children. In response to comments on more accurate forecasting, the Corporate Finance Manager spoke about the difficulty in some services and assured Members that there was detailed monitoring of the budget with contingency allocations set aside.

On the temporary change of use for earmarked reserves, Councillor Alasdair Ibbotson sought clarity on the original intended use for the Welfare

Reform reserve and whether it had been used for Discretionary Housing Payments (DHP). He also asked if any other Department of Work & Pensions (DWP) earmarked funding was included in that reserve and if this was not the case, where those grants were allocated within the budget, together with details of any restrictions on the use of those reserves.

The Corporate Finance Manager explained that the Welfare Reform reserve was not required at this time and would be fully replenished for 2024/25. He agreed to liaise with colleagues for a more detailed response to the queries. On interest rate projections for the 2024/25 budget, he referred to ongoing modelling work to maximise contributions to the budget based on treasury management advice and forecasting.

Councillor Sam Swash queried the significant overspend in Streetscene & Transportation given the recent report on unadopted roads which stated that work undertaken in-year had been financed from existing revenue budgets. It was explained that risk assessments were part of routine daily operations and that a response would be sought from the Chief Officer on the proportion of the overspend set aside for work on unadopted roads. On costs relating to Storm Babet, a response would be sought from the Revenues Manager on budgeting for Council Tax exemptions given the frequency of severe weather events.

As requested by the Chair, the Strategic Finance Manager provided clarification on projected costs relating to Storm Babet which fell above the threshold for the Emergency Financial Assistance Scheme. A separate response would be shared to clarify the 'one off windfall' NDR credit referenced in paragraph 1.07 and the revenue impact of additional Welsh Government grants to support Inclusion and Progression services.

*At this stage, there was a brief adjournment prior to considering the remaining items.*

### Capital Programme

The revised programme for 2023/24 was £94.662m taking into account all carry forward sums and savings transferred back to the programme. Changes during the period were mainly due to the introduction of grant funding streams and budget re-profiling. The projected outturn position totalled £93.449m leaving a £1.213m underspend recommended to be carried forward for the completion of schemes in 2024/25 as detailed. The report detailed one additional allocation which could be funded from within the current 'headroom' provision and no savings had been identified during the period. The overall funding position of approved schemes indicated a surplus of £1.996m prior to the realisation of additional capital receipts and/or other funding sources.

During discussion on Table 6, the Chief Executive explained that the figures represented investment in areas during the reporting period, including any major projects. Whilst more detail was contained in Appendix C, it was agreed that the table in future reports would be expanded to include investment over the past five years to give a broader view.

On that basis, the recommendations were moved and seconded by Councillor Bernie Attridge and the Chair.

**RESOLVED:**

- (a) That having considered the Revenue Budget Monitoring 2023/24 (month 6) report, the Committee confirms that there are no specific matters to be raised with Cabinet; and
- (b) That having considered the Capital Programme Monitoring 2023/24 (month 6) report, the Committee confirms that there are no specific matters to be raised with Cabinet.

**46. CAPITAL STRATEGY INCLUDING PRUDENTIAL INDICATORS 2024/25 TO 2026/27**

The Corporate Finance Manager presented the updated Capital Strategy prior to submission to Cabinet. The Strategy was an overarching document which brought together various strategies and policies, split into a number of sections incorporating details of the Council's Prudential Indicators for 2024/25-2026/27.

As suggested by the Chair, there would be a slight change to clarify that capital receipts could be used to directly fund the Minimum Revenue Provision.

On that basis, the recommendations were moved and seconded by Councillors Bernie Attridge and Allan Marshall.

**RESOLVED:**

- (a) That the Committee recommends the Capital Strategy to Cabinet; and
- (b) That the Committee recommends to Cabinet:-
  - The Prudential Indicators for 2024/25-2026/27 as detailed within Tables 1, and 4-8 of the Capital Strategy, and
  - Delegated authority for the Corporate Finance Manager to effect movements between the separately agreed limits within the authorised limit for external debt and the operational boundary for external debt (Table 6 of the Capital Strategy).

**47. CAPITAL PROGRAMME 2024/25 - 2026/27**

The Strategic Finance Manager presented a report on the proposed Capital Programme 2024/25 - 2026/27 which set out long-term investment in assets to enable the delivery of high quality and value for money public services split between three sections: Statutory/Regulatory, Retained Assets and Investment. Copies of the presentation slides covering the following areas would be shared after the meeting:

- Structure - Council Fund Capital Programme
- Current Programme 2023/24 - 2025/26
- Projected Funding 2024/25 - 2026/27
- Proposed allocations - Statutory/Regulatory, Retained Assets and Investment
- Summary generally funded Programme
- Specifically funded schemes
- Summary Capital Programme
- Potential future schemes
- Next steps

In response to comments from Councillor Bernie Attridge, the Chief Executive spoke about the aim to identify a suitable alternative site for a homelessness hub, with Welsh Government funding, to create a longer term solution towards provision in Flintshire. On further queries, officers clarified that the list of potential future projects were not yet included in the Programme as they were part of strategic planning over the longer term. Information was also shared on the review of industrial estates and the need for future discussions on Deeside Leisure Centre.

Councillor Sam Swash asked about costs relating to Hawarden Cemetery and was informed that the amount allocated for land acquisition in 2021/22 had been carried forward under Streetscene & Transportation within the Capital Programme whilst the purchase progressed.

In response to a question from Councillor Alasdair Ibbotson, details were shared on the extension of Buckley cemetery. Finance officers also explained arrangements for dealing with slippage in the Capital Programme involving carry-forward requests reported to this Committee.

The Chair queried the total amount for school building works which did not align with figures in Statutory and Retained Assets sections. On the development of Children's Residential Care, he said that the October figure stated should be updated to reflect the current overspend for out of county placements. On paragraph 1.43, he said that revenue implications of proposed future schemes would be useful in order to reach an informed decision.

The Chief Executive said that a prudent approach had been taken to the Capital Programme in order to protect the future revenue position, given the scale of the financial challenges.

The recommendations were moved and seconded by Councillors Bernie Attridge and Allan Marshall.

**RESOLVED:**

That the Committee:

- (a) Supports the allocations and schemes in Table 3 (paragraph 1.09) for the Statutory/Regulatory and Retained Assets sections of the Council Fund Capital Programme 2024/25-2026/27;
- (b) Supports the schemes included in Table 4 (paragraph 1.32) for the Investment section of the Council Fund Capital Programme 2024/25-2026/27;
- (c) Notes that the shortfall in funding of schemes in 2024/25 and 2025/26 in Table 5 (paragraph 1.37) at this point in the approval process allows flexibility. Options including a combination of future capital receipts, alternative grants (if available), prudential borrowing or the re-phasing of schemes will be considered during 2024/25, and included in future Capital Programme reports;
- (d) Supports the schemes included in Table 6 (paragraph 1.41) for the specifically funded section of the Council Fund Capital Programme which will be funded in part through borrowing; and
- (e) Confirms that it has no comments for Cabinet to consider before the Capital Programme 2024/25-2026/27 report is considered by Council.

**48. MEMBERS OF THE PRESS IN ATTENDANCE**

None.

(The meeting started at 10am and ended at 1.30pm)

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**Chair**



## CORPORATE RESOURCES OVERVIEW & SCRUTINY COMMITTEE

<b>Date of Meeting</b>	Thursday, 14 <sup>th</sup> December 2023
<b>Report Subject</b>	Action Tracking
<b>Report Author</b>	Democratic Services Manager
<b>Type of Report</b>	Operational

### EXECUTIVE SUMMARY

The report shows the action points from previous meetings of the Corporate Resources Overview & Scrutiny Committee and the progress made in completing them. Any outstanding actions will be reported back to the next monthly meeting, and until such time as they are completed.

### RECOMMENDATIONS

1	That the committee notes the progress which has been made.
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### REPORT DETAILS

<b>1.00</b>	<b>EXPLAINING THE ACTION TRACKING REPORT</b>
1.01	<p>In previous meetings, requests for information, reports or actions have been made. These have been summarised as action points.</p> <p>Following the meeting of the committee in July 2018, it was recognised that there was a need to formalise such reporting back, as 'Matters Arising' is not an item which can feature on an agenda.</p>

1.02	<p>This paper summarises those points and where appropriate provides an update on the actions resulting from them.</p> <p>The Action Tracking details are attached in appendix A.</p>
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<b>2.00</b>	<b>RESOURCE IMPLICATIONS</b>
2.01	The creation of the Action Tracking report increases workflow but should provide greater understanding and efficiency.

<b>3.00</b>	<b>CONSULTATIONS REQUIRED / CARRIED OUT</b>
3.01	In some cases, action owners have been contacted to provide an update on their actions.

<b>4.00</b>	<b>RISK MANAGEMENT</b>
4.01	Not applicable.

<b>5.00</b>	<b>APPENDICES</b>
5.01	Appendix A – CRO&SC Action Points

<b>6.00</b>	<b>LIST OF ACCESSIBLE BACKGROUND DOCUMENTS</b>
6.01	Minutes of previous meetings of the committee as identified in the report.

<b>7.00</b>	<b>CONTACT OFFICER DETAILS</b>
7.01	<p><b>Contact Officer:</b> Steven Goodrum, Democratic Services Manager  <b>Telephone:</b> 01352 702320  <b>E-mail:</b> <a href="mailto:steven.goodrum@flintshire.gov.uk">steven.goodrum@flintshire.gov.uk</a></p>

<b>8.00</b>	<b>GLOSSARY OF TERMS</b>
8.01	None.



**ACTION TRACKING FOR THE CORPORATE RESOURCES OVERVIEW & SCRUTINY COMMITTEE**

Meeting Date	Agenda item	Action Required	Action Officer(s)	Action taken	Status
12.10.2023	7. Budget 2024/25 - Stage 2	That a letter is sent on behalf of the Council to the Welsh Government, Home Office and Audit Wales to request the power of precept for the North Wales Fire & Rescue Authority in Flintshire.	Chief Executive and Chief Officer (Governance)		Open
	9. Cyber Resilience	That an email be sent to all Members, advising them to complete the 'Cyber Ninja' course by year-end to help reduce the risk of cyber breaches.	Democratic Services Manager		Open
16.11.23	3. Minutes	<ul style="list-style-type: none"> <li><i>Minute number 34: Budget 2024/25</i> Community Asset Transfers to be included on the forward work programme</li> </ul>	Democratic Services Manager	Added to the FWP from this month.	Closed
		<ul style="list-style-type: none"> <li><i>Minute number 34: Budget 2024/25</i> A breakdown of the £365K cost pressure on Alternative Delivery Models was requested for members of the Committee.</li> </ul>	Corporate Finance Manager		Open

Meeting Date	Agenda item	Action Required	Action Officer(s)	Action taken	Status
	5. Forward Work Programme	That an item for acquisition of land for Flintshire cemeteries relating to value for money to be included on the forward work programme.	Democratic Services Manager	Added to the FWP from this month.	Closed
		To follow up Councillor Alasdair Ibbotson’s previous request for an update on Council Tax Discretionary (13a) Discounts/Write Offs.	Democratic Services Manager	Included on the FWP – looking at dates for scheduling the item.	Closed
	7. Employment and Workforce Mid-year Update	That information on the types of roles that have resulted in increased headcount in non-schools employees and assurance that costs were being managed be provided to the committee.	Corporate Manager, People and Organisational Development.		Open
	8. Revenue Budget Monitoring 2023/24 (Month 6) and Capital Programme Monitoring 2023/24 (Month 6)	Request for further information about the £0.307m overspend in the Physically Disabled and Sensory Impaired budget, the increased demand for Family Group meetings and the £0.821m variance for professional support (Children’s Services) including the overspend in the Leaving Care budget.	Corporate Finance Manager		Open

Meeting Date	Agenda item	Action Required	Action Officer(s)	Action taken	Status
Page 19		In relation to the overspend in Streetscene & Transportation, information was requested about the proportion of the overspend set aside for work on unadopted roads.	Corporate Finance Manager		Open
		Information was requested about budgeting for Council Tax exemptions given the frequency of severe weather events.	Corporate Finance Manager		Open
		Clarification of the 'one off windfall' NDR credit referenced in paragraph 1.07 and the revenue impact of additional Welsh Government grants to support Inclusion and Progression services was requested.	Corporate Finance Manager		Open

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## CORPORATE RESOURCES OVERVIEW & SCRUTINY COMMITTEE

<b>Date of Meeting</b>	Thursday 16 December, 2023
<b>Report Subject</b>	Forward Work Programme
<b>Report Author</b>	Democratic Services Manager
<b>Type of Report</b>	Operational

### EXECUTIVE SUMMARY

Overview & Scrutiny presents a unique opportunity for Members to determine the Forward Work programme of the Committee of which they are Members.

By reviewing and prioritising the Forward Work Programme Members are able to ensure it is Member-led and includes the right issues.

A copy of the Forward Work Programme is attached at Appendix 1 for Members' consideration which has been updated following the last meeting.

The Committee is asked to consider, and amend where necessary, the Forward Work Programme for the Corporate Resources Overview & Scrutiny Committee.

### RECOMMENDATION

1	That the Committee considers the draft Forward Work Programme and approve/amend as necessary.
2	That the Democratic Services Manager, in consultation with the Chair of the Committee be authorised to vary the Forward Work Programme between meetings, as the need arises.

## REPORT DETAILS

1.00	<b>EXPLAINING THE FORWARD WORK PROGRAMME</b>
1.01	<p>The Forward Work Programme (FWP) is intended to set out the Committee's schedule of work for the coming months.</p> <p>It is a 'working document' that remains under constant review to ensure that the Committee is carrying out the proper level of scrutiny and is focussing on the appropriate areas in accordance with its Terms of Reference (included as Appendix 2).</p>
1.02	<p>Items feed into a Committee's Forward Work Programme from a number of sources.</p> <p>Members can suggest topics for review by Overview &amp; Scrutiny Committees, members of the public can suggest topics, items can be referred by the Cabinet for consultation purposes, or by County Council or Chief Officers.</p> <p>Other possible items are identified from the Cabinet Work Programme and the Improvement Plan.</p>
1.03	<p>Members are encouraged to consider and propose items for inclusion on the FWP, noting the guidance at paragraph 1.06.</p> <p>The Committee's 'Terms of Reference' is included as Appendix 2 to help with this.</p>
1.04	<p>A number of 'themed' topics and reports will be placed before the committee during 2024, including:</p> <ul style="list-style-type: none"> <li>• Capital Programme and Assets 'themed' meeting.</li> <li>• Corporate Services 'themed' meeting.</li> <li>• Strategic and Partnership Working 'themed' meeting.</li> <li>• Community Safety Partnership Annual Report.</li> <li>• North Wales Economic Ambition Board.</li> <li>• Organisational Design &amp; Change Programme.</li> <li>• Update on Corporate Joint Committees (CJCs).</li> <li>• Alternative Delivery Models.</li> </ul>
1.05	<p>As well as the 'targeted' work items, there are standard, regular reports that follow a 'pattern'. These are included in Appendix 1 under 'Regular Items and will be scheduled on the FWP accordingly.</p>
1.06	<p>In identifying topics for future consideration, it is useful for a 'test of significance' to be applied. This can be achieved by asking a range of questions as follows:</p> <ol style="list-style-type: none"> <li>1. Will the review contribute to the Council's priorities and/or objectives?</li> </ol>

	<p>2. Is it an area of major change or risk?</p> <p>3. Are there issues of concern in performance?</p> <p>4. Is there new Government guidance of legislation?</p> <p>5. Is it prompted by the work carried out by Regulators/Internal Audit?</p> <p>6. Is the issue of public or Member concern?</p>
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<b>2.00</b>	<b>RESOURCE IMPLICATIONS</b>
2.01	None as a result of this report.

<b>3.00</b>	<b>IMPACT ASSESSMENT AND RISK MANAGEMENT</b>
3.01	Not applicable.

<b>4.00</b>	<b>CONSULTATIONS REQUIRED / CARRIED OUT</b>
4.01	Publication of this report constitutes consultation.

<b>5.00</b>	<b>APPENDICES</b>
5.01	Appendix 1 – Draft Forward Work Programme Appendix 2 – CROSC ‘Terms of Reference’

<b>6.00</b>	<b>LIST OF ACCESSIBLE BACKGROUND DOCUMENTS</b>
6.01	None.

<b>7.00</b>	<b>CONTACT OFFICER DETAILS</b>
7.01	<p><b>Contact Officer:</b> Steven Goodrum, Democratic Services Manager  <b>Telephone:</b> 01352 702320</p> <p><b>E-mail:</b> <a href="mailto:steven.goodrum@flintshire.gov.uk">steven.goodrum@flintshire.gov.uk</a></p>

<b>8.00</b>	<b>GLOSSARY OF TERMS</b>
8.01	<b>Improvement Plan:</b> the document which sets out the annual priorities of the Council. It is a requirement of the Local Government (Wales) Measure 2009 to set Improvement Objectives and publish an Improvement Plan.

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CORPORATE RESOURCES OVERVIEW & SCRUTINY FORWARD WORK PROGRAMME

**Current FWP (December 2023)**

<b>Date of meeting</b>	<b>Subject</b>	<b>Purpose of Report / Presentation</b>	<b>Scrutiny Focus</b>	<b>Responsible / Contact Officer</b>
<b>10am – 11<sup>th</sup> January 2024</b>	<b>Revenue Budget Monitoring 2023/24 (Month 8)</b>	To provide the latest revenue budget monitoring position for 2023/24 for the Council Fund and Housing Revenue Account.	Performance monitoring	Corporate Finance Manager
<b>TBC</b>	<b>MTFS &amp; Budget Setting 24-25</b>	<i>To look at budget in the round (in light of local government settlement). All members will be invited to attend for this item.</i>	<i>Awareness</i>	<i>Chief Executive / Corporate Finance Manager</i>
Page 5				
<b>10am – 8<sup>th</sup> February 2024</b>	<b>Joint Funded Care Packages – Update Report</b>	To provide an update on the budget management of outstanding invoices raised by the Council for payment by BCUHB.	Performance monitoring	Chief Officer (Social Services) and Corporate Finance Manager
	<b>Revenue Budget Monitoring 2023/24 (Month 9) and Capital Programme Monitoring 2023/24 (Month 9)</b>	To provide Members with the Revenue Budget Monitoring 2023/24 (Month 9) Report and the Capital Programme 2023/24 (Month 9) Report and Significant Variances.	Performance monitoring	Corporate Finance Manager
<b>TBC</b>	<b>Public Services Ombudsman for Wales (PSOW) Annual Letter 2021-22 and Complaints against</b>	<i>To share the Public Services Ombudsman for Wales Annual Letter 2022-23 and Complaints made against Flintshire County</i>	<i>Assurance</i>	<i>Chief Officer (Governance)</i>

## CORPORATE RESOURCES OVERVIEW & SCRUTINY FORWARD WORK PROGRAMME

Date of meeting	Subject	Purpose of Report / Presentation	Scrutiny Focus	Responsible / Contact Officer
	<i>Flintshire County Council during the first half of 2022-23.</i>	<i>Council Services in the first half of 2023-24 (April-September 2023).</i>		
<b>10am – 7<sup>th</sup> March 2024</b>  Page 26	<b>Revenue budget monitoring 2023/24 (month 10)</b>	To provide the latest revenue budget monitoring position for 2023/24 for the Council Fund and Housing Revenue Account.	Performance monitoring	Corporate Finance Manager
	<b>Social Value Update</b>	To provide an update about the impact of 'social value.	Assurance	Chief Officer (Social Services) & Corporate Manager, Corporate Property and Assets.
	<b>Freedom of Information</b>	To receive a performance update report on the Council's performance in relation to Freedom of Information requests.	Performance monitoring	Chief Officer (Governance)
<b>10am – 13<sup>th</sup> June 2024</b>	<b>Revenue Budget Monitoring 2023/24 (Outturn) and Capital Programme Monitoring 2023/24 (Outturn)</b>	To present the Revenue Budget Monitoring (Outturn) and Capital Programme Monitoring (Outturn) for 2023/24.	Performance monitoring	Corporate Finance Manager
	<b>Employment and Workforce end-of-year Update</b>	To provide strategic updates in addition to the six-monthly workforce statistics and their	Assurance	Corporate Manager, People and Organisational Development

## CORPORATE RESOURCES OVERVIEW & SCRUTINY FORWARD WORK PROGRAMME

Date of meeting	Subject	Purpose of Report / Presentation	Scrutiny Focus	Responsible / Contact Officer
		analysis.		

### Items to be scheduled

- Joint Procurement Service Annual Report 2022/23**  
To receive a performance update report on the Joint Procurement Service with Denbighshire County Council.
- Council Tax Collections, Discretionary (s13a) Discounts/Write Offs**  
That a report is brought back to committee following a Cabinet review and the production of a comprehensive policy on s13a discretionary discounts, taking into account the comments raised and consultation with Overview & Scrutiny.
- Delivering public services in the 21st century: Shared Services**  
That officers liaise with the Chairman in order to schedule presentations on various themes at future meetings.
- Community Asset Transfers**  
To provide an update on the Community Asset Transfer (CAT) process.
- Acquisition of land for Flintshire cemeteries**  
To provide details of how Flintshire County Council provided value for money in its land acquisition for cemeteries.
- Review of Industrial Estates**  
To review the Council's business/commercial units, further to Paragraph 1.30 of agenda item 7 Capital Programme 2024/25 – 2026/27 from the County Council meeting of 6 December 2023.

## CORPORATE RESOURCES OVERVIEW & SCRUTINY FORWARD WORK PROGRAMME

### Regular Items

Month	Subject	Purpose of Report / Presentation	Responsible / Contact Officer
Quarterly / Annual	Performance Reporting	To consider performance outturns for improvement targets against directorate indicators.	Chief Executive
Monthly	Revenue Budget Monitoring	To provide the latest revenue budget monitoring position for 2021/22 for the Council Fund and Housing Revenue Account.	Corporate Finance Manager
Twice-Yearly	Employment and Workforce Update	This report covers strategic updates in addition to the quarterly workforce statistics and their analysis.	Corporate Manager, People and Organisational Development
Annually	Public Services Ombudsman for Wales (PSOW) Annual Letter and Complaints against Flintshire County Council	To share the Public Services Ombudsman for Wales Annual Letter and Complaints made against Flintshire County Council Services	Chief Officer (Governance)

# Corporate Resources Overview & Scrutiny Committee Terms of Reference

## Main Contributors

- Leader of the Council and Cabinet Member for Education, Welsh Language, Culture and Leisure
- Cabinet Member for Finance, Inclusion, Resilient Communities including Social Value and Procurement
- Cabinet Member for Governance and Corporate Services including Health and Safety and Human Resources
- Chief Executive
- Chief Officer (Governance)
- Corporate Finance Manager

## Scope

To fulfil all the functions of an Overview & Scrutiny committee, including Performance, Improvement and Policy Development as they relate to the list below.

### **Corporate Management and Governance**

- Council strategic and improvement planning (Council Plan)
- Council performance and performance systems
- Customer Services and contact
- Finance Strategy
- Revenue and capital strategic planning Revenue and capital budget monitoring

### **Clwyd Pension Fund**

### **ICT and Digital Strategies**

### **People Strategy**

- Organisational Design & Change Programme

### **Corporate Services**

- Corporate Communications
- Financial services
- ICT Services
- Information and Business Services Procurement
- HR Business Partnering
- Occupational Health and Wellbeing Employment Services
- Legal Services
- Democratic Services
- Revenues

### **Strategic and Partnership Working**

- Partnership and collaborative working frameworks

- Public Service Board
- Civil Contingencies
- Emergency Planning

### **Crime and Disorder**

- Community Safety Partnership
- North Wales Fire & Rescue Authority & Service
- North Wales Police & Crime Commissioner North
- Wales Police Service
- North Wales Probation Service

### **Capital Programme and Assets**

- Corporate Property Maintenance Service
- Property and Design Consultancy
- Valuation and Estates Service
- Community Assets
- Community Asset Transfer Programme
- NEWydd

Note. Corporate Resources Overview & Scrutiny is also the designated 'crime & disorder scrutiny' committee.



## CORPORATE RESOURCES OVERVIEW AND SCRUTINY COMMITTEE

<b>Date of Meeting</b>	Thursday 14 <sup>th</sup> December, 2023
<b>Report Subject</b>	Medium Term Financial Strategy and Budget 2024/25
<b>Cabinet Member</b>	Cabinet Member for Finance, Inclusion, Resilient Communities including Social Value and Procurement
<b>Report Author</b>	Corporate Finance Manager and Chief Executive
<b>Type of Report</b>	Strategic

### EXECUTIVE SUMMARY

The purpose of this report is to provide Members with an update of the additional budget requirement for 2024/25 together with an update of progress on the potential budget solutions, prior to the receipt of the Provisional Settlement on 20<sup>th</sup> December.

The Cabinet Report is attached as Appendix A.

### RECOMMENDATIONS

1	That the committee considers and comments on the Medium Term Financial Strategy and Budget 2024/25 report. Any specific matters will be noted and reported back to the Cabinet on 19 December.
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## **REPORT DETAILS**

<b>1.00</b>	<b>EXPLAINING THE MEDIUM TERM FINANCIAL STRATEGY AND BUDGET POSITION 2024/25</b>
1.01	The Medium Term Financial Strategy and Budget 2024/25 report will be presented to Cabinet on Tuesday 19 <sup>th</sup> December 2023. A copy of the report is attached as Appendix A to this report.
<b>2.00</b>	<b>RESOURCE IMPLICATIONS</b>
2.01	As set out in Appendix A; Medium Term Financial Strategy and Budget 2024/25 report.
<b>3.00</b>	<b>IMPACT ASSESSMENT AND RISK MANAGEMENT</b>
3.01	As set out in Appendix A; Medium Term Financial Strategy and Budget 2024/25 report.
<b>4.00</b>	<b>CONSULTATIONS REQUIRED / CARRIED OUT</b>
4.01	As set out in Appendix A; Medium Term Financial Strategy and Budget 2024/25 report.
<b>5.00</b>	<b>APPENDICES</b>
5.01	Appendix A; Medium Term Financial Strategy and Budget 2024/25.
<b>6.00</b>	<b>LIST OF ACCESSIBLE BACKGROUND DOCUMENTS</b>
6.01	Cabinet report 18 <sup>th</sup> July 2023. Cabinet report 19 <sup>th</sup> September 2023. Scrutiny reports October 2023.
<b>7.00</b>	<b>CONTACT OFFICER DETAILS</b>
7.01	<b>Contact Officer:</b> Gary Ferguson Corporate Finance Manager <b>Telephone:</b> 01352 702271 <b>E-mail:</b> <a href="mailto:gary.ferguson@flintshire.gov.uk">gary.ferguson@flintshire.gov.uk</a>
<b>8.00</b>	<b>GLOSSARY OF TERMS</b>
8.01	As set out in Appendix A.





<b>CABINET</b>
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<b>Date of Meeting</b>	Tuesday 19 December 2023
<b>Report Subject</b>	Medium Term Financial Strategy and Budget 2024/25
<b>Cabinet Member</b>	Cabinet Member for Finance, Inclusion, Resilient Communities including Social Value and Procurement for Finance, Inclusion, Resilient Communities including Social Value & Procurement
<b>Report Author</b>	Corporate Finance Manager and Chief Executive
<b>Type of Report</b>	Strategic

### EXECUTIVE SUMMARY

This report provides an update on the Council's revenue budget position for the 2024/25 financial year in advance of the receipt of the Welsh Local Government Provisional Settlement on 20 December.

In July, Cabinet and Corporate Resources Overview and Scrutiny Committee were advised of an initial additional budget requirement for the 2024/25 financial year of £32.222m

This was revised upwards to £32.386m in September and the cost pressures and cost reduction options to date were referred to relevant Overview and Scrutiny Committees throughout October. At this time there was an estimated funding gap of £14.042m.

Feedback from all Overview and Scrutiny sessions was reported back to Corporate Resources Overview and Scrutiny Committee on 16 November.

Two Member budget workshops were also held on 5 and 10 October which included analysis on the future national financial outlook. This is expected to be exceptionally challenging based on forecasts provided by Wales Fiscal Analysis.

The Chancellor announced his Autumn Statement on 22 November and the key components in the main related to reductions in taxation affecting individuals and

businesses. As such there is unlikely to be any additional consequential funding for Local Government to improve the provisional settlement.

This report sets out the changes to the 2024/25 additional budget requirement since the last reported position in September. The report also updates on the progress made to identify solutions to bridge the remaining budget gap.

Following receipt of the provisional settlement a briefing will be provided to members to advise of the impact on the overall 2024/25 budget position.

Whilst progress has been made it should be noted that the Council still has a major challenge to identify the remaining solutions that will enable it to agree a legal and balanced budget by March next year which it continues to address with urgency.

## RECOMMENDATIONS

1	To receive and note the revised additional budget requirement for the 2024/25 financial year.
2	To note the progress made and the ongoing work on budget solutions that continue to be urgently addressed to enable the Council to set a legal and balanced budget by March 2024.

## REPORT DETAILS

<b>1.00</b>	<b>EXPLAINING THE MEDIUM-TERM FINANCIAL STRATEGY AND BUDGET 2024/25</b>
1.01	This report provides an update on the Council's revenue budget position for the 2024/25 financial year in advance of the receipt of the Welsh Local Government Provisional Settlement which is scheduled for 20 December.
1.02	In July, Cabinet and Corporate Resources Overview and Scrutiny Committee were advised of an initial additional budget requirement for the 2024/25 financial year of £32.222m
1.03	This was revised upwards to £32.386m in September and the cost pressures and cost reduction options to date were referred to relevant Overview and Scrutiny Committees throughout October. At this time there was an estimated funding gap of £14.042m.  Feedback from all Overview and Scrutiny sessions was reported back to Corporate Resources Overview and Scrutiny Committee on 16 November

1.04	Two Member budget workshops were also held on 5 and 10 October which included analysis on the future national financial outlook. This is expected to be exceptionally challenging based on forecasts provided by Wales Fiscal Analysis.																											
1.05	<p><b>National Context</b></p> <p>It is clear from a recent Society of Welsh Treasurers survey coordinated by the Welsh Local Government Association that all Councils in Wales are experiencing the same financial challenges. For example, there is an estimated overspend of £220m across the 22 Welsh Councils in the current financial year and total estimated cost pressures of £720m for 2024/25.</p> <p>On the funding side, the planned increase in Aggregate External Finance (AEF) for 2024-25 is £169m, or 3.1%, which will cover just over a quarter of the pressure in the financial year with the aggregate annual budget gap in each of the next three years projected to be £411m, £408m and £412m in the run up to 2026-27. Clearly based on this assessment there is going to be an extended and potentially deteriorating financial position for local authorities across Wales in future years.</p>																											
1.06	The Chancellor announced his Autumn Statement on 22 November and the key components in the main related to reductions in taxation affecting individuals and businesses. As such there is unlikely to be any additional consequential funding for Local Government to improve the provisional settlement position.																											
<b>THE REVISED ADDITIONAL BUDGET REQUIREMENT</b>																												
1.07	<p>Since September there have been some changes to the additional budget requirement, and these are set out in the table below:</p> <p><b><u>Table 1: Changes to the Additional Budget Requirement 2024/25</u></b></p> <table border="1" data-bbox="320 1429 1406 1906"> <thead> <tr> <th></th> <th style="text-align: right;">£m</th> <th></th> </tr> </thead> <tbody> <tr> <td><b>September Cabinet Report</b></td> <td style="text-align: right;"><b>32.386</b></td> <td><b>Note</b></td> </tr> <tr> <td colspan="3"><b>Increases to Existing Pressures:</b></td> </tr> <tr> <td>Additional Coroners Costs</td> <td style="text-align: right;">0.027</td> <td>(1)</td> </tr> <tr> <td>Adjustment for Members Allowances</td> <td style="text-align: right;">0.028</td> <td>(2)</td> </tr> <tr> <td colspan="3"><b>New Pressures:</b></td> </tr> <tr> <td>Free School Meals (Term Time)</td> <td style="text-align: right;">0.615</td> <td>(3)</td> </tr> <tr> <td>NDR Transitional Relief</td> <td style="text-align: right;">0.131</td> <td>(4)</td> </tr> <tr> <td><b>Revised Additional Budget Requirement</b></td> <td style="text-align: right;"><b>33.187</b></td> <td></td> </tr> </tbody> </table> <p><b>Notes in support of table 1:</b></p> <p>1. Further increases on toxicology and coroners' costs.</p>		£m		<b>September Cabinet Report</b>	<b>32.386</b>	<b>Note</b>	<b>Increases to Existing Pressures:</b>			Additional Coroners Costs	0.027	(1)	Adjustment for Members Allowances	0.028	(2)	<b>New Pressures:</b>			Free School Meals (Term Time)	0.615	(3)	NDR Transitional Relief	0.131	(4)	<b>Revised Additional Budget Requirement</b>	<b>33.187</b>	
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	<p>2. An increase to the original cost pressure to bring in line with the report of the Independent Remuneration Panel for Wales (IRPW).</p> <p>3. Due to an increase in the cost of free school meals as well as increased demand in the current financial year.</p> <p>4. Impact of transitional relief ending on council buildings</p>																																																																		
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1.08	<p>Since September a significant amount of work has been undertaken to identify solutions to meet the remaining budget shortfall. An update on the latest position is detailed in the table below:</p> <p><b><u>Table 2: Funding Solutions identified to date</u></b></p> <table border="1"> <thead> <tr> <th></th> <th colspan="2" style="text-align: right;"><b>£m</b></th> </tr> </thead> <tbody> <tr> <td>Increase in Welsh Government AEF</td> <td style="text-align: right;">(7.285)</td> <td style="text-align: right;">(1)</td> </tr> <tr> <td>Council Tax (indicative planning fig only of 5%)</td> <td style="text-align: right;">(5.431)</td> <td style="text-align: right;">(2)</td> </tr> <tr> <td>Review of Cost Pressures</td> <td style="text-align: right;">(0.718)</td> <td style="text-align: right;">(3)</td> </tr> <tr> <td>Review of 2022/23 Outturn</td> <td style="text-align: right;">(0.150)</td> <td style="text-align: right;">(4)</td> </tr> <tr> <td>Review of RAG's</td> <td style="text-align: right;">(1.538)</td> <td style="text-align: right;">(5)</td> </tr> <tr> <td>Review of Fees and Charges</td> <td style="text-align: right;">(0.310)</td> <td style="text-align: right;">(6)</td> </tr> <tr> <td>Actuarial Review</td> <td style="text-align: right;">(4.000)</td> <td style="text-align: right;">(7)</td> </tr> <tr> <td>Reduction in Energy Costs</td> <td style="text-align: right;">(0.600)</td> <td style="text-align: right;">(8)</td> </tr> <tr> <td>Corporate Loans and Investment Account</td> <td style="text-align: right;">(0.500)</td> <td style="text-align: right;">(9)</td> </tr> <tr> <td>Remove Business Recycling Pressure</td> <td style="text-align: right;">(0.438)</td> <td style="text-align: right;">(10)</td> </tr> <tr> <td>Croes Atti - reprofiling</td> <td style="text-align: right;">(0.330)</td> <td style="text-align: right;">(11)</td> </tr> <tr> <td>Reprofile of Borrowing Costs</td> <td style="text-align: right;">(0.312)</td> <td style="text-align: right;">(12)</td> </tr> <tr> <td>Reduction in IT Costs</td> <td style="text-align: right;">(0.129)</td> <td style="text-align: right;">(13)</td> </tr> <tr> <td>Reduction in GwE contribution</td> <td style="text-align: right;">(0.099)</td> <td style="text-align: right;">(14)</td> </tr> <tr> <td>Fund one-offs from Reserves</td> <td style="text-align: right;">(0.089)</td> <td style="text-align: right;">(15)</td> </tr> <tr> <td>Review of External Partners</td> <td style="text-align: right;">(0.087)</td> <td style="text-align: right;">(16)</td> </tr> <tr> <td>Reduction in Feasibility Study Budget</td> <td style="text-align: right;">(0.050)</td> <td style="text-align: right;">(17)</td> </tr> <tr> <td>Fast Track Income</td> <td style="text-align: right;">(0.018)</td> <td style="text-align: right;">(18)</td> </tr> <tr> <td>IT – RSA tags</td> <td style="text-align: right;">(0.013)</td> <td style="text-align: right;">(19)</td> </tr> <tr> <td><b>Total Funding Solutions identified to date</b></td> <td colspan="2" style="text-align: right;"><b>22.097</b></td> </tr> <tr> <td><b>Remaining Additional Budget Requirement</b></td> <td colspan="2" style="text-align: right;"><b>11.090</b></td> </tr> </tbody> </table> <p><b>Notes in support of table 2:</b></p> <p>1. The Distribution Sub Group is considering changes to data sets as a result of PLASC and the latest statutory returns. These changes could reduce the amount of funding for Flintshire by £0.515m.</p>		<b>£m</b>		Increase in Welsh Government AEF	(7.285)	(1)	Council Tax (indicative planning fig only of 5%)	(5.431)	(2)	Review of Cost Pressures	(0.718)	(3)	Review of 2022/23 Outturn	(0.150)	(4)	Review of RAG's	(1.538)	(5)	Review of Fees and Charges	(0.310)	(6)	Actuarial Review	(4.000)	(7)	Reduction in Energy Costs	(0.600)	(8)	Corporate Loans and Investment Account	(0.500)	(9)	Remove Business Recycling Pressure	(0.438)	(10)	Croes Atti - reprofiling	(0.330)	(11)	Reprofile of Borrowing Costs	(0.312)	(12)	Reduction in IT Costs	(0.129)	(13)	Reduction in GwE contribution	(0.099)	(14)	Fund one-offs from Reserves	(0.089)	(15)	Review of External Partners	(0.087)	(16)	Reduction in Feasibility Study Budget	(0.050)	(17)	Fast Track Income	(0.018)	(18)	IT – RSA tags	(0.013)	(19)	<b>Total Funding Solutions identified to date</b>	<b>22.097</b>		<b>Remaining Additional Budget Requirement</b>	<b>11.090</b>	
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2. The Council Tax base and collection rate has now been set. The revised figures (for planning purposes) is an indicative 5% increase are shown.
3. Reduction of Pressures as included in the September Cabinet report.
4. Further efficiencies identified from the review of Outturn as included in the September Cabinet report.
5. Further review of efficiencies has identified some are not achievable and some that will have only a partial impact in 2024/25. These changes have reduced the figure to £1.538m, from the previously advised figure of £1.766m.
6. Increased income from the 2023 review of fees and charges as reported in the September Cabinet report.
7. Impact of year 2 saving from the Actuarial Review comprising a reduction in employer contributions and a surplus return.
8. There has been a recent reduction in energy prices which will reduce costs by an estimated £0.600m.
9. There continues to be a positive return on investment income due to continuation of higher interest rates and therefore a further £0.500m can be included (over and above the £0.500m previously reported)
10. Following further guidance from Welsh Government, this pressure can now be removed. It is now anticipated that we will be able to levy a charge for this service to achieve full cost recovery.
11. Due to the revised time frame for the redevelopment of the Croes Atti residential home, the pressure for 2024/25 can be moved to 2025/26.
12. A review of timescales for a number of Capital Schemes together with the removal of the pressure included for Levelling Up match funding.
13. Following further information regarding the E5 security licences this pressure can be reduced by £0.129m
14. A potential reduction in the contribution paid to GwE which is subject to ongoing discussion.
15. Removal of the one-off pressures for the Mayrise system and for additional ADM support which can be met by reserves.
16. Work is ongoing with our external partners to limit any inflationary increase for 2024/25 to 3.1% which is the anticipated increase in the provisional Local Government Settlement.
17. A review of the feasibility study budget which is held to evaluate potential capital schemes has reduced it by £0.050m.

	<p>18. Anticipated income forecast to be received from the Fasttrack project.</p> <p>19. An efficiency of £0.013m from the cessation of the use of RSA tags across the Council.</p>
1.09	<p><b><u>ONGOING RISKS</u></b></p> <p>There are still a number of remaining risks that could affect the budget requirement and these are outlined below.</p>
1.10	<p><b>Pay Awards</b></p> <p><u>Impact of National Pay Awards</u></p> <p>Agreement has now been reached for the 2023/24 pay award for NJC (Green Book) employees. As this was in line with previous assumptions this risk is now closed with no additional budgetary impact.</p> <p>Assumptions for teachers pay are in line with current awards communicated by the Minister for Education and Welsh Language.</p> <p><u>Pay Modelling</u></p> <p>No figures are currently included for any impact of the pay modelling review which has commenced to address the difficulties currently being experienced in recruitment and retention. The review is due to be completed later this financial year.</p>
1.11	<p><b>Homelessness</b></p> <p>The homelessness service is continuing to see increasing numbers presenting for support and the projected overspend in the current financial year has increased to £2.6m.</p> <p>An additional amount of £2m is currently included in the budget requirement so the longer-term outlook will need to be kept under close review and risk assessed as part of final budget setting.</p>
1.12	<p><b>Social Care</b></p> <p>Risks remain within the service such as on-going recruitment and retention challenges, new statutory responsibilities, and the impact of inflationary increases as well as match funding for projects such as the Regional Integration Fund (RIF).</p> <p>On-going support from existing grants is an area on which the service depends, so the continuation of these is critical. Any reduction would clearly present a negative risk to service delivery.</p> <p>Potential changes by Welsh Government (WG) to harmonise foster care fees across Wales may lead to a new pressure, however, at this stage indications are that this will be met by WG.</p>

1.13	<p><b>Streetscene and Transportation</b></p> <p>The review of the Waste Strategy is likely to impact on future costs of the service in relation to the ongoing risk of potential infraction fines for failing to achieve Welsh Governments statutory recycling targets in 2022-2023 (estimated to be in the region of £470k).</p> <p>The risk that the Sustainable Waste Management Grant (SWMG) may cease or reduced is still a concern. The SWMG is a revenue grant of £0.742m provided by Welsh Government to support the provision of re-use and recycling services, as well as preventing waste. Confirmation of the grant and existing funding levels has been confirmed in the current financial year but not for subsequent years.</p> <p>The funding arrangements for the Bus Emergency Scheme (BES) and the Bus Transition Fund (BTF) is also still unknown beyond March 2024 so will need to be kept under close review. These have previously been funded by Welsh Government.</p>
1.14	<p><b>Education and Youth</b></p> <p>Confirmation has been received that employer teacher pension contributions will increase by 5% from April 2024. A high-level estimate is that this will lead to a pressure of £3m for schools. At this stage it is anticipated that this will be met by Welsh Government although this is still yet to be confirmed.</p> <p>Increases in demand and complexity for Additional Learning Needs, Specialist Provision and Education Other Than at School (EOTAS) is currently being funded by additional Welsh Government grant. There are a number of risks relating to the continuation of grant funding into 2024/25 which will need to be kept under review.</p> <p>Further work is being undertaken on demography and the impact of any changes on revenue costs due to the school modernisation programme.</p>
1.15	<p><b>Out of County Placements</b></p> <p>The position on Out of County placements remains an ongoing risk and the projected overspend in the current financial year is now more than £1m. An amount of £0.500m is included in the current forecast which will need to continue to be kept under close review and risk assessed as part of final budget setting.</p>
	<p><b>Other Solutions still under consideration</b></p>
1.16	<p><b>Council Tax</b></p> <p>The scale of the additional budget requirement due to increases in service demand and persistent higher inflation, together with the significant remaining gap means that it is inevitable that a further increase may need to be considered as part of final budget setting. This is in line with the position in</p>

	<p>many councils across Wales and is reflective of fiscal analysis presented at a recent presentation by the WLGA.</p> <p>Each further increase of 1% in Council Tax (net of the impact on the Council Tax Reduction Scheme) would provide an additional £0.882m towards the gap.</p>
1.17	<p><b>Schools Budget</b></p> <p>The delegated schools budget has been relatively protected in recent years.</p> <p>However, as the Council's largest budget it is inevitable that consideration will need to be given to a reduction in the 2024/25 financial year.</p> <p>School budgets benefitted from a net uplift of £5.761m in 2023/24 after taking into account increases for pay, energy, free school meals, demography offset by a 3% reduction and agreed savings on National Insurance and Pension Contributions.</p> <p>The current additional budget requirement for 2024/25 includes total cost pressures of £8.369m for school budgets for pay awards and other identified pressures.</p> <p>Each further 1% reduction on the schools budget would equate to £1.091m off the cumulative cost pressures currently included.</p>
1.18	<p><b>Social Care – Commissioning Costs</b></p> <p>Social Care budgets have also been relatively protected in recent years and commissioning costs increased above average across North Wales for the current financial year.</p> <p>An increase at similar levels is not sustainable due to the Council only expecting to receive an increase of 3.1% in its annual Welsh Government settlement.</p> <p>Therefore, the Council will need to provide a much more prudent uplift in 2024/25 which will be subject to negotiation with care providers over the coming weeks.</p>
1.19	<p><b>Additional Portfolio Cost Reductions</b></p> <p>Following the Autumn Statement it is clear that the the remaining options available to the Council will not be sufficient to meet the current funding shortfall.</p> <p>Therefore, all portfolios are revisiting their cost base with a view to achieving further budget reductions of up to 5%. This will be a significant challenge but is essential to provide Council with the options it requires for consideration at final budget setting.</p>
1.20	<p><b>Strategic Programme of Transformation</b></p>



	<p>Work on planning and delivering a strategic programme of service transformation to ensure that the Council is developing cost reductions over the next five years in order to protect its ongoing future financial position and ensure it is further prepared for inevitable future budget challenges has commenced. However, these workstreams are to provide financial support from 2025/26 onwards so don't assist with the immediate budget challenge for 2024/25.</p> <p>These workstreams would concentrate on the following areas and be broadly in line with a set of principles defined for previous change projects such as Alternative Delivery Models (ADM's) for example which the Council has already successfully developed and undertaken. In this context overarching and revised set of values and principles would be coproduced to reflect these workstreams.</p> <p>Further areas may fall in scope as transformation work develops: -</p> <ul style="list-style-type: none"> <li>• Rationalisation and streamlining of services and reductions in service levels;</li> <li>• Rationalisation of the councils land and property estate and the subsequent demolition of its headquarter building in Mold;</li> <li>• The consolidation of services into three core office buildings based on the existing operating model;</li> <li>• A review of the education estate;</li> <li>• Review of opening times for some service areas;</li> <li>• Consideration and future implementation of the outcomes flowing from the waste strategy consultation;</li> <li>• Review of the current leisure estate and provision;</li> <li>• The exploration of regionalisation of services, where appropriate and in the interests of the council;</li> <li>• Increase, where it is in the Councils interest, of joint working with the third sector and building on existing positive relationships and arrangements;</li> <li>• Detailed consideration relating to services which may have to be stopped for financial expediency;</li> <li>• Review and streamlining of internal process linked to greater digitisation/automation</li> </ul> <p>The above list is not exhaustive and future engagement with members will be important to ensure that there is an opportunity to contribute and positively influence the programme of activity and ensure that it is progressed on a timely basis.</p>
1.21	<p><b>Summary and Conclusions</b></p> <p>The United Kingdom Autumn Statement on 22 November can be described as unhelpful and extremely disappointing from a Local Government viewpoint.</p> <p>As there is no anticipated additionality for Local Government, the Council clearly still has a major budget challenge for financial year 2024/25.</p>

The expected uplift of potentially less than 3.1% is significantly below the level required to meet current service demand and inflationary impacts – most of which are outside of the Council’s control.

Representations will continue to be made for a better settlement alongside all Welsh Councils through the Welsh Local Government Association (WLGA), although it does appear clear that Welsh Government also have a challenging budget situation which they are continuing to grapple with.

At this stage the amount remaining to be found to reach a legal and balanced budget is in the region of £11m and though there are potential ways this could be met; these are not easy and will have a significant impact on council services. The Council will continue to urgently consider further cost reductions of significant scale to bridge this gap as a matter of priority.

Following receipt of the provisional settlement on 20 December a briefing will be provided to members to advise of the impact on the overall 2024/25 budget position. Further reports and proposals will then be brought to members in January and February 2024 in line with the timeline below.

1.22 **Table 3: Budget Timeline**

<b>Date</b>	<b>Event</b>
19 December 2023	Report to Cabinet and Corporate Resources Overview and Scrutiny Committee - Budget Update
20 December 2023	WG Draft Budget/Provisional Settlement
16 January 2024	Report to Cabinet and Corporate Resources Overview and Scrutiny Committee - Proposed budget requirement and solutions
20 February 2024	Report to Cabinet and Council - Final Budget Proposals
March 2024	WG Final Budget/Settlement

**2.00 RESOURCE IMPLICATIONS**

2.01 **Revenue:** the revenue implications for the 2024/25 budget are set out in the report.

**Capital:** the borrowing needs for the capital programme are built into the revenue estimates for 2024/25.

<b>3.00</b>	<b>IMPACT ASSESSMENT AND RISK MANAGEMENT</b>	
3.01	<b>Ways of Working (Sustainable Development) Principles Impact</b>	
Long-term	<p>Negative – the absence of longer-term funding settlements from Welsh Government means that sustainable support for service delivery is challenging for the longer term. Sustainable funding from Welsh Government that provides additional funding for Indexation, Service demands and new legislation will provide a positive and sustainable position for the Council in the longer term.</p> <p>Negative – failure to agree a balanced and legal budget and may lead to potential Welsh Government intervention.</p> <p>Negative – failure to balance the budget may lead to the section 151 Officer issuing a section 114 notice effectively declaring the Council bankrupt.</p>	
Prevention	As above	
Integration	Neutral Impact	
Collaboration	Services continue to explore opportunities for collaboration with other services and external partners to support positive impacts.	
Involvement	Communication with Members, residents and other stakeholders.	
<b>Well-Being Goals Impact</b>		
Prosperous Wales	Longer term funding settlements from Welsh Government that provide additional funding for indexation, service demands and new legislation will aid sustainability and support a strong economy that encourage business investment in the region. The opposite will be true if settlements are inadequate.	
Resilient Wales	Continuation of services to support communities and social cohesion will have	

		a positive impact. The opposite will be true if settlements are inadequate.
	Healthier Wales	An appropriate level of funding will ensure that communities are supported and will have a positive impact. The opposite will be true if settlements are inadequate.
	More equal Wales	A positive impact with greater parity of funding from Welsh Government for all Welsh Local Authorities. The opposite will be true if settlements are inadequate.
	Cohesive Wales	Appropriate level of funding will support services working alongside partners. The opposite will be true if settlements are inadequate.
	Vibrant Wales	As Healthier and Cohesive Wales above
	Globally responsible Wales	Neutral impact.

<b>4.00</b>	<b>CONSULTATIONS REQUIRED/CARRIED OUT</b>
4.01	Consultation has taken place with Portfolio Management Teams and the Chief Officer Team, the Finance Team, Cabinet Members, Group Leaders and Scrutiny Committees. Workforce conferences have been held for employees.

<b>5.00</b>	<b>APPENDICES</b>
5.01	None to this report

<b>6.00</b>	<b>LIST OF ACCESSIBLE BACKGROUND DOCUMENTS</b>
6.01	Cabinet Report 18 July 2023 Cabinet Report 19 September 2023 Scrutiny Reports and Presentations October 2023 School Budget Forums

<b>7.00</b>	<b>CONTACT OFFICER DETAILS</b>
7.01	<b>Contact Officer:</b> Gary Ferguson Corporate Finance Manager

**Telephone:** 01352 702271  
**E-mail:** [gary.ferguson@flintshire.gov.uk](mailto:gary.ferguson@flintshire.gov.uk)

8.00	GLOSSARY OF TERMS
8.01	<p><b>Medium Term Financial Strategy (MTFS):</b> a written strategy which gives a forecast of the financial resources which will be available to a Council for a given period, and sets out plans for how best to deploy those resources to meet its priorities, duties and obligations.</p> <p><b>Revenue:</b> a term used to describe the day to day costs of running Council services and income deriving from those services. It also includes charges for the repayment of debt, including interest, and may include direct financing of capital expenditure.</p> <p><b>Capital:</b> Expenditure on the acquisition of <b>non-current assets</b> or expenditure which extends the useful life of an existing asset.</p> <p><b>Budget:</b> a statement expressing the Council's policies and service levels in financial terms for a particular financial year. In its broadest sense it includes both the revenue budget and capital programme and any authorised amendments to them.</p> <p><b>Revenue Support Grant:</b> the annual amount of money the Council receives from Welsh Government to fund what it does alongside the Council Tax and other income the Council raises locally. Councils can decide how to use this grant across services although their freedom to allocate according to local choice can be limited by guidelines set by Government.</p> <p><b>Specific Grants:</b> An award of funding from a grant provider (e.g. Welsh Government) which must be used for a pre-defined purpose.</p> <p><b>Welsh Local Government Association:</b> the representative body for unitary councils, fire and rescue authorities and national parks authorities in Wales.</p> <p><b>Financial Year:</b> the period of 12 months commencing on 1 April.</p> <p><b>Local Government Funding Formula:</b> The system through which the annual funding needs of each council is assessed at a national level and under which each council's Aggregate External Finance (AEF) is set. The revenue support grant is distributed according to that formula.</p> <p><b>Aggregate External Finance (AEF):</b> The support for local revenue spending from the Welsh Government and is made up of formula grant including the revenue support grant and the distributable part of non-domestic rates.</p>

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

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

**External Partners:** Organisations outside of the Council that we work alongside to deliver services.



## CORPORATE RESOURCES OVERVIEW AND SCRUTINY COMMITTEE

<b>Date of Meeting</b>	Thursday, 14 <sup>th</sup> December 2023
<b>Report Subject</b>	Draft Strategic Equality Plan 2024-28
<b>Cabinet Member</b>	Governance and Corporate Services including Health and Safety and Human Resources
<b>Report Author</b>	Corporate Manager – Capital Programme and Assets
<b>Type of Report</b>	Strategic

### EXECUTIVE SUMMARY

The purpose of this report is to present the Council's draft equality objectives and Strategic Equality Plan 2024-28, for consideration and review.

All devolved public authorities in Wales are required by the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 to publish equality objectives and a Strategic Equality Plan every four years.

Engagement must take place with people with protected characteristics when setting equality objectives and preparing and reviewing the Strategic Equality Plan.

The aim of the Strategic Equality Plan is to reduce inequalities and ensure the delivery of positive outcomes for people with protected characteristics.

The Strategic Equality Plan for the period 2024-28 must be finalised and published by 1<sup>st</sup> April 2024.

### RECOMMENDATIONS

1.	To consider and review the draft Strategic Equality Plan 2024-28.
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## REPORT DETAILS

<b>1.00</b>	<b>EXPLAINING THE STRATEGIC EQUALITY PLAN 2024-28</b>
1.01	<p>All public bodies are required to publish equality objectives and a Strategic Equality Plan to comply with the Public Sector Equality Duties (PSED) of the Equality Act 2010.</p> <p>The Council's equality objectives need to be reviewed and republished with a new Strategic Equality Plan (SEP) for the period 2024-28 by 1<sup>st</sup> April 2024.</p> <p>The purpose of the Plan is to address inequalities experienced by people with protected characteristics.</p>
1.02	<p>The equality objectives have been reviewed and developed by working in partnership with other public bodies in North Wales and through consultation with stakeholders.</p> <p>Cyngor Gwynedd was also commissioned to review equality data from across the six North Wales local authority areas to identify potential inequalities.</p>
1.03	<p>Engagement has taken place with local groups and stakeholders, representing people with protected characteristics, to seek their views on the Council's current equality objectives.</p>
1.04	<p>The outcome of the research and engagement activity has shown that the current equality objectives are still important. This is not surprising, given that these cover areas where there are deeply entrenched and persistent inequalities. Therefore, the proposed new equality objectives are the same as those agreed for 2020-24, with the exception of the last equality objective which relates to the Socio-economic Duty which did not come into force until 2021.</p>
1.05	<p>The draft SEP 2024-28, which can be found at Appendix 1, has been developed with the Corporate Equalities Review Board and incorporates actions from Welsh Government's Anti-racist Wales Action Plan and the Lesbian, Gay, Bisexual, Trans, Questioning/Queer + (LGBTQ+) Action Plan for Wales. The measures and actions have also been developed to ensure consistency with the Council Plan 2023-28.</p>
1.06	<p>The proposed equality objectives for 2024-28 are:</p> <ul style="list-style-type: none"> <li>• Improve health, well-being and social care outcomes including outcomes for older people and disabled people.</li> <li>• Reduce gaps in educational attainment between protected groups and implement strategies to improve well-being.</li> <li>• Ensure equal pay within the workplace by having fair, open and transparent grading and salary strategies in place.</li> </ul>



	<ul style="list-style-type: none"> <li>• Improve personal safety for all protected groups.</li> <li>• Increase access to services and decision making for all protected groups.</li> <li>• Improve living standards of people with different protected characteristics.</li> <li>• Reduce the impact of poverty and embed the Socio-economic Duty within the organisation.</li> </ul>
1.07	Consultation on the draft SEP 2024-28 with members of the public, employees and other stakeholders will take place during December 2023 and January 2024.
1.08	Following the consultation period, a revised final draft of the SEP 2024-28 will be presented to Cabinet for endorsement before being published on the Council website in March 2024.
1.09	Schools are required to produce their own equality objectives and Strategic Equality Plans.

<b>2.00</b>	<b>RESOURCE IMPLICATIONS</b>
2.01	There are no significant resource implications arising from the Strategic Equality Plan 2024-28.

<b>3.00</b>	<b>IMPACT ASSESSMENT AND RISK MANAGEMENT</b>										
3.01	<p>An Impact Assessment has been started and is included in the background documents. This will be finalised following the outcomes of consultation. The purpose of the Strategic Equality Plan 2024-28 is to reduce inequalities and have a positive impact on people with protective characteristics.</p> <p>Under the five ways of working principles of the Well-being of Future Generations (Wales) Act 2015, the Strategic Equality Plan 2024-28 will have the following impact:</p> <table border="1"> <thead> <tr> <th>Ways of Working</th> <th>Impact</th> </tr> </thead> <tbody> <tr> <td>Long-term</td> <td>Positive - creating long term change to improve the lives of people who experience inequalities.</td> </tr> <tr> <td>Prevention</td> <td>Positive - through reducing inequalities.</td> </tr> <tr> <td>Integration</td> <td>Positive - the SEP 2024-28 is aligned with the Council's Well-being objectives and Council Plan.</td> </tr> <tr> <td>Collaboration</td> <td>Positive – the Council are working with other public bodies in North Wales to take action to achieve similar objectives.</td> </tr> </tbody> </table>	Ways of Working	Impact	Long-term	Positive - creating long term change to improve the lives of people who experience inequalities.	Prevention	Positive - through reducing inequalities.	Integration	Positive - the SEP 2024-28 is aligned with the Council's Well-being objectives and Council Plan.	Collaboration	Positive – the Council are working with other public bodies in North Wales to take action to achieve similar objectives.
Ways of Working	Impact										
Long-term	Positive - creating long term change to improve the lives of people who experience inequalities.										
Prevention	Positive - through reducing inequalities.										
Integration	Positive - the SEP 2024-28 is aligned with the Council's Well-being objectives and Council Plan.										
Collaboration	Positive – the Council are working with other public bodies in North Wales to take action to achieve similar objectives.										

Involvement	Positive - people with protected characteristics have been involved in the development of equality objectives.
<b>Well-being Goals Impact</b>	
<b>Well-being Goal</b>	<b>Impact</b>
Prosperous Wales	Positive - reducing inequalities in education, and employment, and pay will contribute to a prosperous Wales.
Resilient Wales	No change.
Healthier Wales	Positive - through reducing health inequalities.
More equal Wales	Positive - through increasing access to services and information and reducing known inequalities.
Cohesive Wales	Positive - through addressing hate crime and fostering good relations between people from different protected groups.
Vibrant Wales	Positive - through increasing access to cultural activities and promoting Welsh language through community cohesion activities.
Globally responsible Wales	No change.

<b>4.00</b>	<b>CONSULTATIONS REQUIRED/CARRIED OUT</b>
4.01	Engagement and consultation with stakeholders and services has taken place to identify potential objectives and actions for the draft SEP 2024-28.
4.02	The draft SEP 2024-28 will be released for public consultation in December 2023.
4.03	Formal consultation on the draft SEP 2024-28 will take place with Corporate Resources Overview and Scrutiny Committee, also in December 2023.

<b>5.00</b>	<b>APPENDICES</b>
5.01	Appendix 1: Draft Strategic Equality Plan 2024-28.

<b>6.00</b>	<b>LIST OF ACCESSIBLE BACKGROUND DOCUMENTS</b>
6.01	Draft Integrated Impact Assessment



7.00	CONTACT OFFICER DETAILS
7.01	<p><b>Contact Officer:</b> Fiona Mocko - Strategic Policy Advisor <b>Telephone:</b> 01352 702122 <b>E-mail:</b> fiona.mocko@flintshire.gov.uk</p>

8.00	GLOSSARY OF TERMS
8.01	<p><b>Protected Characteristics:</b> these are the groups protected under the Equality Act 2010. The characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.</p> <p><b>Public Sector Equality Duty (PSED):</b> Public Sector Equality Duty, places a General Duty and Specific Duty on public bodies. The General Duty requires public bodies to show due regard to the need to: eliminate unlawful discrimination, advance equality of opportunity between people who share a protected characteristic and foster good relations. The Specific Duty in Wales requires public bodies to develop equality objectives and publish Strategic Equality Plans. It also includes the requirement to train employees, assess impact of decisions and undertake equality monitoring.</p> <p><b>Socio-economic Duty (SED):</b> The duty places a legal responsibility on listed public bodies, when taking strategic decisions, to have due regard to the need to reduce the inequalities of outcome that result from socio-economic disadvantage.</p>

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# Strategic Equality Plan

2024 - 28

*Mae'r ddogfen yma ar gael yn Gymraeg.  
This document is also available in Welsh*

## Flintshire County Council Strategic Equality Plan 2024– 2028

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## Foreword

Welcome to Flintshire County Council's fourth Strategic Equality Plan. We are pleased to publish this plan which details the objectives, actions and targets that will be undertaken during the next four years and identifies the evidence base and rationale on which the objectives are based.

We have continued to work in partnership with all the public bodies across North Wales and have identified regional as well as local equality objectives. Working in partnership is important in these financially challenging times but it also helps to identify common equality objectives. This means that activity is targeted on tackling specific areas of inequality which will benefit all sections of North Wales. Several organisations working together to create change will have greater impact than a single organisation.

The new objectives are consistent with the equality objectives identified in our previous Strategic Equality Plans. This is not surprising as we are addressing deeply entrenched and long-standing inequalities. We recognise that we are on a journey and making a sustained change will take time. In producing this Plan we will meet our statutory Public Sector Equality Duties under the Equality Act 2010 to advance equality, eliminate unlawful discrimination, victimisation and harassment, and foster good community relations in our employment, policy, procurement and service delivery functions.

This Strategic Equality Plan builds upon the progress we have made through the previous Plans. The Strategic Equality Plan alongside the Diversity and Equality Policy and Welsh Language Standards sets out our commitment to equality. The Strategic Equality Plan is linked to our Council Plan 2023-2028.

We have valued the contributions from everyone who has participated in the development of this plan. If you would like to become involved and contribute to continuing to review our priorities that will reduce inequalities in Flintshire, please contact us.

Neal Cockerton  
Chief Executive

Cllr Billy Mullin  
Cabinet Member for  
Governance and Corporate  
Services including Health and  
Safety and Human Resources

### 1. Introduction

#### 1.1 Legal Context

The Equality Act 2010 protects people from discrimination in employment and services on the basis of the following characteristics: -

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

The Act introduced the public sector equality duty which places a **general duty** on public bodies to have due regard to the need to:

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;  
And
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

#### Specific Duty

Devolved public bodies in Wales have specific duties within the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011; these include setting and publishing equality objectives and developing a Strategic Equality Plan (SEP). This is our fourth Strategic Equality Plan setting out our equality objectives and the steps we will take to achieve them.

The purpose of the plan is to address inequalities to make a real difference to the lives of people across the protected characteristics who live and work in Flintshire. The equality objectives aim to address significant areas of inequality. We have reviewed evidence from a range of sources both qualitative and quantitative to inform the SEP. Welsh language is addressed through implementation of the **Welsh Language Standards** as set out in the Compliance Notice served by the Welsh Language Commissioner.



**1.2** The Socio-economic Duty is set out in the Equality 2010 but was not enacted by Westminster. This came into force in Wales on 31<sup>st</sup> March 2021. The Socio-economic Duty requires the Council to:

must, when making decisions of a strategic nature about how to exercise its functions, have due regard to the desirability of exercising them in a way that is designed to reduce the inequalities of outcome which result from socio-economic disadvantage.

### **1.3 Human Rights Act**

We also comply with the Human Rights Act 1998 which gives effect to the human rights set out in the European Convention on Human Rights. These rights are called **Convention Rights**.

Examples of Convention or human rights include:

- the right to life .
- the right to respect for private and family life.
- the right to freedom of religion and belief.
- the right not to be discriminated against.

### **1.4 Equality objectives for 2024 -2028**

We have updated and reviewed the Council's equality objectives, going forward from 2024 -2028 the objectives are:

Objective 1: Improve health, well-being and social care outcomes including outcomes for older people and disabled people.

Objective 2: Reduce gaps in educational attainment between protected groups and implement strategies to improve well-being.

Objective 3: Ensure equal pay within the workplace by having in place fair, open and transparent grading and salary strategies in place.

Objective 4: Improve personal safety for all protected groups.

Objective 5: Increase access to services and decision making for all protected groups.

Objective 6: Improve living standards of people with different protected characteristics.

Objective 7: Reduce the impact of poverty and embed the Socio-economic Duty within the organisation.

Achieving these equality objectives will contribute to providing appropriate, accessible, and effective services and facilities meeting the diverse needs of our community and ensuring that the Council is a fair employer in all its

employment practices. Appendix 1 identifies the steps that we will take to meet these objectives and meet the specific duties of the Equality Act 2010.

## 1.5 Population Profile

Flintshire is a semi-rural Welsh county in North East Wales. It borders Cheshire to the East, Wrexham to the South and Denbighshire to the West.

A summary of the profile of Flintshire residents is set out below:

In Flintshire, on Census Day 2021:

- The total population of the county was estimated at 155,000 (an increase from 152,500 in 2011).
- Those people live in a total of 66,900 dwellings.
- In 2021, Flintshire ranked seventh for total population out of 22 local authority areas in Wales, which is a fall of one place in a decade.
- Flintshire has the largest population in North Wales.
- Flintshire is the 11th most densely populated of Wales' 22 local authority areas.
- There has been a decrease of 3.0% in people aged 15 to 64 years.
- There has been a decrease of 4.2% in children aged under 15 years.
- The proportion of people aged 65+ years in the county has increased to 21.4% (33,200 people) compared to 17.6% (26,836 people) in 2011.
- 1.4% population identified their nationality as Polish.

### Ethnic group:

Ethnic group	%
Asian, Asian British or Asian Welsh	0.9%
Black, Black British, Black Welsh, Caribbean or African	0.2%
Mixed or multiple ethnic groups	0.9%
White	97.6%
Other ethnic group	0.3%

Further details are provided on our [website](#) and the [Office of National Statistics \(ONS\)](#).

## 1.6 The Council

### Elected members

Flintshire County Council has 67 Councillors who represent 46 electoral wards in Flintshire. They are democratically elected every four years. Of the elected members 43 are male, 24 are female (34.5%) compared to 2020 Strategic Equality Plan in which it was reported that there were 53 male elected members and 17 females. This constitutes an increase of over 11%.

## Employees

The Council employs 6,235 people delivering services from various sites around the county with the main administrative centre at County Hall, Mold. Services include council tax, education, housing, planning, refuse services, social services, trading standards and transport. A breakdown of the profile of the workforce is provided in Appendix 2. Data in 2023 shows that the majority of Council employees are female 75.99% compared to 24.01% males. Detailed annual workforce information reports are published on the Council [website](#).

The equal pay audit completed in March 31st 2022 shows that the gender gap between men and women in the Council is 13.71% (mean) and 22.45% (median). This is an increase from our last Strategic Equality Plan published in 2020 in which the pay gap was 13.1% (mean) and 20.88% (median). The data for 2023 was not available at the time of writing this Plan. The full details of our annual Equal Pay Audit is published annually on our website and can be found [here](#).

As a Council we have continued to make savings to meet the financial challenge. In doing this we have still managed to protect key services such as maintaining roads, keeping communities clean and tidy, local schools, welfare support and services for older people and vulnerable children.

### 1.7 Well-being objectives and Council Plan

We have developed Well-being objectives to meet the [Well Being of Future Generations \(Wales\) Act 2015](#).

Our Strategic Equality Plan contributes to all of these Well-being objectives.

Seven priorities are identified in the Council Plan, the table below identifies which equality objective contributes to each priority:

Council priority	Equality objective
<b>Poverty</b> <b>Well-being Objective:</b> Protecting our communities and people from poverty by supporting them to meet their basic needs and to be resilient	Equality Objectives 7
<b>Affordable and Accessible Housing</b> <b>Well-being Objective:</b> Housing in Flintshire meeting the needs of our residents and supporting safer communities	Equality Objectives 1, 6 and 7
<b>Green Society and Environment</b> <b>Well-being Objective:</b> Limiting and enhancing the impact of the Council's services on the natural environment and supporting the wider communities of Flintshire to reduce their own carbon footprint	Equality Objective 5

<b>Economy</b> <b>Well-being Objective:</b> Connecting communities and enabling a sustainable economic recovery and growth	Equality Objective 7
<b>Personal and Community Well-being</b> <b>Well-being Objective:</b> Supporting people in need to live as well as they can	Equality Objective 1
<b>Education and Skills</b> <b>Well-being Objective:</b> Enabling and supporting learning communities	Equality Objective 2
<b>A Well Managed Council</b> <b>Well-being Objective:</b> A responsible, resourceful, and trusted Council operating efficiently as possible	Equality Objectives 3

### 1.8 Links to other plans and strategies

The Strategic Equality Plan cannot stand alone if equality is to be mainstreamed into everyday practice; it is linked to:

- Accessibility Strategy schools- to ensure that schools are accessible for disabled pupils, parents/carers and employees
- Affordable Warmth Action Plan- ensuring vulnerable residents can access affordable heating to stay warm
- Dignity at Work policy- The long-term aim is to be a responsive authority in every aspect of our service activities; providing appropriate, accessible and effective services and facilities to meet the diverse needs of our community
- Domestic Energy Efficiency Project
- Homelessness Strategy and Local Action Strategy
- People Strategy and other Human Resources policies which aim to ensure that we are fair in all our employment practices.
- Managing Unauthorised Encampments Protocol, which aims to ensure that the way the Council manages unauthorised Traveller encampments is fair and proportionate.
- 21st Century Schools' Strategy ensuring schools are fit for purpose and meet the needs of learners with protected characteristics.

## 2.0 Equality Objectives

### 2.1 Meeting our equality objectives.

Progress to meeting our equality objectives is set out in our **annual equality reports**. During the past four years we have improved information on the diversity of our employees.

### 2.2 Reviewing our objectives

The statutory equality duties require public bodies to set equality objectives in relation to the protected groups. Objectives should be evidenced based and outcome focussed to address the most significant areas of inequality leading to improvements for both employees and customers. The equality objectives should meet the three parts of the general duty. We must also publish an objective to address gender pay difference. The action plan to meet our equality objectives is set out in Appendix 1.

We reviewed our objectives using a variety of approaches:-

#### Regionally

- We worked collaboratively with other public sector bodies across North Wales to undertake regional and national research on the equality profile of our communities and identify specific inequalities. A detailed breakdown of the population is provided and the research on inequalities in North Wales was undertaken by Cyngor Gwynedd on behalf of the North Wales Public Sector Equality Officers Network (NWPSSEN).
- As a member of NWPSSEN we consulted with stakeholders on our regional equality objectives.
- We completed a consultation exercise and held a workshop in July 2023 to understand the barriers people with protected characteristics faced when applying for employment in the public sector.

#### Locally

- The Regional Community Cohesion Team held a series of community conversations, to identify issues and priorities and seek feedback on our current equality objectives. Community conversations were held with:
  - North East Wales Multicultural Hub, comprising:
    - CLPW: Portuguese Community Interest (Wrexham)
    - Paallam Arts: Indian Performing Arts Collective (Wrexham & Wales)
    - The Wrexham Africa Community Group (Wrexham)
    - Menter Iaith Fflint a Wrecsam (Wrexham & Flintshire)
    - The North East Wales Chinese Women's Association (Flintshire / North East Wales)
    - The Anglo-Polish Society (Chester and North Wales).
  - Young people (11-19 years) during the Youth Well-being Day held in July 2023.

- Ukrainian Refugees
- Mold Self-Advocacy Group in Flintshire
- We met with local groups, including disabled people to ask about their views on the key priorities that needed to be addressed. Transport was raised a key issue.
- We reviewed progress of our current Strategic Equality Plan and identified those objectives we struggled to find data to measure progress.
- We also reviewed the data we held on the profile of Council employees and customers. We found limited data was available about the profile of customers and employees and where available did not cover all of the protected characteristics. We recognise we need to continue collating data to monitor any inequalities for specific groups and also to identify areas for improvements.

2.3 We have set ourselves seven equality objectives for the period 2024 - 2028. We have identified each equality objectives, why the objective is priority and how we will measure our achievement. Our equality objectives for 2024 - 2028 are set out on the following pages:

### Objective 1: Improve health, well-being and social care outcomes.

#### **This is a priority because:**

- Feedback from both regional and local consultation said this was important.
- Welsh Government found that lesbian, gay, bisexual, transgender and queer/questioning (LGBTQ)+ communities reported experiencing poorer mental health including loneliness, depression, and suicide.
- Previous reports show that LGBTQ+ disabled people continue to face discrimination on the basis of their sexual orientation and/or gender identity from those providing personal care, and the needs of older people are not always met - Source WG LGBTQ+ Action Plan for Wales.
- Parts of the LGBTQ+ population are also more likely to be lonely or socially isolated, especially older people (LGBT Foundation 2020).
- In Wales, in 2021 Black, Asian and minority ethnic children made up 8.3% of looked after children (Stats Wales, 2021.)
- Some ethnic minority people reported that their experience of social care services lacked compassion and empathy, and those assumptions were made about them because of their ethnicity and that their needs were not met. Source WG Anti-racist Wales Action Plan.
- WG Report of The Socioeconomic Subgroup found that health and social care is seen as more difficult to access for people from a Black, Asian and minority ethnic background because of cultural and language barriers.
- Number of working days lost per full time equivalent (FTE) local authority employees lost due to sickness absence 11.87 days.

**Achievement will be measured by:**

Measure	Baseline
Number of Council employees trained on Mental Health First Aid across the organisation (Increase)	106
Number of Mental Health First Aid Champions across the organisation (Increase)	0
Usage of the Council's Employee Assistance Programme (Increase)	3.54
Ethnicity data number % Social Services service users where ethnicity data is available	Tb be confirmed (TBC)
Number % Social Services employees who attend anti-racism training	New measure
Number /% Social Services employees who attend LGBTQ+ awareness training	New measure
Number of complaints of discrimination/racism made by service users within Social Services.	To be confirmed

**Objective 2: Reduce gaps in educational attainment between protected groups and implement strategies to improve well-being**

**This is a priority because:**

- Girls outperform boys at all key stages in our schools (insert data)
- In Wales, A2 outcomes (final year of A-levels) fell steeply for learners with Black, African, Caribbean, Black British ethnic backgrounds. Source WG Anti-racist Wales Action Plan.
- Despite improvements over time, evidence from an Equality, and Human Rights Commission (EHRC) study in 2018 suggests that attainment in early years in Wales continues to differ for children from different ethnic backgrounds. In particular, Black pupils have lower attainment than White British pupils during early year's education (EHRC, 2018).
- Boys are more likely to be excluded from Flintshire schools (both permanent and fixed term).

Sex	Fixed (%)	Permanent (%)	Total (%)
Female	30.21	0.25	30.46
Male	68.54	1.75	70.29

- In Wales, for the year September 2019 to August 2020, pupils with a Gypsy ethnic background had the highest rate of fixed term exclusions (5 days or less), and pupils with a White ethnic background had the highest rate of fixed term exclusions (over 5 days) and permanent exclusions. WG Anti-racist Wales Action Plan.

- Stonewall Cymru, reported that more than half of LGBT young people in Wales (54%) and almost three quarters of trans young people (73%) face bullying at school for being LGBT (Stonewall Cymru, School Report 2017).
- Findings from a UK-wide survey by Just Like Us (Milsom 2021) reported that only 58% of LGBT+ students described feeling safe on a daily basis at school in the 12 months prior – compared to a higher figure of 73% for non-LGBT+ students. In addition, 43% of LGBT+ students reported being bullied, compared to 21% of non-LGBT students.
- According to research undertaken by Show Racism the Red Card, a quarter of teacher/teaching assistant respondents in Wales had observed, responded to or had a pupil report racial discrimination in the last year, with 3 in 10 pupil respondents to the survey admitting to being racist or using racist language towards another pupil (Show Racism the Red Card, 2020).
- Annual School Census (PLASC) shows that only 4 per cent of pupils aged 5+ in Welsh-medium schools were Black, Asian and Minority Ethnic at April 2021, compared to 15% in English Medium schools.

**Achievement will be measured by:**

<b>Measure</b>	<b>Baseline</b>
Number of schools who have implemented the element of the curriculum ensuring Black Asian and minority ethnic stories, contributions and histories are taught.	New measure
Number of schools requiring Black, Asian and minority ethnic stories, contributions and histories are taught as a recommendation by Estyn.	New measure
Number of schools who meet the statutory requirement of the curriculum when inspected.	New measure
Number of schools using the electronic system to report identity-based bullying.	49
Number and type of identity based bullying incidents in schools.	49
Number of schools engaging in professional development opportunities relating to anti-racism and LGBTQ+ inclusion.	New measure
Percentage of fixed term and permanent exclusions by protected characteristic.	New measure



Percentage of children from a Black, Asian and minority ethnic background accessing Welsh medium education.	New measure
Percentage of people from ethnic minority backgrounds accessing Welsh language projects through Menter Iaith.	New measure

### Objective 3: Ensure equal pay within the workplace by having in place fair, open and transparent grading and salary strategies in place.

#### This is a priority because:

- the Gender pay gap in the Council is 13.71%.
- In 2019, the ethnicity pay gap in Wales was 1.4%. (ONS).
- Findings from Ethnic Minorities Youth Support Team Wales 2018 All Wales Survey for Ethnic Minority People, an online survey undertaken over a 3 month period (October to December 2018), found a 60% majority of the 143 respondents thought that people from an ethnic minority background are treated unfairly in the workplace (EYST, 2019).
- One third (34%) of LGBT staff hid or disguised their LGBT identity at work for fear of discrimination - Stonewall Cymru 2018.
- 2019-2020 data from the National Survey for Wales reported that 19% of lesbian, gay and bisexual people had experienced bullying at work in the year prior to undertaking the survey. This compares to 11% of heterosexual people.
- A survey and focus groups by Welsh Government 2021 found that whilst 45% of people reported that those in the workplace reacted only positively when aware they were LGBTQ+, 24% reported un-permissible exposure of their LGBTQ+ identity in the workplace (or 'outing') and 10% recounted experiencing verbal harassment.

#### Achievement will be measured by:

Measures/PI	Baseline
Increasing the quality and quantity of workforce data	To be confirmed
Completing and publishing an annual analysis of workforce data and producing an action plan to address any potential or actual inequalities.	To be confirmed
The number of complaints made by employees of discrimination and identity-based bullying	0
The pay gap between men and women employed by the Council	13.71%

The pay gap between disabled employees and non-disabled employees.	New measure
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## Objective 4: Improve personal safety for all protected groups

### This is a priority because:

- Consultation identified that hate crime is still an issue for many people.
- For the year April 2021 to March 2022, police recorded sexual orientation hate crimes in Wales increased by 50% on the previous year (from 884 to 1,329) and transgender hate crimes rose by 43% (from 173 to 247 incidents. Source WG LGBTQ+ Action Plan for Wales.
- Race hate crimes comprise around 66% of all hate crimes recorded in Wales in 2020 to 2021 (UK Government, 2021).
- The number of hate crimes reported to North Wales Police has increased in Flintshire. The number of racially motivated incidents are the most frequently reported.

Type of incident	2016/17	2017/18	2018/19	2019/20	2020/21	2022/23
Racially motivated	37	84	76	99	92	126
Homophobic	6	26	29	40	39	61
Disability Related	9	8	14	20	38	65
Transphobic	1	0	1	4	7	7
Religious	6	5	9	5	7	6
Total	59	123	129	168	183	265

- The majority of LGB and Trans people who had experienced hate crime or an incident did not report it ([Stonewall Cymru 2017](#))
- [Wales Audit Office](#) report that it is estimated that domestic violence costs Wales £826 million annually- £202.6 million in services' costs, £100.9 million in economic costs and £522.9 million in human and emotional costs. Wales Audit Office - Progress in implementing the Violence Against Women, Domestic Abuse and Sexual Violence Act 2019.
- LGBT Foundation's Domestic Abuse Support Programme has seen demand for support rise since lockdown measures were introduced:
  - a 38% rise in the number of people referred for domestic abuse support, and
  - a 38% increase in calls to the helpline referring to domestic abuse.

Source: LGBT Foundation 2020).

### Achievement will be measured by:

Measure/PI	Baseline
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Number of reports of hate incidents by protected characteristic as reported to North Wales Police	265
Number and % of identity-based incidents of anti-social behaviour reported by Contract Holders (Housing tenants)	New Measure
Percentage and number of employees who complete Welsh Government's e-learning training on sexual violence and domestic abuse	TBC

## Objective 5: Increasing access to services and decision making for all protected groups.

### This is a priority because:

- Engaging with protected groups and undertaking equality impact assessments are statutory requirements of the PSED.
- Access to services has been raised as an issue during consultation by disabled people, in particular access to the countryside and public toilets.
- Voting rates remains low for some groups.
- Elected members in the Council - 43 males (64.1%) and 24 females (35.8%).
- In a survey of candidates for the 2017 local elections in Wales, 2.3% of candidates for county and county borough councils who provided their ethnicity and 1.9% of candidates for town and community councils were Black, Asian, minority ethnic people. Of those elected to county and county borough councils 1.8% and 1.2% in town and community councils were from minority ethnic groups (Welsh Government, 2018).

### Achievement will be measured by:

Measures/PI	Baseline
% of people participating in election by race, sex and age	TBC
The number of Digital Surgeries held at Connects Centres	TBC
Number of digital stations available across the libraries' network	TBC

## Objective 6: Improve living standards of people with different protected characteristics

**This is a priority because:**

- Consultation both regionally and locally has identified that this is an issue.
- The average number of days to complete a Mandatory Medium Disabled adaptation is 89 days.
- Average number of days to complete a Mandatory Large Disabled adaptation is 469 days.
- Average length of stay (days) for those households in interim homeless accommodation under Housing Wales Act 2014 is 117 days.
- Number of presentations to the homeless service - 1372 (in 2022)
- Single parent and single adult households are significantly over-represented in homelessness cases. Welsh Government 2022 (Annual Wellbeing Report)
- Women are more likely to be threatened with homelessness while men are more likely to be living with homelessness. StatsWales 2022
- LGBT young people are more likely to find themselves homeless than their non LGBT peers, comprising up to 24% of the youth homeless population. Source LGBTQ+ Action Plan for Wales
- Shortage of Traveller pitches and many authorised pitches are in unsuitable locations, either too far from local facilities or too close to industrial properties. Price (WCPP), 2021
- There are 9 authorised Traveller sites in the county, and there were 9 incidents of unauthorised encampments during 2022/23.
- In 2011 in Wales, 28.7% of Gypsy or Irish Travellers and 27% of people from a Bangladeshi background lived in overcrowded housing (that is, they had fewer bedrooms than they needed to avoid undesirable sharing), whilst 19.4% of Black people and 18.5% of Arabs did so compared to 4.9% of White British people – Source WG Anti-racist Wales Action Plan.

**Achievement will be measured by:**

<b>Measures/PI</b>	<b>Baseline</b>
Total number of Small Disabled Adaptations completed	531 (Higher than normal due to Covid-19 20/21 – 349)
Average number of days to complete a Small Disabled adaptation	N/A - New Measure
Total number of Discretionary Medium Disabled Adaptations completed	32
Total number of Mandatory or Discretionary Medium Disabled adaptations	78
Average number of days to complete a Mandatory Medium Disabled adaptation	89

Total number of Mandatory Large Disabled Adaptations completed	11
Average number of days to complete a Small Disabled adaptation	N/A - New Measure
Total number of Discretionary Medium Disabled Adaptations completed	32
Total number of Mandatory or Discretionary Medium Disabled adaptations	78
Number of households rehoused with significant adaptations requirements	10
Average number of days to complete a Mandatory Large Disabled adaptation	469
Total number of Disabled Adaptations completed	652
Percentage of successful prevention outcomes for homelessness under Housing Wales Act 2014	63
Percentage of successful relief outcomes for homelessness under Housing Wales Act 2014	57
Number of households accommodated by the Council under Housing Wales act 2014 homeless duties	101
Average length of stay (days) for those households in interim homeless accommodation under Housing Wales Act 2014	117
Number of referrals received through the Housing Support Gateway	1,328
Number of presentations to the homeless service	1,372
Number and % of Homeless Team who attend specific LGBTQ + awareness training	New measure
% of equality data held on people presenting as homeless	New measure
% of equality data held on Contract Holders (Council Tenants)	New measure

## Objective 7: Reduce the impact of poverty and embed the Socio-economic Duty within the organisation

### This is a priority because:

- Welsh Government report that:
  - Children are more likely to be living in poverty than adults
  - 28% of children were living in poverty in 2020
  - Households in fuel poverty are generally older. Of all fuel poor households, around:
    - 2 in 5 are headed by someone over 65
    - 1 in 4 are headed by someone over 75
- According to the Family Resources Survey, between 2019 and 2020, 5 million people in the UK lived in food poverty. In 2020, this was 8% of the population but data from The Food Foundation suggests food

insecurity levels rose to 9% of the population in January 2021. Source: Sustain - Food Poverty

- More than six in ten (62%) working aged people referred to food banks in early 2020 were disabled. This equates to more than three times the rate in the general population. Source: The Trussell Trust
- Non-white ethnicity is linked with a greater likelihood of relative income poverty. Source WG Anti-racist Wales Action Plan.
- WG Fuel Poverty Estimates:
  - 169,000 vulnerable households in Wales were estimated to be living in fuel poverty, equivalent to 14% of vulnerable households.
  - 26,000 vulnerable households were estimated to be living in severe fuel poverty, equivalent to 2% of vulnerable households.
  - 141,000 vulnerable households were estimated to be at risk of fuel poverty, equivalent to 12% of vulnerable households.

(Source: Welsh Government – Fuel Poverty Estimates)

- Since 2011, adults over the age of 65 years have consistently made up the largest proportion of the adult internet non-users, and over half of all adult internet non-users were over the age of 75 years in 2018.
- A lower percentage of disabled people indicated that they prefer to shop in person (65% compared with 73% for non-disabled people. Source: ONS, Exploring the UK’s digital divide, 2019.
- There is a strong link between poverty and socio-economic disadvantage and inequalities faced in accessing decent homes by some ethnic minority people. Source WG Anti-racist Wales Action Plan.

**Achievement will be measured by:**

<b>Measures/PI</b>	<b>Baseline</b>
Total number of households receiving energy efficiency improvements	1,293
Providing advice and signposting support to vulnerable households	<b>TBC</b>
Number of individuals entering employment, learning or volunteering	153
Number of individuals receiving support	367
The number of Sim Cards issued to people in low-income households	TBC
Recording the number of uniform grants awarded	<b>TBC</b>
Average number of calendar days to process new claims for housing benefit and council tax reduction <sup>1</sup>	17

<sup>1</sup> The target for average number of calendar days to process new claims is set by DWP at 20 days.

Average number of calendar days to process change in circumstances for housing benefit and council tax reduction <sup>2</sup>	3
Total spend of Discretionary Housing Payments (%)	130
Number of children enrolled in free swimming lessons	N/A – New Measure
Number of free to access outdoor play areas available to children across the county	195
Number of items loaned (physical and digital)	176,184
Numbers of residents enrolled in the “Mobile Meals” service	190
Number of residents supported by the “Hospital to Home” meals service	N/A – New Measure
Number of children attending Fit, Fed and Read sessions during school holidays	5,400

### 3. Meeting the Specific Duties

#### 3.1 Arrangements for identifying, collating and publishing information

##### Employment

We currently monitor the profile of employees by age, disability, ethnicity, marital status, religion, sex and sexual orientation. Detailed reports are published annually on our [website](#) and include profiles of:-

- the workforce
- levels of pay
- applicants submitted for jobs
- applicants selected for interview
- successful appointments
- leavers
- incidents of bullying and harassment
- disciplinary action
- employees who have received training

##### Schools

We also collate data on the profile of school pupils by age, ethnicity, gender, language, in relation to: -

- attendance
- exclusions

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<sup>2</sup> The target for average number of calendar days to process change in circumstances is set by DWP at 8 days.

- free school meal entitlements

Data on attainment at specific key stages is published in the annual equality report. The data is collated as part of Pupil Level Annual School Census (PLASC) and published by the Welsh Government.

## **Services**

A profile of customers is collated by Social Services for Adults, Social Services for Children, Housing and Customer Services through the Council's complaints and comments system. This information is published in the annual equality report on our website. Residents' surveys, satisfaction surveys and consultation exercises also capture equality information.

### **3.2 Arrangements for assessing impact**

To meet the specific duty all public authorities are required to set out the methods of impact assessments on policies and practices. This is to ensure that the needs and concerns of all protected groups are taken into consideration.

An Integrated impact assessment (IIA) screening tool and template for a full impact assessment have been developed. A group of stakeholders representing protected characteristics from both employees and members of the public review IIAs and provide feedback to authors. IIAs have been integrated into the performance management system to facilitate more effective monitoring.

We are working with Manchester University, piloting a new tool. An evaluation will take place involving elected members, senior managers and IIA authors. The evaluation will not only look at the usability of the tool but how the results of the assessments are informing decisions.

### **3.3 Arrangements for promoting knowledge and understanding and identify training needs of employees in relation to public sector duties**

This section sets out the Council's arrangements for ensuring employees have the knowledge, skills and attitudes to meet the general and specific duty. We recognise that some awareness raising / training will be generic which all employees will need to attend and other training will be more specifically related to individual job roles and will support them to implement the SEP.

Specific activities to support these arrangements include:-

- Bespoke workshops on Equality.
- Training to support initiatives such as Deaf Awareness Week, Gypsy and Traveller History Month, Lesbian, Gay Bisexual and Transgender (LGBTQ)History Month and promote awareness and understanding of specific equality issues.



- Resources are available on the Council's intranet including guidance for working with people from the protected groups.
- E-learning modules are available on the Equality Act 2010 and Equality in the workplace. These have to be completed by all new starters.
- Hate crime, Modern Slavery, County Lines and Prevent training is also available.
- Hate Crime, Modern Slavery, LGBTQ+ and Trans awareness training are also available as e-learning modules.

### **3.4 How we incorporate equality into Procurement**

When procuring works, goods or services from other organisations a public body in Wales must: -

- have due regard to whether it would be appropriate for the award criteria for that contract to include considerations to help meet the general duty.
- have due regard to whether it would be appropriate to stipulate conditions relating to the performance of the contract to help meet the three aims of the general duty.

In some contracts equality will be a core requirement and this will be set out in detail within the contract. The Flintshire County Council Procurement Policy states its commitment to: -

- Users of all services
- Council core and policy objectives
- Compliance with service aims and objectives
- Continuous improvement
- Quality and equality
- Operational efficiency

Our Contract Procedure Rules include all the protected characteristics into the pre-qualification questionnaire (PQQ) for tenders. Guidance is available for employees on the inclusion of equality considerations into specific contracts.

## **4 Monitoring and review**

4.1 Actions and measures will be incorporated into the Council's performance management system and progress will be reported to Cabinet annually and as when needed. A report describing progress to meeting the equality objectives will be published annually; relevant equality information will be published in this report. Progress will be monitored through the Corporate Equality Board, Chief Officer Team, Cabinet and relevant Overview and Scrutiny Committees.

The objectives will be reviewed annually and revised if necessary or if monitoring indicates that there are emerging areas of inequality that need to


be addressed urgently. The action plan will be updated annually. If the objectives are revised the Strategic Equality Plan will be republished otherwise it will be republished in 2028.

## 5. Publication

The Strategic Equality Plan will be published on our website and will be available in English, Welsh and Easy Read. A summary will be available in British Sign Language DVD. Other formats and languages will be available on request. Information on the profile of the workforce is published annually.

**Thank you for reading our Strategic Equality Plan 2024/2028.**

Views and suggestions for the Strategic Equality Plan are welcome.

Email:  [corporatebusiness@flintshire.gov.uk](mailto:corporatebusiness@flintshire.gov.uk)

Appendix 1  
**Action Plan**

Equality objective 1: Improve health, well-being and social care outcomes including outcomes for older people and disabled people											
Action	Who	Time frame	Protected characteristic								
			Age	Disability	Gender Reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion and Belief	Sex	Sexual orientation
Continuing to grow the Microcare market, including access to commissioned care packages, to ensure that older people who live in rural areas are able to access care at home.	Commissioning Manager	March 2024	√	√	√	√		√	√	√	√
Providing additional step-down placements for older people within our in-house provision to facilitate timely hospital discharge and promote recovery	Registered Manager Resources and Regulated Services	March 2025	√	√	√	√		√	√	√	√

Supporting people to achieve their mental well-being outcomes by promoting personal and community well-being through open access courses delivered by the Learning Partnership	Service Manager Disability and Mental Health Services	March 2024	√	√	√	√	√	√	√	√	√	√
Working with Housing to fund a small team of people to support individuals with low level Mental health problems to improve their housing	Service Manager Disability and Mental Health Services	March 2025	√	√	√	√	√	√	√	√	√	√
Continue to support disabled people to secure employment opportunities through Project Search	Service Manager Disability and Mental Health Services	March 2024		√								
Exploring the recommissioning of advocacy services on a regional basis to ensure that individuals who need it can access support to achieve their well-being outcomes	Commissioning Manager	March 2024	√	√	√	√	√	√	√	√	√	√

Communicate appropriate processes and policies to ensure that any concerns and complaints of discriminatory behaviour are dealt with robustly and transparently (including whistleblowing policy).	Planning and Development Officer	April 2024	√	√	√	√	√	√	√	√	√	√
Use the Social Services staff bulletin and Workforce Development training courses to continually drive the message that all employees have a duty to combat all forms of discrimination in the workplace. This includes reporting incidents when they occur; forming like-minded alliances with peers to tackle key issues; raising awareness and making suggestions for positive reform.	Workforce Development Manager	April 2024	√	√	√	√	√	√	√	√	√	√
As policies are developed and/or reviewed, we will ensure their impact on ethnic minority and LGBT employees and service users has been considered through the completion of an Integrated Impact Assessment (IIA).	Social Services Planners	On-going						√				√
Undertake a review of complaints received from service users to identify racist behaviours and any associated patterns.	Complaints Officer	April 2024						√				
Anti-racism training and LGBTQ+ awareness is included in Social Services training and development programme	Workforce Development Manager	December 2023	√	√				√			√	√
Implement Welsh Government and Social Care Wales LGBTQ+ training for social care staff when available	Workforce Development Manager	When available from WG	√	√							√	√

Ensure our engagement and co-production activities engages with a wide diversity of individuals reflecting our commitment to race and LGBTQ+ equality.	Planning and Development Officer	On-going	√	√	√	√	√	√	√	√	√	√
Increase the completion of ethnicity data for our service users.	Performance and Quality Manager	March 2024						√				
Promoting the Council's Employee Assistance Programme to increase usage		March 2028	√	√	√	√	√	√	√	√	√	√

Equality objective 2: Reduce gaps in educational attainment between protected groups and implement strategies to improve well-being												
Action	Who	Time frame	Protected characteristic									
			Age	Disability	Gender Reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion and Belief	Sex	Sexual orientation	
Support for implementing the new curriculum for Wales through the regional school improvement service (GwE) to ensure that Black Asian and minority ethnic stories, contributions and histories are taught	Senior Manager for School Improvement/ Senior Primary	September 2024						√				

	Learning Adviser											
Ask GwE to include in their monitoring and evaluation work with schools what progress is being made by our schools ensuring Black Asian and minority ethnic stories, contributions and histories are taught throughout the curriculum.	Senior Manager for School Improvement/ Senior Primary Learning Adviser	September 2024						√				
Continue to promote access to Hwb as a digital platform and support for schools to include diversity within the curriculum.	Senior Manager for School Improvement Senior Primary Learning Adviser	On-going		√	√			√	√	√	√	
Analysis of inspection reports for schools to ensure schools include Black, Asian and minority ethnic stories, contributions and histories within the curriculum.	Senior Manager for School Improvement Senior Primary Learning Adviser	Annual						√				
Continue to work with schools to make effective use of the online identity based bullying reporting system.	Learning Advisor – Health, Well-	On-going		√	√	√		√	√	√	√	

	being & Safeguarding										
Support schools to meet the requirements of a Wales-wide identity based bullying reporting and data collection system when implemented	Learning Advisor – Health, Well-being & Safeguarding	September 2024		√	√	√		√	√	√	√
Termly analysis of trends completed. Regular feedback provided to Primary and Secondary Headteacher federations. Bespoke support provided to individual schools as required	Learning Advisor – Health, Well-being & Safeguarding / Learning Advisor – Health, Well-being & Safeguarding Education and Youth Safeguarding Panel	September 2024		√	√	√		√	√	√	√
Ensure a range of appropriate interventions (both universal and targeted) are available to schools to meet the wellbeing needs of learners from ethnic minority backgrounds and LGBTQ+ learners	Healthy Schools team	On-going						√			√
Continue to work with key partners, including Show Racism the Red Card (SRTRC) and the North Wales Race Equality Network (NWREN)to	Healthy Schools team	On-going						√			



support the well-being of Black Asian minority ethnic learners.												
Promote Welsh Government (WG) guidance (when available) on Exclusions from School and Pupil Referral Units in relation to learners who can be disproportionately subject to permanent or temporary exclusions.	Senior Manager for Inclusion / Senior Learning Adviser for Inclusion and Progression	On-going		√	√	√		√	√	√	√	
Continue to monitor and review exclusions by protected characteristics to ensure no disproportionality.	Senior Manager for Inclusion Senior Learning Adviser for Inclusion and Progression	On-going		√	√	√		√	√	√	√	
Analyse data on Black, Asian and minority ethnic people who attend Welsh-medium education.	Welsh in Education Strategic Forum – provision sub-group	On-going						√				
Increase opportunities for ethnic minority communities to access Welsh Language projects	Schools / Welsh in Education Strategic Forum -	On-going						√				

	Provision Sub-group/ North-East Wales Adult Learning Partnership											
Identify opportunities for and include actions to increase opportunities to access to the Welsh language by ethnic minority communities in the community within the Council's Welsh Language Promotion Strategy 2024- 2029	Strategic Policy Advisor	December 2024						√				
Include requirement to complete equality monitoring of beneficiaries of Welsh language projects within Strategic Funding contract with Mudiad Meithrin and Menter Iaith Fflint a Wrecsam	Chief Officer Education and Youth	April 2024 onwards					√					
Implement WG's national trans guidance for schools when available.	To be confirmed	To be confirmed			√							
Continue to work in partnership to provide LGBTQ+ Youth Forum	Information and Involvement Officer	On-going			√							√

**Equality objective 3: Ensure equal pay within the workplace by having in place fair, open and transparent grading and salary strategies in place**

Action	Who	Time frame	Protected characteristic								
			Age	Disability	Gender Reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion and Belief	Sex	Sexual orientation
Maintaining competitive pay and reward, and terms and conditions of employment	HR Policy and Rewards Advisor	March 2028	√	√	√	√	√	√	√	√	√
Promoting the Council's Employee Assistance Programme to increase usage	To be confirmed	March 2028	√	√	√	√	√	√	√	√	√
Complete an annual equal pay audit and take action to reduce any identified pay gaps	HR Policy and Rewards Advisor	Annually		√				√	√	√	
Put in place initiatives to encourage employees to complete equality monitoring data and reduce the number of employees who select "Prefer not to say" category	HR Business Information Officer	To be confirmed	√	√	√	√	√	√	√	√	√
Publish the Workforce Information report to meet our statutory public sector equality duties	HR Business Information Officer	Annually	√	√	√	√	√	√	√	√	√
Implement new LGBTQ+ awareness training module	Learning and Development	April 2024 onwards									√

Ensure LGTQ+ employees attend LGBTQ+ awareness training commissioned by Welsh Government when available, to ensure employees understand LGBTQ+ needs, rights and barriers.	Learning and Development	To be confirmed										√
Implement actions to meet Welsh Government's Anti-racist Wales Action Plan	Strategic Policy Advisor	On-going						√				

Equality objective 4: Improve personal safety for all protected groups											
Action	Who	Time frame	Protected characteristic								
			Age	Disability	Gender Reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion and Belief	Sex	Sexual orientation
Record and monitor trends of identity-based harassment experienced by Housing Contract Holders	Housing	On-going	√	√	√	√	√	√	√	√	√
Provide community hub sessions which target areas that have high anti-social behaviour and crime rates; to support young people who are at risk and to engage them with partners (subject to external grant funding)	To be confirmed	To be confirmed	√								

Continue to participate in Hate Crime Awareness Week	Strategic Policy Advisor	Annually	√	√	√	√	√	√	√	√	√
Collate hate crime/incidents reports from services and North Wales Police and review at Corporate Equalities Board meetings to identify hotspots/trends and take action to address issues.	Strategic Policy Advisor	Quarterly									

**Equality objective 5: Increase access to services and decision making for all protected groups**

Action	Who	Time frame	Protected characteristic									
			Age	Disability	Gender Reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion and Belief	Sex	Sexual orientation	
Promoting active travel and further develop the County's walking and cycleway network ensuring accessibility for older and disabled people	Transport Strategy Manager	March 2028	√	√								
Supporting the development of public electric vehicle charging network and ensuring accessible for disabled people, including wheelchair users	Transport Manager	March 2028		√								
Implement Revised Integrated Transport Strategy in line with Regional transport Plan Review	Transport Strategy Manager	From March 2024 onwards	√	√				√				

Implement Public Toilets Strategy	Streetscene Maintenance Manager (South and Structures)	From April 2024 onwards	√	√	√			√	√	√	
To produce a Public Participation Strategy for Flintshire County Council to ensure democracy within Council is transparent, listening and engaging. And anti-racist approach is promoted through democratic process and in how democratic engagement is undertaken.	Democratic Services Manager	March 2025	√	√	√	√	√	√	√	√	√
To promote anti-racist and ethical behaviour amongst elected members. Group Leaders required to promote high standards of behaviour amongst their Members.	Democratic Services Manager	March 2024	√	√	√	√	√	√	√	√	√
Work with the Welsh Local Government association to offer anti-racism training to elected members	Democratic Services Manager	March 2024						√			
Elected Members to attend Welsh Government training (when available) on Gypsy and Traveller communities' culture, needs and strengths..	Democratic Services Manager	April 2024						√			
Standards Committee to produce Annual Report	Monitoring Officer							√			
Implement and report on the Diversity in Democracy Plan	Democratic Services Manager &	March 2025	√	√	√	√	√	√	√	√	√

	Chief Officer- Governance											
Create an environment where everyone wants and feels able to participate in democracy, including by exercising their right to vote, through developing materials to encourage people to participate in decision making and promoting awareness of how to become an Elected member.	Elections Manager Democratic Services Manager	May 2026 (i.e. in preparation for the next election which is due in May 2027)	√	√	√	√	√	√	√	√	√	√
Promote the Access to Elected Office Fund for the next local Government Elections in 2027	Elections Manager	Sept 2026 – May 2027	√	√	√	√	√	√	√	√	√	√
Supporting people to use digital technology through Digital Workforce Volunteers	To be confirmed	March 2026	√									
Continue to provide free of charge public access to the internet at Flintshire Connects Centres	Customer Contact Service Manager	March 2026	√	√	√	√	√	√	√	√	√	√
Promote Big Word Language interpretation and translation services	Customer Contact Service Manager	On-going		√				√				
Delivering the Rights of Way Improvement Plan with a focus to ensure improved access for all and the promotions of Walking for Health	Access and Natural Environment Manager	2018-2028	√	√			√					
Exploring opportunities to develop the Flintshire Coast Park through the production of a scoping study	Access and Natural Environment Manager	Scoping study complete	√	√			√					

Establishing a Dementia Strategy Implementation Group to ensure that individuals with lived experience of dementia have a voice	Registered Manager Resources and Regulated Services	March 2024	√	√	√	√		√	√	√	√
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Equality objective 6: Improve living standards of people with different protected characteristics											
Action	Who	Time frame	Protected characteristic								
			Age	Disability	Gender Reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion and Belief	Sex	Sexual orientation
Identify site for a young person's homeless hub offering accommodation and support services	Strategic Housing and Delivery Programme Manager	April 2024	√								
Progress build project for the new homeless hub accommodation	Strategic Housing and Delivery Programme Manager	December 2024	√								
In partnership with Denbighshire County Council, creating a new Dynamic Procurement System in order to ensure CPR's are met and provide a wider opportunity for tendering Disabled Adaptation projects	Disabled Adaptations Manager	December 2024	√	√							
Implementation of the initial recommendations of the sheltered	Service Manager Housing Assets	March 2028	√								



housing review to ensure that it continues to meet the needs of current and prospective tenants												
Homeless Team attend LGBTQ+ awareness training to understand rights and barriers, including the rights of LGBTQ+ migrant groups and LGBTQ+ people facing homelessness	Service Manager Housing and Prevention Services/Training Co-ordinator	March 2028									√	
Improve capture of equality monitoring data of people registering as homeless	Service Manager Housing and Prevention Services	On-going	√	√	√	√	√	√	√	√	√	√
Improve capture of equality monitoring data of Contract Holders.	Housing Welfare and Communities Service Manager	On-going	√	√	√	√	√	√	√	√	√	√
Work with Tai Pawb to develop actions to become an anti-racist housing service and implement Welsh Government's Anti-racist Wales action plan.	Business Manager (Housing and Communities)	April 2024							√			
Develop a transit site for Travellers to reduce the number of unauthorised encampments at unsafe and unhealthy locations and improve access to health services.	Resettlement Co-ordinator	March 2028							√			
Secure Welsh Government funding enable WiFi on Traveller sites including the transit site	Resettlement Co-ordinator	March 2028							√			
Become a Resettlement area for Asylum Seekers and Refugees	Resettlement Co-ordinator	March 2028							√			

**Equality objective 7: Reduce the impact of poverty and embed the Socio-economic Duty within the organisation**

Action	Who	Time frame	Protected characteristic								
			Age	Disability	Gender Reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion and Belief	Sex	Sexual orientation
Further develop our community hub approach giving access to a range of programmes, services and agencies together in one place	Service Manager Housing Welfare and Communities	On-going	√	√	√	√	√	√	√	√	√
Explore development of support schemes to mitigate in-work poverty	Service Manager Housing Welfare and Communities	On-going	√	√	√	√	√	√	√	√	√
Delivering Welsh Government support schemes linked to the cost-of-living crisis	Service Manager Housing Welfare and Communities	March 2028	√	√	√	√	√	√	√	√	√
Maximising the number of people signposted for support to facilitate longer term change	Service Manager Housing Welfare and Communities	March 2028	√	√	√	√	√	√	√	√	√
Ensuring that take-up to benefit entitlement is maximised in a timely way by processing claims efficiently	Service Manager Housing Welfare and Communities	March 2028	√	√	√	√	√	√	√	√	√

Maximising the take up of the Discretionary Housing Payments scheme and other financial support	Service Manager Housing Welfare and Communities	March 2028	√	√	√	√	√	√	√	√	√	√
Continuing to develop delivery of a “Hospital to Home” meals service.	Service Manager Housing Welfare and Communities	On-going	√	√	√	√	√	√	√	√	√	√
Continuing to develop delivery of mobile meals service.	Service Manager Housing Welfare and Communities	March 2026	√	√	√	√	√	√	√	√	√	√
Further develop of the warm spaces initiative in partnership with organisations and third sector	Service Manager Housing Welfare and Communities	On-going	√	√	√	√	√	√	√	√	√	√
Reducing the risk of fuel poverty for residents by increasing the energy efficiency of homes	Regeneration Programme Lead	March 2025	√	√	√	√	√	√	√	√	√	√
Engaging, supporting and referring vulnerable households to reduce fuel poverty and improve health and well-being	Regeneration Programme Lead	March 2025	√	√								
Co-ordinating a multi-agency approach to support businesses to recruit people from disadvantaged groups	Communities For Work programme manager	March 2025	√	√					√			
Continue to pilot a new approach to Impact Assessment with Manchester University	Strategic Policy Advisor	April 2024	√	√	√	√	√	√	√	√	√	√
Following evaluation improve and or develop new resources to improve quality and quantity of Impact Assessments completed.	Strategic Policy Advisor	March 2025	√	√	√	√	√	√	√	√	√	√



## Appendix 2 Profile of the Flintshire County Council employees

### 1. Profile of employees by Ethnic Origin

**Table 1.1 Profile of the workforce (including schools) by Ethnic Origin**

Ethnic Origin	2019		2023	
	Total employees	% employees	Total employees	% employees
BME	27	0.45%	47	0.75%
White	3820	64.19%	4106	65.85%
Not Stated	2031	34.13%	2082	33.39%
Prefer Not To Say	73	1.23%	0	0.00%
<b>Totals</b>	<b>5951</b>	<b>100.00</b>	<b>6235</b>	<b>100.00</b>

### 2. Profile of employees who classify themselves as being disabled

**Table 2.1 Profile of disabled employees (including schools)**

Disabled employees	2019		2023	
	Total employees	% employees	Total employees	% employees
No	3571	60.01%	3906	62.65%
Not Stated	2083	35.00%	1777	28.50%
Yes	137	2.30%	167	2.68%
Prefer Not To Say	160	2.69%	385	6.17%
<b>Total</b>	<b>5951</b>	<b>100.00</b>	<b>6235</b>	<b>100.00</b>

### 3 Profile of employees by Sexual Orientation

**Table 3.1 Profile of employees (including schools) by Sexual Orientation**

Sexual Orientation	2019		2023	
	Total employees	% employees	Total employees	% employees
Bi-Sexual	16	0.27%	27	0.43%
Gay Man	14	0.24%	19	0.30%

Gay Woman/Lesbian	18	0.30%	26	0.42%
Heterosexual / Straight	2357	39.61%	3056	49.01%
Not Stated	3378	56.76%	2934	47.06%
Other	8	0.13%	16	0.26%
Prefer Not To Say	160	2.69%	157	2.52%
<b>Total</b>	<b>5951</b>	<b>100.00%</b>	<b>6235</b>	<b>100.00%</b>

#### 4 Profile of employees by Religion or Belief

**Table 6.1** Profile of employees (including schools) by Religion or Belief

Religion or Belief	2019		2023	
	Total employees	% employees	Total employees	% employees
Buddhist	>10	>0.15%	>10	>0.15%
Christian	1852	37.33%	2029	32.54%
Hindu	0	0.00%	> 10	>0.15%
Jewish	>10	>0.15%	> 10	>0.15%
Muslim	0	0.00%	> 10	>0.15%
None	994	24.15%	1386	21.94%
Not Stated	2867	33.22%	2588	41.51%
Other	69	1.53%	83	1.33%
Prefer Not To Say	158	3.63%	151	2.42%
Sikh	>10	>0.15%	>10	>0.15%
<b>Total</b>	<b>5951</b>	<b>100.00</b>	<b>6235</b>	

#### 5 Profile of employees by Marital Status

**Table 5.1** Profile of employees (including schools) by Marital Status

Marital Status	2019		2023	
	Total employees	% employees	Total employees	% employees
Divorced or in a Dissolved Civil Partnership	134	2.25%	205	3.29%
Married or in a Civil Partnership	2140	35.96%	2201	35.30%
Not Married or in a Civil Partnership	1111	18.67%	1304	20.91%

Not Stated	2446	41.10%	2393	38.28%
Widowed or Surviving Civil Partner	81	1.36%	33	0.53%
Prefer Not To Say	39	0.66%	99	1.59%
<b>Total</b>	<b>5951</b>	<b>100.00%</b>	<b>6235</b>	<b>100%</b>

## 6. Profile of employees by Sex

**Table 6.1** Profile of employees (including schools) by sex

Sex	2019		2023	
	Total employees	% employees	Total employees	% employees
Female	4463	75%	4738	75.99%
Male	1488	25%	1497	24.01%
Not stated	0	0.00%	0	0.00%
<b>Total</b>	<b>5951</b>	<b>100%</b>	<b>6235</b>	<b>100%</b>

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## CORPORATE RESOURCES OVERVIEW & SCRUTINY COMMITTEE

<b>Date of Meeting</b>	Thursday 14 <sup>th</sup> December, 2023
<b>Report Subject</b>	Council Plan 2023/24 Mid-Year Performance Monitoring Report
<b>Cabinet Member</b>	Cabinet Member for Governance and Corporate Services including Health and Safety and Human Resources
<b>Report Author</b>	Chief Executive
<b>Type of Report</b>	Strategic

### EXECUTIVE SUMMARY

The Council Plan 2023/28 was adopted by the Council in June 2023. This report presents a summary of performance of progress against the Council Plan priorities identified for 2023/24 at the mid-year position, relevant to the Corporate Resources Overview & Scrutiny Committee.

This report is an exception-based report and concentrates on those areas of performance which are not currently achieving their target.

### **RECOMMENDATION**

1.	To support the levels of progress and confidence in the achievement of priorities as detailed within the Council Plan 2023/28 for delivery within 2023/24.
2.	To support overall performance against Council Plan 2023/24 performance indicators/measures.
3.	To be assured by explanations given for those areas of underperformance.

## REPORT DETAILS

<b>1.00</b>	<b>EXPLAINING THE COUNCIL PLAN 2023/24 PERFORMANCE AT MID-YEAR</b>																																							
1.01	The Council Plan Mid-Year Performance Report provides an explanation of the progress made towards the delivery of the priorities set out in the 2023/28 Council Plan for delivery within 2023/24. The narrative is supported by information on performance indicators and/or milestones.																																							
1.02	This report is an exception-based report and concentrates on those areas of performance which are not currently achieving their target.																																							
1.03	<p><b>Monitoring Activities</b></p> <p>Each of the sub-priorities under each theme within the Plan have high level activities which are monitored over time. ‘Progress’ shows action against scheduled activity and is categorised as:</p> <ul style="list-style-type: none"> <li>• RED: Limited Progress – delay in scheduled activity and, not on track</li> <li>• AMBER: Satisfactory Progress – some delay in scheduled activity, but broadly on track</li> <li>• GREEN: Good Progress – activities completed on schedule and on track</li> </ul>																																							
1.04	<p><b>Progress against Council Plan activity (Actions)</b></p> <p>In summary, our overall progress against the activities identified in the Council Plan for 2023/24 is:</p> <ul style="list-style-type: none"> <li>• Good (green) progress was achieved in 67% (99) of activities.</li> <li>• Satisfactory (amber) progress was achieved in 30% (44) of activities.</li> <li>• Limited (red) progress was made in 3% (4) of activities.</li> </ul> <table border="1"> <thead> <tr> <th rowspan="2">PRIORITY</th> <th colspan="3">ACTIONS</th> </tr> <tr> <th>GREEN</th> <th>AMBER</th> <th>RED</th> </tr> </thead> <tbody> <tr> <td>Poverty</td> <td>14</td> <td>3</td> <td>0</td> </tr> <tr> <td>Affordable and Accessible Housing</td> <td>11</td> <td>10</td> <td>0</td> </tr> <tr> <td>Green Society and Environment</td> <td>16</td> <td>11</td> <td>2</td> </tr> <tr> <td>Economy</td> <td>17</td> <td>5</td> <td>1</td> </tr> <tr> <td>Personal and Community Well-being</td> <td>18</td> <td>2</td> <td>0</td> </tr> <tr> <td>Education and Skills</td> <td>14</td> <td>6</td> <td>0</td> </tr> <tr> <td>A Well Managed Council</td> <td>9</td> <td>7</td> <td>1</td> </tr> <tr> <td><b>Overall Progress</b></td> <td><b>99 (67%)</b></td> <td><b>44 (30%)</b></td> <td><b>4 (3%)</b></td> </tr> </tbody> </table>	PRIORITY	ACTIONS			GREEN	AMBER	RED	Poverty	14	3	0	Affordable and Accessible Housing	11	10	0	Green Society and Environment	16	11	2	Economy	17	5	1	Personal and Community Well-being	18	2	0	Education and Skills	14	6	0	A Well Managed Council	9	7	1	<b>Overall Progress</b>	<b>99 (67%)</b>	<b>44 (30%)</b>	<b>4 (3%)</b>
PRIORITY	ACTIONS																																							
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1.05	<p>The activity which shows a <b>Red RAG</b> status and is off track at mid-year, relevant to the Corporate Resources OSC is listed below:</p> <p><b>PRIORITY: A WELL MANAGED COUNCIL</b>  <b>Sub Priority: Flintshire Assets</b>  <b>Review of Industrial Estate Strategy (Area by Area)</b></p>																																							

	Reviews have taken place in Castle Park and Greenfield as part of the Levelling Up Fund (LUF) bid. Options are currently being reviewed.																																							
1.06	<p><b>Performance against the Council Plan Performance Indicators (Measures)</b></p> <p>Analysis of performance against the performance indicators is undertaken using the RAG status. This is defined as:</p> <ul style="list-style-type: none"> <li>• <b>RED</b> - Under-performance against target.</li> <li>• <b>AMBER</b> - Where improvement may have been made but performance has missed the target.</li> <li>• <b>GREEN</b> - Positive performance against target.</li> </ul>																																							
1.07	<p>Analysis of the mid-year performance against the targets set for 2023/24 shows:</p> <ul style="list-style-type: none"> <li>• 32 (46%) measures have a green RAG status</li> <li>• 14 (20%) measures have an amber RAG status</li> <li>• 24 (34%) measures have a red RAG status</li> </ul> <table border="1"> <thead> <tr> <th rowspan="2">PRIORITY</th> <th colspan="3">MEASURES</th> </tr> <tr> <th>GREEN</th> <th>AMBER</th> <th>RED</th> </tr> </thead> <tbody> <tr> <td>Poverty</td> <td>6</td> <td>1</td> <td>3</td> </tr> <tr> <td>Affordable and Accessible Housing</td> <td>8</td> <td>3</td> <td>12</td> </tr> <tr> <td>Green Society and Environment</td> <td>4</td> <td>2</td> <td>5</td> </tr> <tr> <td>Economy</td> <td>3</td> <td>1</td> <td>1</td> </tr> <tr> <td>Personal and Community Well-being</td> <td>11</td> <td>2</td> <td>0</td> </tr> <tr> <td>Education and Skills</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>A Well Managed Council</td> <td>0</td> <td>5</td> <td>3</td> </tr> <tr> <td><b>Overall Progress</b></td> <td><b>32 (46%)</b></td> <td><b>14 (20%)</b></td> <td><b>24 (34%)</b></td> </tr> </tbody> </table>	PRIORITY	MEASURES			GREEN	AMBER	RED	Poverty	6	1	3	Affordable and Accessible Housing	8	3	12	Green Society and Environment	4	2	5	Economy	3	1	1	Personal and Community Well-being	11	2	0	Education and Skills	0	0	0	A Well Managed Council	0	5	3	<b>Overall Progress</b>	<b>32 (46%)</b>	<b>14 (20%)</b>	<b>24 (34%)</b>
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1.08	<p>The performance indicators/measures which show a <b>Red RAG</b> status for performance against the target set, relevant to the Corporate Resources OSC are listed below:</p> <p><b>PRIORITY: POVERTY</b>  <b>Sub Priority: Digital Poverty</b>  <b>CGV006M - Number of Digital Surgeries held at Connects Centres</b>          (Actual 0 – Target 3)          Recruitment of Digital Volunteers from across the workforce is underway following Trade Union approval of the Volunteering Policy.</p> <p><b>PRIORITY: A WELL MANAGED COUNCIL</b>  <b>Sub Priority: People</b>  <b>CHR004M - Percentage of employees who have completed all of the mandatory modules.</b>          (Actual 39.40% – Target 100%)          The overall completion rate at mid-year is 39.40%. Managers receive monthly</p>																																							

progress reports for their teams to ensure that the training has been completed. Workshops and group sessions are coordinated to accommodate work groups who do not have I.T access, such as Streetscene Operatives and school-based employees.

**Sub Priority: Anti-Racist and Anti-Discriminatory Council**

**CPA001M - Strategic Equality Action Plan in place and actions achieved.**  
(Actual 40% – Target 50%)

Percentage refers to the development of the Strategic equality Plan (SEP) for 2024-28 and the implementation of actions. The target for 2023/24 was to develop and publish the SEP by the end of the financial year. Engagement and consultation has taken place with stakeholders to inform the draft Strategic Equality Plan. The draft Plan is now ready and will be going to Informal Cabinet for approval and wider consultation. Implementation of the actions won't start taking place until April 2024 onwards.

**Sub Priority: Digital**

**CGV008M - 80% of telephone calls to the corporate Contact Centre answered.**

(Actual 68% – Target 80%)

In the first half of 2023-24 the corporate Contact Centre were presented with 88,384 telephone calls, 68% were answered. The service deals with a wide range of telephone calls including two areas that generate the highest volume of customer contact - Streetscene (35,944) and Housing (34,272), Planning, Elections, Blue Badges and Switchboard. The best performing area is Streetscene with 73% of calls answered. Whilst falling short on its target, the corporate Contact Centre has faced significant staff challenges this year with several vacant posts and sickness which inevitably impact performance and how quickly telephone calls can be answered within the limited resources available.

<b>2.00</b>	<b>RESOURCE IMPLICATIONS</b>
2.01	There are no specific resource implications for this report.

<b>3.00</b>	<b>IMPACT ASSESSMENT AND RISK MANAGEMENT</b>						
3.01	<b>Ways of Working (Sustainable Development) Principles Impact</b>						
	<table border="1"> <tr> <td>Long-term</td> <td rowspan="5">Throughout the Mid-Year Monitoring Report there are demonstrable actions and activities which relate to all the Sustainable Development Principles. Specific case studies will be included in the Annual Performance Report for 2023/24.</td> </tr> <tr> <td>Prevention</td> </tr> <tr> <td>Integration</td> </tr> <tr> <td>Collaboration</td> </tr> <tr> <td>Involvement</td> </tr> </table>	Long-term	Throughout the Mid-Year Monitoring Report there are demonstrable actions and activities which relate to all the Sustainable Development Principles. Specific case studies will be included in the Annual Performance Report for 2023/24.	Prevention	Integration	Collaboration	Involvement
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Prevention							
Integration							
Collaboration							
Involvement							
	<b>Well-being Goals Impact</b>						
	<table border="1"> <tr> <td>Prosperous Wales</td> <td>Throughout the Mid-Year Monitoring</td> </tr> </table>	Prosperous Wales	Throughout the Mid-Year Monitoring				
Prosperous Wales	Throughout the Mid-Year Monitoring						

Resilient Wales	Report there is evidence of alignment with the Well-being Goals. Specific strategic and policy reports include impact and risk assessments.
Healthier Wales	
More equal Wales	
Cohesive Wales	
Vibrant Wales	
Globally responsible Wales	
<p><b>Council's Well-being Objectives</b></p> <p>The Council undertook a review of its Well-being Objectives during the development of the Council Plan. The updated set of Well-being Objectives are a more focused set of seven. The Well-being Objectives identified have associated priorities for which they resonate. See the full list below.</p>	
<b>Priority</b>	<b>Well-being Objective</b>
Poverty	Protecting our communities and people from poverty by supporting them to meet their basic needs and to be resilient
Affordable and Accessible Housing	Housing in Flintshire meeting the needs of our residents and supporting safer communities
Green Society and Environment	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
Economy	Connecting communities and enabling a sustainable economic recovery and growth
Personal and Community Well-being	Supporting people in need to live as well as they can
Education and Skills	Enabling and Supporting Learning Communities
A Well Managed Council	A responsible, resourceful, and trusted Council operating as efficiently as possible

<b>4.00</b>	<b>CONSULTATIONS REQUIRED / CARRIED OUT</b>
4.01	The actions/measures detailed within the Council Plan are monitored by the respective Overview and Scrutiny Committees according to the priority area of interest.
4.02	Chief Officers and Senior Managers have contributed towards reporting of relevant information.

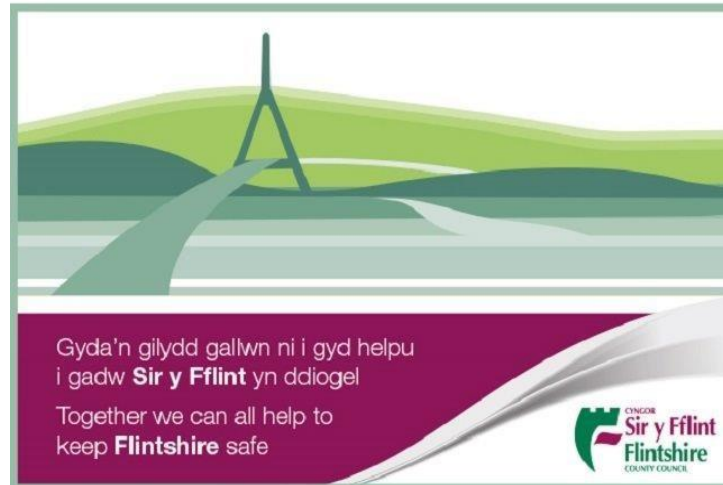
<b>5.00</b>	<b>APPENDICES</b>
5.01	Appendix 1 - Council Plan 2023/24 Mid-Year Performance Monitoring Report.

<b>6.00</b>	<b>LIST OF ACCESSIBLE BACKGROUND DOCUMENTS</b>
6.01	Council Plan 2023/28.

<b>7.00</b>	<b>CONTACT OFFICER DETAILS</b>
7.01	<p><b>Contact Officer:</b> Steven Goodrum, Democratic Services Manager  <b>Telephone:</b> 01352 702320  <b>E-mail:</b> <a href="mailto:steven.goodrum@flintshire.gov.uk">steven.goodrum@flintshire.gov.uk</a></p>

<b>8.00</b>	<b>GLOSSARY OF TERMS</b>
8.01	<p><b>Council Plan:</b> 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.</p> <p><b>An explanation of the report headings:</b></p> <p><b>Measures (Key Performance Indicators - KPIs)</b></p> <p><b>Actual (YTD)</b> – the year-to-date performance identified i.e., by numbers, percentages, etc</p> <p><b>Target (YTD)</b> – The target for the year to date which is set at the beginning of the year.</p> <p><b>Current RAG Rating</b> – This measures performance for the year against the target. It is automatically generated according to the data.</p> <ul style="list-style-type: none"> <li>• <b>Red</b> = a position of under performance against target</li> <li>• <b>Amber</b> = a mid-position where improvement may have been made but performance has missed the target; and</li> <li>• <b>Green</b> = a position of positive performance against the target.</li> </ul>

# Council Plan Mid-Year Performance Monitoring Report 2023/24



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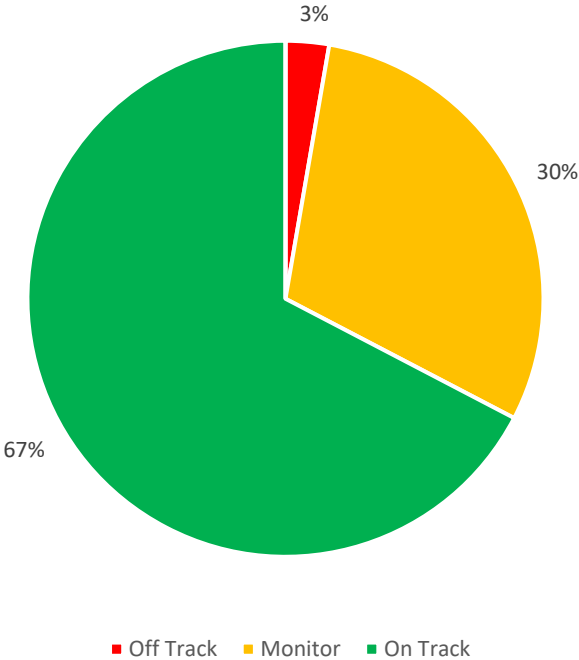
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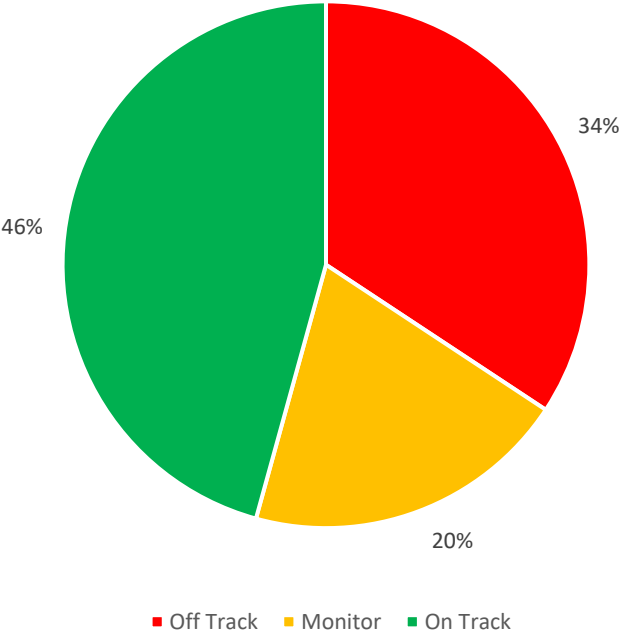


# Analysis

Council Plan - Action RAG Status



Council Plan - Measure RAG Status



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- Key**
- ▲ Red: Limited Progress – delay in scheduled activity and, not on track.
  - Amber: Satisfactory Progress – some delay in scheduled activity, but broadly on track.
  - ★ Green: Good Progress – activities completed on schedule and on track.

## Actions Off Track

Priority	Sub-Priority	Action	RAG
Green Society and Environment	Active and Sustainable Travel Options	Declassification of hazardous routes across the county where appropriate through the implementation of engineering initiatives	▲
	Circular Economy	Develop a Recycling Waste Transfer Station for the deposit and processing of recyclable materials	▲
Economy	Local Development Plan (LDP) Targets	Reference the LDP growth strategy in early work on a North Wales Strategic Development Plan (SDP)	▲
Well Managed Council	Flintshire Assets	Review of Industrial Estate Strategy (Area by Area)	▲

## Measures Off Track

Priority	Sub-Priority	Measure	RAG
Poverty	Income Poverty	Total spend of Discretionary Housing Payments (%)	▲
	Food Poverty	Number of residents supported by the “Hospital to Home” meals service	▲
	Digital Poverty	Number of Digital Surgeries held at Connects Centres	▲
Affordable and Accessible Housing	Housing Support and Homeless Prevention	Number of presentations to the homeless service	▲
		Percentage of successful relief outcomes for homelessness under Housing (Wales) Act 2014	▲
		Number of households accommodated by the Council under Housing (Wales) Act 2014 homeless duties	▲
		Average length of stay (days) for those households in interim homeless accommodation under Housing (Wales) Act 2014	▲
	Housing Needs and Housing Options	Number of applicants rehoused via SARTH by All Housing Partners	▲
	Social Housing	Number of Council Homes under construction	▲
		Number of Residential Social Landlords (RSL's) homes under construction	▲
		Number of Residential Social Landlord (RSL's) homes completed	▲

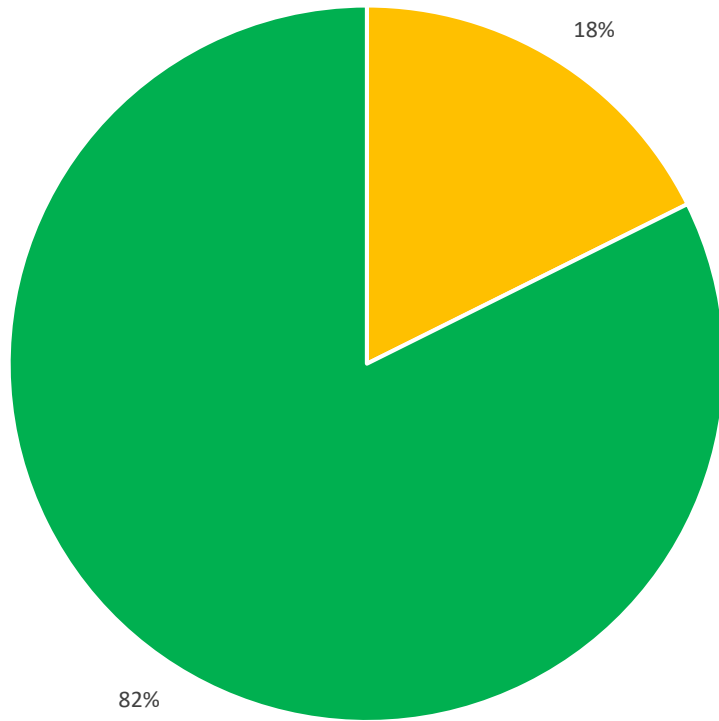
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Priority	Sub-Priority	Measure	RAG
		Total number of Medium Disabled Adaptations completed	▲
		Total number of Large Disabled Adaptations completed	▲
		Average number of days to complete a Large Disabled adaptation	▲
	Private Rented Sector	Landlords engaged through Flintshire Landlord Forum	▲
Green Society and Environment	Net Zero Carbon Council	Number of contracts with carbon impact assessed	▲
		Percentage of schools accessing the support package	▲
		Percentage of Town and Community Councils accessing the support package	▲
	Circular Economy	Reduce the tonnage of residual waste collected from residential properties	▲
		Increase the tonnage of food waste collected from residential properties	▲
	Economy	Reducing Worklessness	Number of individuals entering employment, learning or volunteering
A Well Managed Council	People	Percentage of employees who have completed all of mandatory modules	▲
	Anti-Racist and Anti-Discriminatory Council	Strategic Equality Action Plan in place and actions achieved	▲
	Digital	80% of telephone calls to the corporate Contact Centre answered	▲

# Poverty

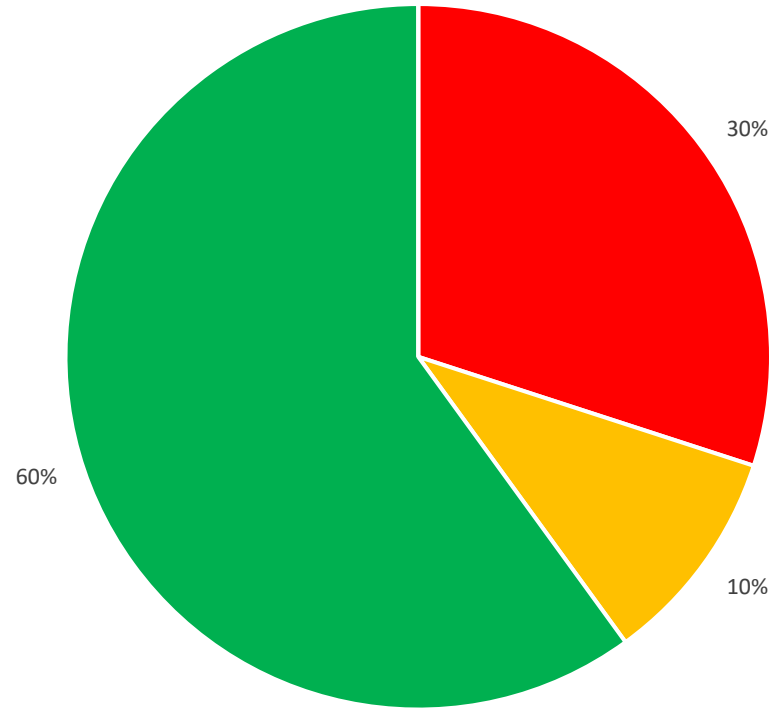
# Poverty Overall Performance

## Poverty - Action RAG Status



Off Track Monitor On Track

## Poverty - Measure RAG Status



Off Track Monitor On Track

# Income Poverty

Action	Percentage Complete	RAG	Comment
Deliver Welsh Government support schemes linked to the cost-of-living crisis	100%	★	All Welsh Government Cost of Living schemes have now closed. Currently no further schemes have been announced for 2023/24.
Ensuring that take-up to benefit entitlement is maximised in a timely way by processing claims efficiently	50%	★	The improvement in processing times for quarter two, will ensure customers are receiving the benefits and grants they are entitled to quickly, and therefore making the claim process smoother and more satisfactory. This will also encourage the customers to claim again in the future, if they are entitled to do so.
Explore development of support schemes to mitigate in work poverty	100%	★	Currently considering options as to how the Council can help support low income households, who have been significantly affected by the current cost of living crisis, to ensure support enables households to remain in their own homes and mitigating the risk of potential homelessness. The Council also actively promote and successfully administer non standard grant schemes, such as the fuel support schemes.
Further develop our community hub approach giving access to a range of programmes, services and agencies together in one place	90%	★	The Community Support Hub in Shotton has been funded until March 2024. Agencies attend to provide support in 5 key areas: food, income, fuel, digital and mental health. We are working in collaboration with Warm Wales and Citizen Advice Bureau (CAB) to utilise their floating support services and both Warm Wales and CAB visit community led hubs across the County to provide support, especially in regards to the cost of living crisis.
Maximise take up of the Discretionary Housing Payments scheme and other financial support	87%	★	The Discretionary Housing Payment (DHP) expenditure continues to increase due to the additional financial pressures, including higher rent costs and the rise of fuel bills, which has had an impact on tenants ability to pay their rent. Welsh Government are continually encouraging local authorities to use DHP in the prevention of homelessness and to support households in financial need.
Maximise the number of people signposted for support to facilitate longer term change	50%	★	With the continuation of the impacts of the pandemic and the ongoing cost of living crisis, referrals continue to be received and the ongoing advice and support, forms part of the Discretionary Housing Payments (DHP) application process, even if a DHP is unsuccessful. It is envisaged that figures will continue to rise with the increase in fuel prices.

## Income Poverty

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CHC001M	Average number of calendar days to process new claims for housing benefit and council tax reduction	19.00	20.00	24.00	 19.00	
<p>Performance has improved by 6 days since quarter one, which brings us back on target. The improvement is a result of recruitment and training, as we are now back to being fully staffed within the Assessment Officer team.</p>						
CHC002M	Average number of calendar days to process change in circumstances for housing benefit and council tax reduction	5.00	8.00	9.00	 5.00	
<p>Performance has improved by one day since quarter one. Recruitment has enabled us to improve our performance and move further within our target.</p>						
CHC003M	Total spend of Discretionary Housing Payments (%)	87.00%	50.00%	80.00%	 87.00%	
<p>Discretionary Housing Payments (DHP) expenditure is exceeding target values due to the increase in DHP applications and support required. This has been the result of the financial impacts amongst households during the cost of living crisis. Currently we receive additional funding via Homeless Prevention Funding and will consider how we can utilise a Discretionary Support Scheme to support households in a broader way.</p>						



# Child Poverty

Action	Percentage Complete	RAG	Comment
Continue to ensure children and young people have access to transitional play/youth activity to support succession from play opportunities into youth clubs to further support young people's development	50%	★	During the spring and summer term, the Play Development Team successfully implemented a transition project for Year 5/6 children. The project aimed to ensure a seamless transition to secondary school by using play as a tool to support their wellbeing. These sessions were active and boosted the confidence of young individuals preparing for the move to secondary school and into youth services age range. We worked with 15 Flintshire schools. A Transition club in Leeswood, was also established.
Contribute to the network of school uniform exchanges across the county supported by enhanced web and social media promotion	100%	✔	A baseline survey was completed with schools during the summer term. This enabled us to establish a full understanding of uniform exchange schemes across the county and help us plan our future support strategy more effectively. Bespoke support was focused at secondary schools during the summer term. The Council website is currently being refreshed to provide further information regarding the uniform exchange schemes.
Encourage further take-up of the free school breakfast for year 7 pupils eligible for free school meals	100%	✔	All secondary schools were able to participate in the pilot project by the summer term of 2023. This national pilot ended in July 2023. Welsh Government are currently evaluating the findings from this.

# Food Poverty

Action	Percentage Complete	RAG	Comment
Continue to develop delivery of a "Hospital to Home" meals service	10%	●	Changes have been made on how the 'Hospital to Home' service will be delivered going forward and in November 2023, a three month pilot will commence to review, analyse and prove the concept can be a success, which will then enable us to attract further funding to support this initiative.
Continue to roll out a transported and delivered food service "Mobile Meals" to those who are vulnerable	100%	★	The Well Fed Meals on Wheels service launched in April 2023, when the successful Croeso Cynnes project ceased. We have received funding to subsidise meals sold on the mobile van visiting rural areas and meals sold at the Well Fed food hubs situated in sheltered community centre's and community led hubs across the County. Since April 2023, the service has proved popular with a high intake of customers.
Further develop the warm spaces initiative in partnership with organisations and third sector	90%	●	The Croeso Cynnes projects ceased in March 2023. Unfortunately we were unsuccessful in our bid for the Shared Posterity Fund to be able to fund the opening of further warm hubs. We have continued to open the sheltered community centres supporting our elderly residents to come together to meet with friends and attend groups/activities, as well as the opportunity to purchase Well Fed Meals. We currently have 16 sheltered community centres open daily.
Introduce and develop a 'Well Fed at Home' service	100%	★	The 'Well Fed at Homes' service launched in April 2023. We have received funding to subsidise the meals sold on the Well Fed mobile shop. The service is proving popular thus far and meals are also being delivered to the sheltered community centres and community led hubs across the County.

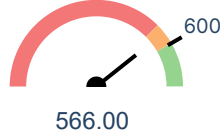
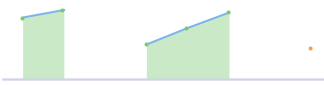
Food Poverty

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CHC005M	Number of residents enrolled in the "Mobile Meals" service	190.00	20.00			
<p>As this is a new initiative, we do not have any previous figures to use as a base line. We initially set a target of 40 customers using the Meals on Wheels service by the end of March 2024. However, we have already surpassed this and in quarter one we had 180 customers and in quarter 2 there has been a further 10 customers using the service, totalling to 190 customers.</p>						
CHC006M	Number of residents supported by the "Hospital to Home" meals service	0.00	74.00			
<p>Changes have been made to the 'Hospital to Home' service and a three month pilot is due to commence in November 2023. Therefore, there is no data available for mid-year.</p>						


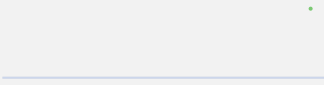
# Fuel Poverty

Action	Percentage Complete	RAG	Comment
Engage, support and refer vulnerable households to reduce fuel poverty and improve health and well-being	100%	★	Current performance 246 households supported against a target of 150. Measure consists of work carried out on private and public housing stock for pre and post installation work carried out on various property types as well as energy advice, help and guidance for the general public to assist with fuel poverty and the current energy crisis in general.
Reduce the risk of fuel poverty for residents by increasing the energy efficiency of homes	94%	★	Delivered 566 measures against a target of 600. Delivery for April and May 2023, had reduced due to a delay in formatting a Service Level Agreement with Housing and Communities department; agreement now in place. The measure is made up of various component parts delivered by the Domestic Energy Efficiency Project team. Included within the statistic is work carried out on private and public housing stock for renewable heating, gas central heating, loft and cavity insulation and solar photo voltaic installations.

## Fuel Poverty

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CPE001M	Total number of households receiving energy efficiency improvements	566.00	600.00	644.00		

Delivery for April and May 2023, had reduced due to a delay in formatting a Service Level Agreement with Housing and Communities department; agreement now in place. The measure is made up of various component parts delivered by the Domestic Energy Efficiency Project team. Included within the statistic is work carried out on private and public housing stock for renewable heating, gas central heating, loft and cavity insulation, and solar photo voltaic installations.

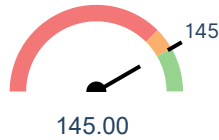

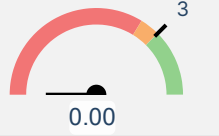
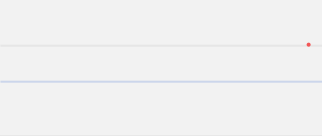
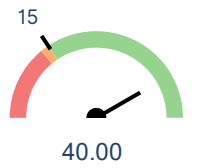

CPE014M	Providing advice and signposting support to vulnerable households	246.00	150.00			
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Current performance 246 households supported against a target of 150. Measured consists of work carried out on private and public housing stock for pre and post installation work carried out on various property types as well as energy advice, help and guidance for the general public to assist with fuel poverty and the current energy crisis in general.

# Digital Poverty

Action	Percentage Complete	RAG	Comment
Provide free access to PCs and internet	100%	★	All our libraries and Flintshire Connects Centres provide free access to PCs and the internet. Aura libraries provide networked access through 'standalone' PCs as well as free Wi-Fi for people to access the internet using their own devices. Staff are available to provide support, and we also offer more formal digital/ICT training at all libraries.
Support people to use digital technology through Digital Workforce Volunteers	25%	●	Recruitment of Digital Workforce Volunteers is underway following trade union approval of the Council's Volunteering Policy. The next step will be to undertake training in partnership with Digital Communities Wales.

## Digital Poverty

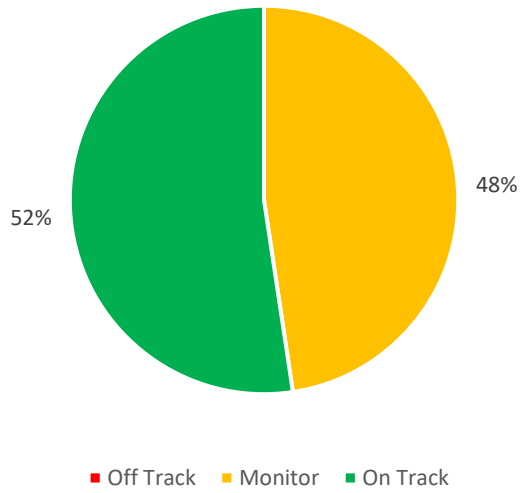
Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CAU024M	Number of digital stations available across the libraries' network	145.00	145.00			
<p>Aura offer standalone PCs in libraries as well as a digital loan scheme that allows people to borrow a device for use in their own home or on site . The digital loan scheme also includes the option of training for those who need additional support as well as help accessing the internet.</p>						
CGV006M	Number of Digital Surgeries held at Connects Centres	0.00	3.00			
<p>Recruitment of Digital Volunteers from across the workforce is underway following Trade Union approval of the Volunteering Policy.</p>						
CGV007M	Number of Sim Cards issued to people in low income households	40.00	15.00			
<p>Flintshire Connects Centres have supported 40 people in digital poverty by providing free data Sim cards in partnership with The Good Things Foundation.</p>						

# Affordable and Accessible Housing

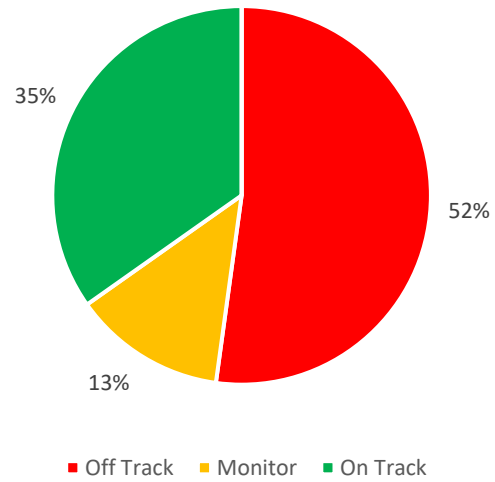


# Affordable and Accessible Housing Overall Performance

## Affordable and Accessible Housing - Action RAG Status



## Affordable and Accessible Housing - Measure RAG Status



# Housing Support and Homeless Prevention

Action	Percentage Complete	RAG	Comment
Commission a wide range of housing related support that meets the needs of the people of Flintshire	20%	●	Completed the re-tendering of all Housing Support Grants funded Domestic Abuse projects. Consultations ongoing regarding Family Supported Accommodation and all Floating Support. Now in a position to tender for a Complex Needs age 25+ supported housing project.
Deliver our Rapid Rehousing Transition Plan	30%	●	Due to increased operational demand for homeless services and limited officer capacity the Rapid Rehousing Plan process is behind schedule. A high level action plan is in place and a job description for Strategic Co-ordinator is awaiting job evaluation ahead of recruitment. Final version of the Rapid Rehousing Transition Plan is to be submitted to Welsh Government in quarter three and development of an "Ending Homelessness Board" is being explored to drive forward the Rapid Rehousing agenda.
Ensure a multi-agency partnership approach to homeless prevention and develop a culture where homelessness is "everyone's business"	50%	★	Strong joint working in place for complex case work and responding to crisis issues as they arise. The last Housing Support & Homeless Forum focussed on ways to improve collaborative working and the group is eager to explore a Complex Case and Advisors Panel where professionals can bring issues of concern around housing and homelessness for advice and guidance before reaching crisis point. Paper also taken to Chief Officers Team in September 2023 to explore ways to ensure homelessness is a shared challenge across all Council services.
Ensure when homelessness does occur it is rare, brief and non-recurring	50%	★	Statutory and Housing Support Grant funded services delivered and commissioned by the Council continue to work on ensuring homelessness is "rare" through positive prevention work and early intervention. When homeless does occur every effort is made to move people on from homeless accommodation quickly so it is "brief" and ongoing support is available to reduce the likelihood of homelessness being "re-occurring". Wales Audit Office have been completing a review of Flintshire's Homeless Services during Quarter 1 and Quarter 2 and the findings of this review are expected in Quarter 3.
Identify a site for a young person's homeless hub offering accommodation and support services	25%	●	Currently revisiting and refining the details of the brief and developing a revised specification with youth justice, homelessness, youth services and social services colleagues for a "Hub" and arranging visits to existing hubs in other authorities to understand the best designs and service configurations.
Progress build project for the new homeless hub accommodation.	50%	●	Feasibility work for supported homeless provision is underway. A potential site has been identified and initial feasibility study in progress, and several options are being explored.
Promote housing support and homeless prevention services with our residents and partners	50%	★	Work continues to promote services through website content and active engagement with residents electronically which for many is a preferred method of sourcing information. Additionally officers regularly attend local activities to promote services and support offers through groups such as Local Community Hubs, Children's Services Forum and Citizen Advice Bureau frontline worker events.

## Housing Support and Homeless Prevention

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CHC007M	Number of presentations to the homeless service	907.00	700.00	737.00	 907.00	
<p>Presentations to the homeless service continue to be significant. In quarter 1 there were 490 presentations and in quarter 2, 417 presentation. Of those households who identified as at risk of homelessness or homeless and approached the Council for support a total of 644 progressed to a Homeless Assessment (Section 62 Housing (Wales) Act 2014). Those who did not progress were either offered advice and assistance, as they were not at risk of homelessness, ineligible, or further contact was not made when Officers were seeking to undertake the Homeless Assessment.</p>						
CHC008M	Percentage of successful prevention outcomes for homelessness under Housing (Wales) Act 2014	64.44%	70.00%	65.00%	 64.44%	
<p>Data still to be validated as part of Welsh Government WHO12 National Reporting. Whilst performance is below target this is still positive performance in light of the current housing conditions when considering the few opportunities there are to prevent homelessness in many cases.</p>						
CHC009M	Percentage of successful relief outcomes for homelessness under Housing (Wales) Act 2014	33.33%	45.00%	45.00%	 33.33%	
<p>Data still to be validated as part of Welsh Government WHO12 National Reporting. Performance is below target and is reflective of the current housing conditions. With fewer homes available to meet peoples needs it is an ongoing challenge to help people to exit homelessness.</p>						

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CHC010M	Number of households accommodated by the Council under Housing (Wales) Act 2014 homeless duties	218.00	150.00	115.00	<p>150</p> <p>218.00</p>	

Demand for homeless accommodation remains high and significant barriers to moving people on through both private rented sector due to limited availability and high rent costs, along with the limited availability of social housing. The significant lack of 1 bed social housing for people under the age of 55 remains the greatest barrier to helping people exit homelessness and this group accounts for approx. 80% of the homeless cohort. The number of households in homeless accommodation increased significantly in quarter 1 but have remained relatively stable in quarter 2 with a slight reduction in Month 6.

CHC011M	Average length of stay (days) for those households in interim homeless accommodation under Housing (Wales) Act 2014	193.00	130.00	117.00	<p>130</p> <p>193.00</p>	
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Pressures on homeless accommodation continue to be significant with high numbers of households assisted with accommodation due to homelessness. With significant barriers to move on from homeless accommodation due to lack of available social housing of the right types in the right places and a difficult private rented sector, it is not a surprise that people are remaining in homeless accommodation longer. The homeless cohort average stay is 193 but this can be broken down further by household type. Singles and couples without children are reported as 200 day average. Families are reported as 152 days average.

CHC012M	Number of referrals received through the Housing Support Gateway	952.00	700.00	646.00	<p>0.7k</p> <p>952.00</p>	
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For quarter one of 2023-24, the Housing Support Grant Gateway received 419 referrals for support. In quarter two, 533 referrals were received for support. Looking at trends from previous years, and discussing referral levels with other services, a reduction in demand is common during the Q1 period. We gradually saw an increase towards the end of quarter one and saw this increase continue for quarter two.

Figures have increased from previous years, likely due to the fact we have actively been promoting our service and the introduction of a new service wide case management system. The new system has meant services who we would previously not manage referrals for, now receive their referrals via the Gateway, which will increase numbers of referrals passing through our IT system.

# Housing Needs and Housing Options

Action	Percentage Complete	RAG	Comment
Create a Single Point of Access service for housing help and advice	20%	●	A customer journey review workshop has been completed with all staff across the Housing and Prevention Service and a dedicated Homeless Duty Officer is currently being piloted to inform the final stages of the move to a Single Point of Access.
Develop self-service approaches that enable people to identify their own housing options through online support	60%	●	The website is currently under development to include more self-service housing options advice. Developments include a waiting time calculator to be rehoused into Social Housing and eligibility tool.

## Housing Needs and Housing Options

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CHC013M	Number of applicants on the Common Housing Register	2,197.00	2,400.00	2,438.00		
<p>At the end of quarter one there were 2297 live applications for Social Housing and by the mid year point there is a decrease of 4%. However, the demand for Social Housing remains high compared to the properties that become available each year.</p>						
CHC015M	Number of applicants rehoused via SARTH by All Housing Partners	257.00	310.00	235.00		
<p>There have been a total of 117 applicants rehoused in quarter one and for quarter two 140, which gives a total of 257 applicants rehoused at the mid year point. The breakdown is as follows; 24 Clwyd &amp; Alyn, 212 Flintshire County Council and 21 Wales &amp; West to date.</p>						
CHC016M	Number of applicants rehoused via SARTH by Flintshire County Council	212.00	220.00	179.00		
<p>There have been a total of 121 applicants rehoused into Flintshire County Council properties during the quarter two of this year. 212 applicants have been rehoused at mid year point.</p>						

# Social Housing

Action	Percentage Complete	RAG	Comment
Ensure increase in stock capacity meets the identified needs and demands	80%	★	Over 70% of the programme for development consists of one or two bedroom units. The housing prospectus has identified a higher percentage of housing is required for single person households under retirement age and smaller households. There is an historic imbalance in the proportion of housing available to this group. Most council housing consists of two or three bedroom houses for families and sheltered housing for people over the age of 55.
Ensure that any new social housing stock meets Development Quality Requirements (DQR) standard energy efficiency A rating	100%	★	All properties completed have been designed to meet Development Quality Requirements and will achieve an energy efficiency rating of A.
Finalise the plan for the de-carbonisation of Council homes in line with Welsh Government guidance to ensure their thermal efficiency is optimised and the cost of heating homes are minimised	50%	★	The Decarbonisation Strategy is currently in draft form and the service is currently reviewing associated work programmes and plans. The Strategy will be finalised alongside the programme of works over the next 3 years in line with Welsh Government deadlines. The delayed launch of WHQS 2023 has impacted upon our timescales. Contract Holder and Member workshops will be organised and updates conveyed through Programme Board meetings, Housing Scrutiny and management team meetings.
Implement the initial recommendations of the sheltered housing review to ensure that it continues to meet the needs of current and prospective tenants	50%	★	The Sheltered Housing review task group have now met and agreed the terms of reference. The task group will meet over two additional meetings, to agree the methodology and also the consultation process. Once this has been agreed and the task group finalised, the Sheltered Housing review will continue and officers will progress with the Council owned sheltered complex's across the county, moving forward with the recommendations following each review.
In partnership with Denbighshire Council, create a new Dynamic Procurement System in order to ensure CPR's are met and provide a wider opportunity for tendering Disabled Adaptation projects	70%	●	Currently Flintshire County Council and Denbighshire County Council staff are meeting with Procurement every few weeks, to ensure progress is occurring on the creation of the Dynamic Procurement System, with a view to it being ready early 2024.
Increase the Council's housing portfolio by building social housing properties and affordable properties for North East Wales (NEW) Homes	80%	★	Main schemes have been delayed in the programme to quarter one of 2024-25. We anticipated the total number of new properties for the Council and NEW Homes stock will be 52, plus any additional buy backs that can be completed by the end of the financial year.
Maximise Welsh Government Funding to increase stock capacity	100%	★	All schemes are designed to maximize the amount of funding, while providing the optimum number of properties on each scheme.
Work with housing association partners to build new social housing properties and additional affordable properties	40%	●	There have been some delays in the programme with two large schemes at Northern Gateway and Mynydd Isa requiring the employment of two new main contractors and awaiting on decision from Welsh Government regarding additional funding. However we anticipate being on site by the end of the year for over 170 properties. As a consequence the number completed this year will be reduced to 20 properties.

Action	Percentage Complete	RAG	Comment
Work with residents to ensure our communities are well managed, safe, and sustainable places to live	75%	●	Regular 'Housing Surgeries' are held in various communities within the County, with Housing Officers and contract holders attending to ensure our communities are well managed, safe, and sustainable. Housing Officers are also more visible on their 'patch' areas.



## Social Housing

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CHC018M	Number of Council Homes under construction	3.00	14.00	36.00		
<p>Schemes have slipped in the program and are currently at the Welsh Government Technical Approval stage before the Planning applications can be made with a view to being on site in the first quarter of 2024/25.</p>						
CHC019M	Number of Council Homes completed	36.00	4.00	0.00		
<p>While the figures show that we are ahead of programme this year with number of homes completed, this is a result of slippage from the schemes included in the last financial years figures.</p>						
CHC020M	Number of Affordable Homes under construction via NEW Homes	13.00	13.00	5.00		
<p>We are currently on target to achieve the completion of NEW homes properties under construction within the financial year.</p>						
CHC021M	Number of Affordable Homes completed via NEW Homes.	0.00	0.00	0.00		
<p>Properties currently under construction are on target for completion by the end of the financial year 2023-24.</p>						

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CHC022M	Number of Residential Social Landlords (RSL's) homes under construction	21.00	96.00			
<p>There has been slippage on two large schemes (156 units) at Northern Gateway and Mynydd Isa where both main contractors have gone into liquidation requiring the engagement of new Contractors. There has also been a delay while waiting on a decision from Welsh Government regarding additional funding on some of the schemes. We anticipate that these schemes will be on site under construction in the fourth quarter of 2023/24.</p>						
CHC023M	Number of Residential Social Landlord (RSL's) homes completed	8.00	17.00			
<p>Eight properties have been completed so far this year and the remainder are expected to be completed by the end of this financial year.</p>						
CHC026M	Total number of Small Disabled Adaptations completed	638.00	160.00			
<p>We are completely reliant on the Occupational Therapist referrals, therefore it is very difficult to predict targets. We are, however, currently looking at data regarding this increase in demand as the demand has been increasing since 2021 by nearly 50% each year.</p>						
CHC027M	Average number of days to complete a Small Disabled adaptation	14.00	28.00			
<p>Small Adaptations are being completed by Care and Repair contractors and they have taken on more staff to alleviate the high demand to ensure targets as set out by Welsh Government Housing Standards are still being met.</p>						

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CHC034M	Total number of Disabled Adaptations completed	680.00	214.00			
<p>This figure is considerably higher than the estimated target due to the increase in demand of small adaptations.</p>						
CHC039M	Total number of Medium Disabled Adaptations completed	39.00	50.00			
<p>We are reliant on Occupational Therapist referrals for any adaptations, we do not have any control over the amount we receive, neither are they in control of the amount of requests they receive from members of the public. It is therefore difficult to set a target so we use the previous years figures to set the target.</p>						
CHC042M	Average number of days to complete a Medium Disabled adaptation	108.00	122.00			
<p>Medium adaptations do vary in timelines as some cases can be straightforward, but others are more complicated. However, overall we are completing them within the requested timeline as set out by Welsh Government Housing Standards.</p>						
CHC043M	Total number of Large Disabled Adaptations completed	3.00	4.00			
<p>Similar to medium adaptations it is difficult to set a target apart from looking at previous years. Large adaptations are even more difficult to ascertain when they will complete as some are slower than others due to their complexity and designs. Some need planning, others don't and some contractors can start quicker than others. Currently, we have 2 large cases with works ongoing, 2 cases with a contractor waiting to start, 2 cases out for tender and 6 cases currently being worked on by the surveyor.</p>						

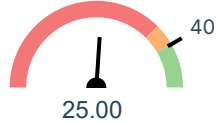
Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CHC044M	Average number of days to complete a Large Disabled adaptation	693.00	456.00		<p>456 693.00</p>	

Positively, a number of large legacy cases were completed in the first quarter of this financial year, however, in doing so this had an adverse effect on our target. As all legacy cases have now been completed, the average number of days to complete large cases will start to reduce.

# Private Rented Sector

Action	Percentage Complete	RAG	Comment
Create a Private Sector Housing Support Team	30%	●	As part of the Housing & Prevention Service restructure a new Homefinder Team will be established including Housing Advice, Housing Register, management of Homeless Accommodation and Private Sector and Landlord Support. Recruitment to Homeless Accommodation staff is underway following vacancies and new posts in the job evaluation process and fully costed within service budget and Housing Support Grant.
Engage with private sector tenants, giving them a voice, and responding to their needs	50%	★	Active engagement with residents who are experiencing housing problems in the private rented sector and for those seeking rehousing in the private sector is ongoing through casework. In response to residents concerns over rent in advance and the need for enhanced deposits we have allocated a significant proportion of our Discretionary Homeless Funding and Spend to Save budgets to this issue and we are also exploring opportunities for Rent Guarantee Scheme. The Regional Tenant Pulse Group led by TPAS (Tenant Participation Advisory Service) Cymru continues to meet to engage with private sector contract holders and to produce information for these residents.
Work in partnership with landlords and private sector agents to better understand their needs	50%	★	We continue to use social media as a way to reach out to landlords and also use the the Council Newsletter and Rentsmart Wales Targeted Landlord engagement streams to promote Flintshire Landlord Support Services and the Landlord Forum. We have also completed a refresh of the "state of the Flintshire Private Rented Sector report" for the months January - June 2023 to review the availability and movements of private rented homes in Flintshire and this research actively engages with Lettings Agents in Flintshire, all of whom confirm the demand far outstrips supply and availability is down significantly on previous years, and costs increasing at a time when housing is needed the most. Some landlords are still actively exploring sale of their homes and leaving the market place. Additional demands on the limited available homes locally are emerging through activities such as the Home Office Asylum Seeker Resettlement Scheme.

Private Rented Sector

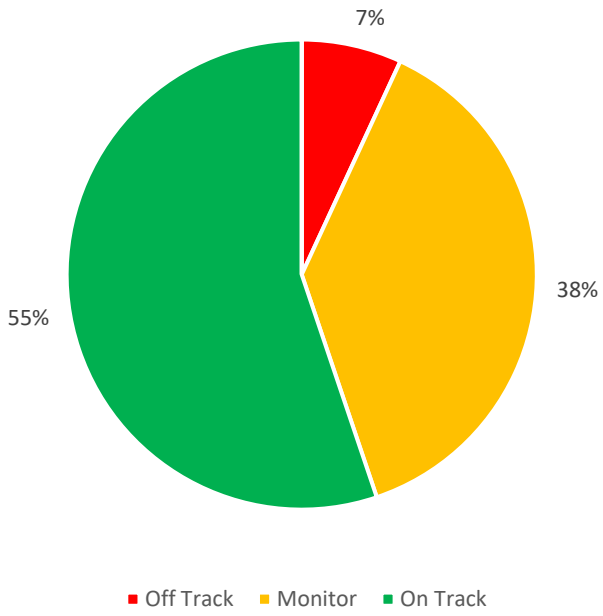
Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CHC040M	Landlords engaged through Flintshire Landlord Forum	25.00	40.00			

This is a new measure so this year will form the baseline data for future targets. The Landlord Forum aims to meet four times a year and last met in May 2023 with 25 landlords and or lettings agents attending. The focus of the Forum was on Financial Support for Landlords and Residents. A further Forum was planned for September 2023 but had to be cancelled but will be picked up in quarter 3 and will focus on Resident Welfare and Complex Housing Needs.

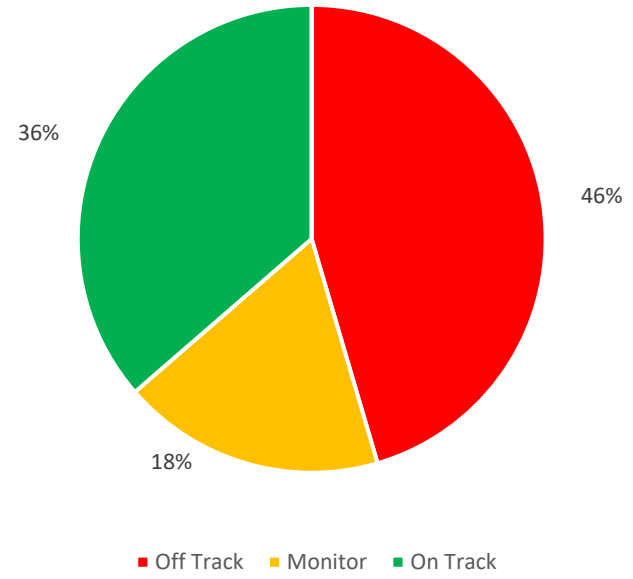
# Green Society and Environment

# Green Society and Environment Overall Performance

## Green Society and Environment - Action RAG Status



## Green Society and Environment - Measure RAG Status





# Phosphates Mitigation

Action	Percentage Complete	RAG	Comment
Produce guidance on viable and deliverable options to mitigate the impact of phosphates from new development on Special Areas of Conservation (SAC) protected rivers	50%	●	The adoption of the Local Development Plan (LDP) was premised on the basis of certain allocated housing sites having to demonstrate nutrient neutrality in terms of not harming the Bala Lake and River Dee Special Areas of Conservation (SAC) through the release of phosphates from waste water treatment works into the River Alyn. Work commenced on the feasibility of developing wetlands alongside 3 waste water treatment works at Mold, Buckley and Hope, which would have required developer financial contributions as part of a process which was to have been set out in Supplementary Planning Guidance (SPG). However, the release of updated and unchanged permits for the three waste water treatment works by Natural Resource Wales and the availability of 'headroom' (difference between the level of phosphate permitted by the permit and the actual level of phosphate being released by the treatment works) evidenced by Dwr Cymru (Welsh Water) has provided a window within which to deliver LDP allocations. However, in the longer term it will be necessary to revisit mitigation measures and the production of SPG to address phosphates and this is being overseen by the Dee Nutrient Management Board.

# Net Zero Carbon Council

Action	Percentage Complete	RAG	Comment
A net zero carbon Council by 2030 and supporting wider decarbonisation actions across the County, making this central to Covid-19 recovery	10%	★	The Council's carbon footprint for 2022-23 has been calculated and reported to Welsh Government. This report is due to Cabinet in November. The programme of activities to decarbonise the Council's carbon emissions continues to work to plan meeting interim targets. The programme's communication and engagement plan has assisted in ensuring all stakeholder groups are engaged with the programme, and members of the public and private sector are also engaged in carbon reduction and climate change awareness activities. This is a long term target taking us to 2030, and we are currently on target at 10%, giving us a green RAG status.
Develop plans towards net zero carbon for our assets in line with Welsh Government guidance	60%	★	Short term energy efficiency and renewable energy installations continue to be carried out across our building stock including schools, care homes, leisure and industrial as external funding allows. Work with Welsh Government Energy Service has highlighted an opportunity to utilise regarding Fit Procurement Framework for further short to medium term works and this will hopefully be finalised before year end.
Review the procurement policy to reduce greenhouse gas emissions from suppliers	100%	★	The Procurement strategy has been drafted and is awaiting Cabinet approval in November 2023. The strategy incorporates ambitions through Procurements to tackle carbon reduction and for suppliers to demonstrate how they will reduce their carbon footprint.
Work with Flintshire's leisure and culture trust partners to reduce carbon emissions	50%	★	The Climate Change team continue to engage with leisure and culture trust partners to establish their carbon footprint and work to decarbonise these assets and services. These include AURA, NEWydd Catering and Cleaning, and Greenfield Valley Heritage Trust where carbon emission data is being collated and then a carbon reduction plan can be developed.

Net Zero Carbon Council

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CPE020M	Number of contracts with carbon impact assessed	0.00	5.00			
<p>A joint Procurement Business Partner for Decarbonisation starts in September 2023 and will focus on developing and implementing the process for establishing supplier's actual carbon emissions as part of their contract.</p>						
CPE021M	Percentage of schools accessing the support package	0.00%	5.00%			
<p>Support package is now ready for piloting with schools during October 2023 - March 2024.</p>						
CPE022M	Percentage of Town and Community Councils accessing the support package	0.00%	5.00%			
<p>Offer to Town and Community Councils will be made during October 2023 - March 2024.</p>						

# Climate Change and Adaptation

Action	Percentage Complete	RAG	Comment
Assess the feasibility of schemes within land assets for resisting flood and drought while enhancing biodiversity and increasing carbon storage	80%	★	Work has been carried out between both Climate Change and Biodiversity teams to identify land assets that would be appropriate for such schemes. All land assets have been assessed through a matrix considering a number of criteria including flood risk, potential for development, biodiversity value, etc. This desktop exercise has highlighted a small list of potential sites for schemes. This needs to be further investigated and scoped to create a final list of feasible assets.
Carry out flood investigations and alleviation works where appropriate	100%	★	This is an ongoing exercise that is part of the normal function of the Flood and Coastal Risk Management Team. The priorities for this work will be assessed as part of the review of the Council's Flood Risk Management Strategy(which also forms part of another action within the Council Plan 2023-28)
Ensure climate change and biodiversity are considered a priority in key decision making across all Council services	50%	●	Piloting of a new Integrated Impact Assessment is underway in partnership with Manchester University. This new tool ensures that decisions affecting carbon impacts, biodiversity impacts, equalities and welsh language. Process and roll out being reviewed and planned for coming months.
Identify projects to further support climate adaptation ambitions following Welsh Government guidance	30%	★	Research has been carried out to establish best practice and collate risks relevant and applicable to the county of Flintshire. Workshops with stakeholders to define risks and mitigation actions are being carried out during October 2023 - March 2024.
Review the Council's Flood Risk Management Strategy	25%	●	Work has begun on the review of the Flood Risk Management Strategy with consultants, where key issues are being identified to use to prioritise the focus for the strategy. Work has also been done to develop a draft set of objectives and measures, which together with the key issues will then form the basis for officer, stakeholder, and Elected Member engagement autumn 2023.
Review the Council's Strategic Flood Consequences Assessment	95%	●	Due to further delays with the re-issue of TAN15 the SFCA has yet to be submitted to Welsh Government. It is complete and officer comments were fed back to the consultants in October 2023 in order for these to be considered and a final Report issued.

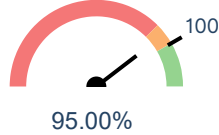
# Flood Risk Management Strategy

Action	Percentage Complete	RAG	Comment
Review the Council's Flood Risk Management Strategy	25%	●	Work has begun on the review of the Flood Risk Management Strategy with consultants, where key issues are being identified to use to prioritise the focus for the strategy. Work has also been done to develop a draft set of objectives and measures, which together with the key issues will then form the basis for officer, stakeholder, and Elected Member engagement autumn 2023.

# Strategic Flood Consequences Assessment

Action	Percentage Complete	RAG	Comment
Review the Council's Strategic Flood Consequences Assessment	95%	●	Due to further delays with the re-issue of TAN15 the SFCA has yet to be submitted to Welsh Government. It is complete and officer comments were fed back to the consultants in October 2023 in order for these to be considered and a final Report issued.

## Strategic Flood Consequences Assessment

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CPE026M	Percentage compliance with Welsh Government delivery timetable	95.00%	100.00%		 <p>95.00%</p>	

Due to further delays with the re-issue of Technical Advice Note (TAN15) of the Strategic Flood Consequences Assessment, has yet to be submitted to Welsh Government. It is complete and officer comments were fed back to the consultants in October 2023 in order for these to be considered and a final report issued.

# Green Environment

Action	Percentage Complete	RAG	Comment
Deliver an increase in canopy cover as part of the Urban Tree and Woodland Plan	50%	★	Tree planting planning for 2023-24 is near completion with planting site preparatory works undertaken and tree orders, events and deliveries planned for the winter 2023.
Develop a strategy to improve biodiversity and carbon sequestration on the agricultural estate	20%	●	Decisions around strategy to engage farmers with carbon action hinges on Welsh Government's new Agricultural payment scheme and its approach towards sustainable farming. Climate Change Committee have approved the development of a decision making tool for land assets when they become available, to ensure that all considerations are made for the land in meeting the Council's ambitions and targets, before the land is disposed of. This work will continue over the next financial year.
Enhance the natural environment through the delivery of the Section 6 Environment (Wales) Act 2016 biodiversity duty	60%	★	There is improved cross department working with strengthening initiatives across a range of Portfolios, including Streetscene (grounds maintenance and pesticide reduction), Regeneration (green infrastructure in urban areas), Education (school grounds enhancement), Housing, Climate change and Energy. Improved consideration of the duty through well established links with other key Council documents. There has also been an improved delivery of collaborative regional nature partnership through part funding of a Nature Partnership Project Officer and an increase in Biodiversity officers capacity due to grant funding. The Nature E-learning module for officers is progressing well. Public engagement has increased through social media, events, publications and recently installed QR codes at appropriate wildflower sites. An updated and revised application for Bee Friendly status is ongoing and will be submitted by the end of 2023.
Progress Ash Dieback Action Plan	30%	●	An update report was discussed at Environment and Economy Overview and Scrutiny in September 2023. Survey of high priority roads and school grounds has been completed but secondary roads and open spaces are ongoing. Planning to mitigate high risk Council owned trees is underway and notification of private landowners is ongoing. However, the inability to recruit key staff is having an impact in the ability to deal with the disease.



# Flintshire Forest

Action	Percentage Complete	RAG	Comment
Develop a Flintshire Forest Plan	20%	●	Report to Scrutiny in 2022-23 to set the direction of a Flintshire forest principal. Work to understand available land for tree planting is proving challenging. Work on draft plan not started due to other priorities.

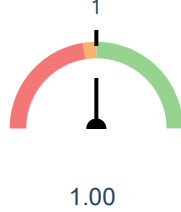
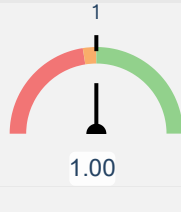
# Green Access

Action	Percentage Complete	RAG	Comment
Deliver the Rights of Way Improvement Plan with a focus to ensure improved access for all and the promotions of Walking for Health	50%	★	Installed 14 Kissing gates (target 40) and improved 1367sqm of surface (target 3,000sqm). Complete cases - 2 Definitive Map Modification Order, 1 Public Path Order. Re-establish Local Access Forums and complete and consolidate the definitive map. We are on target to have a draft ready for public consultation by March 2024
Explore opportunities to develop the Flintshire Coast Park through the production of a scoping study	50%	★	Scoping study complete in 2022-23. Successful in our bid to the Shard Prosperity Fund to develop the transitional phase. A Development Officer was successfully appointed in September 2023 and work is ongoing to develop key plans.

# Active and Sustainable Travel Options

Action	Percentage Complete	RAG	Comment
Declassification of hazardous routes across the county where appropriate through the implementation of engineering initiatives	15%	▲	A list of the Counties' Hazardous Routes has been compiled. Following completion of infrastructure schemes, routes will be reviewed in accordance with the Learner Travel Guidance to ascertain compliance and will request political approval.
Implement formalised crossing facilities at existing school crossing patrol sites	50%	★	Crossing surveys and summary report have been completed. Design to progress and priority sites will be completed in 2023/24.
Implementation of 20mph national legislation	100%	✔	The 20mph national legislation was implemented on 17 September 2023.
Promote active travel and further develop the County's walking and cycleway network	75%	★	2023/24 active travel schemes will be completed by the end of the financial year.
Support the development of public electric vehicle charging network	45%	★	A total of four electric charge points have been installed on the recently constructed Park and Ride facility on Zone 2 Deeside Industrial Park. A further 17 publicly accessible charging points have now been implemented within nine Flintshire car parks. This work is now complete and charge points are fully operational. Welsh Government funding has been received this financial year for the progression of a County wide feasibility study for the expansion of the Council's public charging infrastructure. Once complete, this will serve as the Council's strategy going forward.

## Active and Sustainable Travel Options

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CST014M	Number of formalised crossing facilities implemented at existing School Crossing Patrol sites	1.00	1.00		 <p>1.00</p>	
<p>Crossing surveys and summary report have been completed. Design to progress and priority sites will be completed in 2023/24.</p>						
CST015M	Implementation of 20mph speed limits on the County's restricted roads.	1.00	1.00		 <p>1.00</p>	
<p>The 20mph was implemented on 17 September 2023.</p>						

# Circular Economy

Action	Percentage Complete	RAG	Comment
Achieve Welsh Government recycling targets	50%	●	While the statutory recycling target for 2023/24, is 64%, we aspire to meet the target of 70% ahead of 2024/25. Our year end recycling performance for 2022/23 fell short of the 64% target resulting in potential additional infraction fines by Welsh Government. A review of the Waste Strategy is currently ongoing with the Waste and Resource Action Programme (WRAP) and Local Partnerships (commissioned by Welsh Government) as recent compositional analysis of the residual waste bins shows that a high proportion of waste put in them could be collected via the weekly recycling service. Residents of Flintshire have been asked to support the Council in achieving these targets by making use of the recycling containers provided. Evaluation of any improvement will be reviewed in the autumn.
Develop a Recycling Waste Transfer Station for the deposit and processing of recyclable materials	0%	▲	This relates to the project referred to as 'Standard Yard', where funding was secured to develop and build a dedicated transfer station for the authority. Due to inflationary changes to the economy, the available grant funding no longer covers the cost of the project. The long-term feasibility of the project is currently being reviewed by Streetscene with the support of local partnerships.
Promote the option to reuse and repair unwanted items at Household Recycling Centres by partnering with local Charities or social enterprises	50%	●	A funding bid to introduce a reuse initiative across all Household Recycling Centers was submitted to Welsh Government for Circular Economy Funding in June 2022. The outcome of that bid is still yet to be determined. A letter was received from Welsh Government in April 2023 stating that the outcome had been delayed, this was due to pressure on public sector budgets. We remain in contact with Welsh Government colleagues to receive updates on decision timelines.
Work in partnership, actively support and engage with community led groups by developing recycling initiatives	100%	★	The waste strategy team have been actively engaging with communities in Flintshire to promote our recycling and reuse services. This has taken place at local fairs, community group meetings and on the door step. A number of community groups have reached out to the team to actively support and promote recycling. With the introduction of three additional Recycling, Compliance and Data Officers from the end of the year, community engagement will increase.

## Circular Economy

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CST004M	Percentage of waste reused, recycled or composted	66.59%	70.00%	64.17%		
<p>The recycling percentage for quarter one was 66.59%, an increase of 3.8% in comparison to the same period in the previous year. This increase has been predominantly due to an increase in garden waste collected.</p>						
CST005M	Average Recycling rate across Household Recycling Centres (HRCs)	83.00%	80.00%	81.40%		
<p>The household recycling centre recycling performance remains consistently high, contributing to the overall increase in recycling performance for the authority.</p>						
CST017M	Reduce the tonnage of residual waste collected from residential properties	0.00%	5.00%			
<p>The amount of residual waste collected form residential properties did not reduce in quarter one in comparison to the same period of time in the previous year.</p>						
CST018M	Increase the tonnage of food waste collected from residential properties	-4.00%	7.00%			
<p>The amount of food waste collected for quarters one and two has decreased by 81 tonnes in comparison to the same period of time in the previous year resulting in the amount of food waste collected decreasing by 4%.</p>						

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CST021M	Number of education campaigns on recycling and waste minimisation undertaken to improve recycling performance	3.00	3.00			

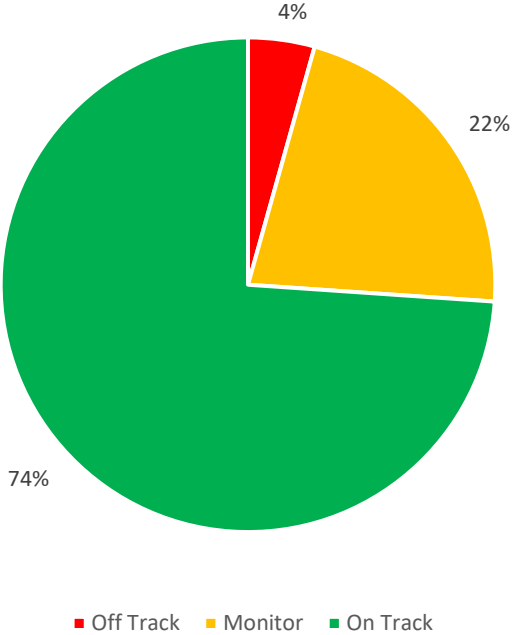
Progress on education campaigns has been affected by lack of resource in the Waste Strategy Team. A leaflet was issued to all residents in April 2023, to inform of the need to recycle. Community engagement has taken place at local fairs and community events. Recycling participation studies have begun with the aim of identifying areas in the community that do not engage with recycling with an aim to target education campaigns. Multi lingual kerbside recycling Leaflet has been utilised which offer information on household recycling centres (HRC) and bulky waste collections. The new leaflets will be delivered to households with the new collection calendars, they will also be available on the FCC Website for residents and landlords to download.

# Economy

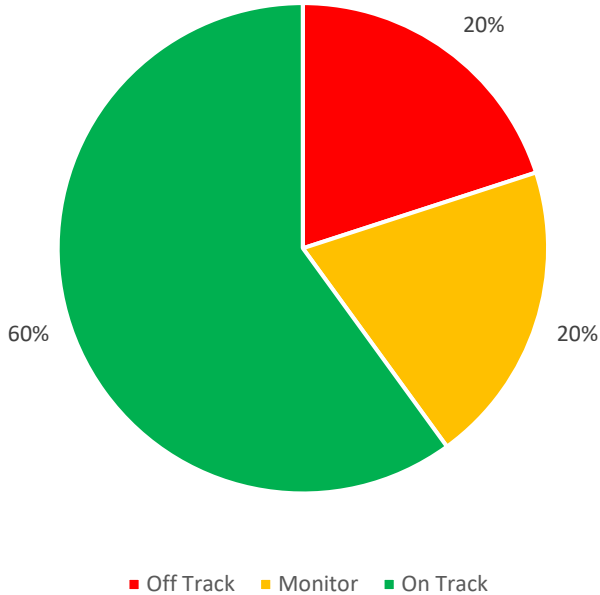


# Economy Overall Performance

Economy - Action RAG Status



Economy - Measure RAG Status




# Rural Regeneration

Action	Percentage Complete	RAG	Comment
Commission a data review for rural Flintshire and hold community consultation to better understand rural community needs	0%	★	This work is not due to commence until the second half of 2023-24 and is still expected to do so.
Ensure that Economy interventions consider and meet the needs of rural businesses and individuals.	0%	★	The development of this work stream isn't due to commence until the second half of 2023-24.
Recruit a Digital Connectivity Officer to support rural communities to access better quality connectivity options	50%	●	Following a successful budget pressure bid for 2023-24 onwards the role of Digital Connectivity Project Officer has been designed. The new role will be the operational lead for encouraging the development of digital connectivity infrastructure (outside of Council business operations) and in encouraging greater adoption of new technologies by communities and businesses. A second recruitment campaign to fill the role is currently underway, the first campaign having been unsuccessful.

# Town Centre Regeneration

Action	Percentage Complete	RAG	Comment
Encourage and support investment in town centre properties specially to facilitate more sustainable uses and including improvements to the environment	80%	★	In quarter 2, ten individual town centre investment projects have been awarded capital grant funding, with an overall capital investment value of £1,201,989. Of this £629,581 (52.4%) is direct private sector contributions and £572,408 is secured from Welsh Government's Transforming Towns initiative/ Welsh Government's Shared Prosperity Funding. Each scheme enables vacant, run down and/or poor condition premises to be improved or brought back into use and become more sustainable in terms of usage/ energy efficient. At the end of September 2023, there are a further 11 projects currently under development, including four schemes seeking Transforming Towns Regeneration Repayable Loans. Work is ongoing to encourage applicants to apply for funding which is already 67.5% committed to date (£202,532 of £300,000) available for 'Town Centre Property Improvement Grants' in 2023-24 to date.
Engage town centre small businesses and promote support packages available to them	80%	★	The Council's Regeneration team has received 54 enquiries about support/ funding into the business e-mail account April - September 2023, in response to information advertised about grant funding and support available. 29 of 54 (53.7%) of these enquiries were received in quarter two (July - September 2023) and 100% response rate achieved. In addition to this, direct phone calls and conversations with businesses have been taken place in response to targeted in-person promotion and marketing being implemented by the Regeneration team. A range of forums have been attended by the Council, including Holywell Business Forum and Buckley Working Group, where information about support packages have been shared. Furthermore, content on the Council's website has been updated to promote additional funding secured, invite applications for grant funding and provide an overview of opportunities available as a result of £1.178 million Shared Prosperity Funding being secured in July 2023, for investment in seven town centres across Flintshire. Targeted information about opportunities available in town centres have also been circulated to Elected Members and town councils in Buckley, Connah's Quay, Flint, Holywell, Mold, Queensferry and Shotton.
Libraries and leisure centres are community well-being hubs with social objectives underpinning their operation	50%	★	Aura continues to operate four leisure centres and seven libraries (plus the mobile library and home library service).
Monitor the health and vitality of town centres to support effective management and business investment decisions	50%	★	Work to monitor the health and vitality of town centres is ongoing and on schedule as planned for 2023-24. A six monthly summary report regarding footfall (using SMART Town devises) is currently being developed, using data gathered between April and September 2023. Key findings will be circulated as part of a wider Regeneration Newsletter to each town council in seven targeted towns across Flintshire. Ongoing enquiries are generated from event holders and town councils regarding the impact of specific events on footfall. The Regeneration team continues to respond to these enquiries. Direct feedback is also gathered from businesses that are engaging with the Council and this informs targeted approaches to identifying issues that may be detrimental to the health and vitality of our towns (i.e. notification of a business closure instigates attempts from the Regeneration team to contact landlord/businesses regarding support and assistance available).
Understand the needs of and supporting community enterprises in town centre locations	70%	★	Ten individual social enterprises have been supported over during quarter two (July - September 2023), from across five town centres in Flintshire: Buckley 1, Connah's Quay 3, Mold 1, Queensferry 2 and Shotton 3. Enquiries handled and support provided has involved the Council's Business Development and Regeneration teams for support, such as exploration of grant funding opportunities and seeking new and/or alternative town centre premises to operate from. Enquiries about premises have also been explored with Assets team in relation to possible lease options and costs.

## Town Centre Regeneration

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CAU025M	Average number of weekly public opening hours available within leisure centres and library branches in Flintshire towns	536.00	536.00		 <p>536.00</p>	

Opening hours of Aura's four leisure centres and seven libraries remain relatively static with no reduction in service levels. Opening hours can be subject to short term minor tweaks from time to time but this is due to the need to be responsive to customer needs rather than a reduction of the offer.

# Business

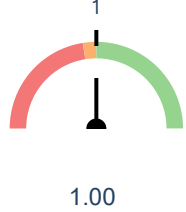

Action	Percentage Complete	RAG	Comment
Increase the scale and impact of the social business sector	50%	★	During April - September 2023, 79 free business support sessions was delivered to 31 social enterprises within the County. The Social Enterprise Lead Officer continues to work in partnership with the Flintshire Social Impact Stakeholder Group on the bespoke Flintshire Social Impact Toolkit which has been developed to evidence the financial value of social enterprise activity. This toolkit now measures 14 activities, during this reporting period the value captured by the toolkit is £735,927.29 The Social Enterprise Lead Officer has carried a self-assessment across the local authority to look at how the Council works with Social Enterprises and identify better ways of working.
Support growth of the local and regional food and drink business sector through marketing and collaborative projects	55%	★	The Council supported Mold Food and Drink Festival with a successful event held in September 2023. Ongoing financial support is available for Clwydian Range Food and Drink activities to research local food and drink products, their availability and also supply and demand by the tourism sector within the Clwydian Range and Dee Valley Areas Of Natural Beauty. A recent local Food and Drink networking event with Flintshire Tourism Association provided an opportunity for local food and drink producers to showcase their products to 75 attendees (tourism and hospitality businesses).
Support local businesses in their efforts to reduce their carbon footprint and become more resource efficient	50%	★	In partnership with the Council, Deeside Decarbonisation Forum has delivered two network events since April 2023 and engaged with 105 business delegates. The events are designed to share best practice within private sector decarbonisation work programmes and encourage business collaboration across the County. Shared Prosperity Fund has been awarded to support a number of carbon reduction projects across the County (ranging from private sector business grants to academic research), to encourage businesses to adopt greener technologies, reduce carbon footprints and become more resource efficient.
Support recovery of the County's street and floor markets	50%	★	Mold Street Market continues to thrive with an average of 66 traders attending each market day and 13 new traders have been accommodated since April 2023, replacing retired stallholders. Mold Indoor Market has attracted four new stall holders and is currently 100% occupied. Holywell Market numbers remain low with an average of seven traders (five existing plus two new stalls) each week. Market events and activities such as Easter Markets and school holiday family markets (which offer Disney characters/ face painters etc) increases footfall from residents and visitors to the towns. Approximately three group travel coaches attend Mold each month, from across the UK including Scotland, Northumberland and Holyhead.
Support recovery of the tourism and hospitality sectors and rebuild confidence in the industry	55%	★	North East Wales 'Year of Trails' marketing activity have completed three films so far; Dark Skies, Winter, and Breath-taking Trails. £64,000 was secured from Cadwyn Clwyd by the Flintshire Tourism Association to support wider business support and marketing over the summer season of 2023. Flintshire Tourism Ambassador Scheme (part of the wider North Wales Ambassador Scheme) launched bronze and silver award modules in July and a organised heritage themed Learning Journey with Flintshire Tourism Association and Denbighshire County Council, which was attended by 35 businesses. A tourism sector bed stock audit and survey has been completed providing an up to date picture of the current levels and types of visitor accommodation in Flintshire. Two successful Shared Prosperity Fund bids have also been confirmed; Project 1 - (£353,540) a Council project which will provide improved connectivity to the coast and countryside, including improving the visibility of county boundary signs and network of tourist signs. Project 2 - (£639,000) a partner agency project, which will support tourism businesses with a grant key fund.

Action	Percentage Complete	RAG	Comment
Support small and/or local businesses to engage with public sector procurement opportunities	50%	★	Business Development is working with Robertson Construction (Mynydd Isa School development), Read Construction (Flint Primary School development) and Gilbert Ash (Theatr Clwyd development) to support local supply chain engagement through delivery of virtual 'Meet the Buyer' sessions, develop corporate social responsibility activities and encourage added social value commitments from Tier One and Tier Two contractors.

# Transport Connectivity

Action	Percentage Complete	RAG	Comment
Review and update the Councils Integrated Transport Strategy	50%	★	Following the publication of Welsh Government's New Wales Transport Plan, we are in the process of reviewing our own Integrated Transport Strategy. Once complete, this will form the basis of Flintshire's forthcoming Regional Transport Plan submission which will be undertaken by a North Wales Corporate Joint Committee (CJC). Local Member Workshops undertaken in October 2023 for which feedback from Members will be analysed and incorporated within our revised strategy and formal response to RTP consultation.
Support the establishment of CJsCs and delivery of the Joint Regional Transport Plan	50%	●	we are in the process of reviewing our own Integrated Transport Strategy. Once complete, this will form the basis of Flintshire's forthcoming Regional Transport Plan submission which will be undertaken by a North Wales Corporate Joint Committee (CJC). Feedback from local Members will be incorporated within our revised strategy and formal response to RTP consultation.

Transport Connectivity

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CST008M	Number of schemes delivered through the Welsh Government Active Travel Fund	1.00	1.00	1.00		
<p>The Hope to Penyffordd and Broughton to Saltney scheme has been delivered</p>						




# Digital Infrastructure

Action	Percentage Complete	RAG	Comment
Improve digital connectivity across the County for businesses and residents	50%	●	The main regional Growth Deal projects are developing their Green Book business cases and are on schedule. Major investment in fibre broadband infrastructure by BT Openreach in Flintshire means that over 70% of properties now have access to the fastest broadband options. New investment programmes from UK Government to invest in domestic broadband and fibre infrastructure have been announced and are being tendered currently. Further work is needed regionally and locally to encourage and facilitate private sector investment. The newly created Digital Connectivity role has yet to be successfully recruited, which is limiting capacity to move this agenda forward.

# Local Development Plan (LDP) Targets

Action	Percentage Complete	RAG	Comment
Maintain and update the Local Development Plan (LDP) Housing Trajectory in line with planning decisions made	50%	★	The updating of the housing trajectory will form an important part of the first Annual Monitoring Report to be submitted to Welsh Government by 31st October 2024. Work on monitoring housing land is undertaken each April and will feed into the trajectory.
Make decisions at Planning Committee in line with the adopted Local Development Plan (LDP)	100%	★	Policies in the adopted LDP have been consistently applied in both Planning Committee and delegated decisions on planning applications.
Monitor overall Plan performance via the Annual Monitoring Report (AMR) and submit to Welsh Government	50%	★	Following the adoption of the Local Development Plan in January 2023, the first Annual Monitoring Report (AMR) will need to reflect the first full 12 month period after adoption. The AMR will have a base date of 1st April 2024 and must be submitted to Welsh Government by 31st October 2024. Initial work on producing a draft report is underway.
Reference the LDP growth strategy in early work on a North Wales Strategic Development Plan (SDP)	10%	▲	Work is commencing on scoping out the preparation of a Strategic Development Plan (SDP) for North Wales. The growth strategy of the Local Development Plan will provide up to date planning context for the SDP.

## Local Development Plan (LDP) Targets

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CPE041M	Percentage of decision made on planning applications in accordance with officer recommendation	99.00%	100.00%		 <p>99.00%</p>	

The vast majority of planning applications are determined in line with officer recommendations with the exception of an occasional planning committee decision where officer recommendation overturned.

# Reducing Worklessness

Action	Percentage Complete	RAG	Comment
Co-ordinate a multi-agency approach to support businesses to recruit people from disadvantaged groups	50%	●	<p>During quarter two there has been a focus on supporting young people who will be leaving education and are unsure about what to do next. 'School Leavers' roadshows were held in Holywell, Mold and Broughton during the summer holidays offering advice and guidance about apprenticeships, job opportunities and entering the world of work. Our attendance at Coleg Cambria's Freshers Fairs was also an opportunity to let people know about the programme which might not just benefit them but also family members or friends.</p> <p>Two rounds of construction skills training took place during quarter two. Demand for training in this sector has been high with participants completing their Health and Safety Level One in construction qualification before going on to take their Construction Skills Certification Scheme test. A positive collaboration between Robertsons and Gilbert Ash construction employers has been in development, with opportunities for work experience and future employment in development. Communities For Work Plus also supported Wilmott Dixon at their Employment and Skills Fair during September 2023, as they will be constructing the new 56 bed care home in Flint (which will replace the existing Croes Atti facility) starting at the end of 2023.</p>
Deliver mentoring and wider support programmes to assist disadvantaged people to re-engage with the labour market	55%	●	<p>In quarter two a further 72 participants registered on the Communities For Work Plus programme, bringing the total to date of 216 participants. Referrals received from outreach employment events, 'Work Wednesday' employment drop in at Flint Library, internal departments within the Council, Job Centre Plus, Working Wales and self referrals.</p>

## Reducing Worklessness

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CPE012M	Number of individuals entering employment, learning or volunteering	90.00	92.00	63.00		

The number of individuals entering employment, learning and volunteering is again on target for quarter two. Individuals have gained work in the manufacturing industry including roles at Vauxhall and Ifor Williams, along with success in catering, hospitality and retail which is thriving with vacancies at the moment. Successful completion of learning opportunities have continued via our online e-learning portal including qualifications in Safeguarding, customer services and autism awareness along with a number of clients completing their Security industry Level Two qualification required for working in this sector.

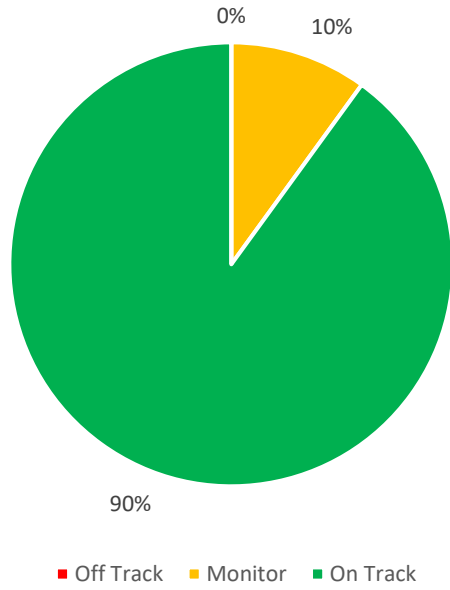
CPE013M	Number of individuals receiving support	216.00	212.00	123.00		
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Mentors have engaged with their participants to provide on-going employability support to move them closer to the labour market and into successful employment. Mentors assigned with new participants have obtained relevant ID requirements to join the programme and completed assessments to produce an action plan to support individuals on their journey. Training has been obtained based on individuals learning needs.

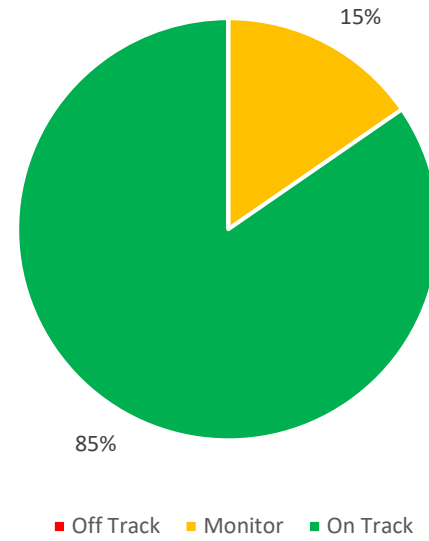
# Personal and Community Well-being

# Personal and Community Well-being Overall Performance

## Personal and Community Well-being - Action RAG Status



## Personal and Community Well-being - Measure RAG Status



# Independent Living

Action	Percentage Complete	RAG	Comment
Complete a review of Community Mental Health provision and define a model for the future	50%	★	A workload analysis has been completed and a report has been submitted to the Community Mental Health Team (CMHT). We are now working on establishing an improvement action plan.
Continue to grow the Microcare market, including access to commissioned care packages	50%	★	There have been an additional 7 Micro-Carers setup during this financial year, with the foundational economy target of 10 expected to be surpassed by the end of 2023/24 (Quarter 4). This has grown the number of active Micro-Carers to 38. We have directly commissioned with 3 Micro-Care providers this year for personal care services, and 4 for well-being services.
Develop a national, regional and local approach to Early Years Transformation so that all our children ages 0-7 have the best possible start in life and are able to reach their full potential	75%	★	The draft Strategy is being presented to the Early Years Partnership in October 2023, prior to launch and publication. Work within the Strategy is on-going, and the Strategy formalises the approach and Action Plan based on four workstreams adopted by the Welsh Government. The Strategy requires collaboration and partnership working across the whole Early Years system to ensure effective outcomes for all children and longer-term health and wellbeing outcomes.
Plan for the relocation of Tri Ffordd supported employment project to Maes Gwern in Mold	50%	★	Design development for the Maes Gwern site has progressed throughout the year and the RIBA Stage 4 design is virtually complete and all necessary planning consents have been realised. The design concept has evolved to also incorporate health spaces at the site to create an integrated social services and health hub. The business case for Welsh Government Integration and Rebalancing Care Fund (IRCF) funding has been progressed and the application for the project was reconsidered and reviewed by the IRCF Panel in September 2023, following an initial presentation to the panel in July 2023.
Provide additional placements for step down care within our in-house provision (Croes Atti 2)	50%	★	The Council has approved a final design for a new 56 bedroom residential care home in Flint, on the site which previously housed the Flint Cottage Hospital. This facility will offer residential care of the highest quality with state of the art facilities across 4 floors. One of these floors will be dedicated to providing Discharge to Recover and Assess support to approximately 12 residents at any one time, providing short term care that supports the reablement and recovery of residents following a period in hospital or other identified needs. This approach has been demonstrated to reduce or even remove the need for care packages upon their return home and sustains independence. We anticipate that this facility will be complete and operational by April 2025.
Support people to achieve their mental well-being outcomes by promoting personal and community well-being through open access courses delivered by the Learning Partnership	50%	★	We continue to promote personal and community well-being through the Learning Partnership. In the first half of this year, 22 Open Access courses were delivered to 160 individuals.



Action	Percentage Complete	RAG	Comment
Utilise the progression model as a way of promoting people's independence skills	50%	★	The Progression Service currently supports 63 individuals using the Progression Model of Support to ensure people have increased independence, autonomy and control in their lives. The fundamental factors in achieving this relate to the social work teams ability to build relationships, promote positive risk taking, work together with the individuals to ensure strengths based, person centred, holistic and creative support is at the forefront in all we do. We address resistance from carers and family members in helping the individual achieve optimum independence, utilising the knowledge of the person and each other. By using tools such as communication profiles and aids, training, SMART goals and bench marking skills assessments we ensure each person that is referred to the team is made aware of their own strengths and how they can help themselves, what their friends and family can do, what is available in the community and how other professionals as well as assistive technology can help. We have reduced paid support by approximately 25% as a result. Progression Service are working closely with Learning and Physical Disability Teams to ensure Progression is embedded across adult disability services for both new referrals and current open cases.
Work in partnership with the Community Mental Health Team and Social Services Mental Health Support Service to develop clear pathways for individuals needing access to Mental Health Services, and a sustainable model for the future	50%	★	A workload analysis has been completed and a report has been submitted to the Community Mental Health Team (CMHT). We are now working on establishing an improvement action plan.
Work with Housing to fund a small team of people to support individuals with low level mental health problems to improve their housing	50%	★	A Wellbeing and Recovery Accommodation Service was set up in partnership with Housing in September 2023, including one Social Worker and two support workers.

## Independent Living

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CSS003M	Direct Payments as a % of home-based services	42.90%	40.00%	41.00%	<p>42.90%</p>	

Whilst the overall figure is positive, the percentage is heavily influenced by service areas who are almost exclusively utilising direct payments. The following details the percentage take up of direct payments for each service area; Disabilities 67.9%, Mental Health 82.6%, Vulnerable Adults 100%, Children 98.3%, Adult Carers 100%, Substance Misuse 100%, and Older People 12.7%. Further work needs to be done to improve opportunities for more older people to self determine their care and support solutions via a direct payment.

CSS004M	Percentage of urgent requests for equipment that meet or exceed the national 1 Day response standards	100.00%	98.00%	100.00%	<p>100.00%</p>	
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A total of 5,165 items have been delivered within 1 working day for the second quarter. The North East Wales Community Equipment Service continues to meet the standard set by Welsh Government.

CSS005M	Percentage of requests for equipment that meet or exceed the national 7 Day standard	100.00%	80.00%	100.00%	<p>100.00%</p>	
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A total of 10,051 Items have been delivered within the 7 day delivery standard set out by Welsh Government. The Community Equipment Service currently operate 20% over the standard.


Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CSS006M	Percentage of equipment that is re-used	95.00%	70.00%	93.00%	<p>A semi-circular gauge chart with a red-to-green gradient. The needle points to 95.00%. A target mark is at 70.00%.</p>	<p>A horizontal bar chart showing a steady upward trend in performance over time.</p>
<p>The North East Wales Community Equipment Service is currently maintaining an Equipment Re-use percentage of 95% for quarter 2. This has equated to a total cost avoidance for the quarter of £598,513, this results in a £1,146,095 cost avoidance for the year thus far.</p>						
CSS007M	Number of courses delivered by the Learning Partnership	22.00	22.00		<p>A semi-circular gauge chart with a red-to-green gradient. The needle points to 22.00. A target mark is also at 22.00.</p>	<p>A horizontal bar chart showing a single bar at the target level.</p>
<p>22 Open Access courses were delivered between April and September 2023.</p>						
CSS008M	Number of attendees for courses delivered by the Learning Partnership	160.00	160.00		<p>A semi-circular gauge chart with a red-to-green gradient. The needle points to 160.00. A target mark is also at 160.00.</p>	<p>A horizontal bar chart showing a single bar at the target level.</p>
<p>160 individuals attended Open Access courses between April and September 2023.</p>						

# Safeguarding

Action	Percentage Complete	RAG	Comment
Prepare for the implementation of the new Liberty Protect Safeguard procedures	100%	★	The UK Government have announced that they do not intend to bring forward the necessary legislation to implement the Liberty Protection Safeguards (the LPS) within this Parliament. This means that Welsh Government cannot bring forward its own regulations to implement the LPS in Wales. Despite this decision, the Welsh Government has confirmed that it remains committed to providing funding to protect the rights of those who lack mental capacity under the current Deprivation of Liberty Safeguards (DoLS) system to ensure that that these rights are protected ahead of any future implementation of the LPS.
Promote the corporate e-learning package	40%	●	Between 1 April – 30 September 2023, 886 Social Services staff completed the corporate e-learning safeguarding module, equivalent to 76% of the workforce. We also delivered 5 safeguarding training sessions to 63 staff working for Independent and voluntary sector agencies. The All-Wales e-learning module available via the Corporate Learning Pool and Social Care Wales website continues to be widely and regularly promoted.

## Safeguarding

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CSS009M	Percentage of adult safeguarding enquiries that met the 7 day timescale	84.00%	92.00%	98.00%	<p>84.00%</p>	
<p>Between April and September 2023, 536 safeguarding reports for adults have been received. Of the reports that resulted in Section 126 enquiries being undertaken, 84% of these enquiries met the national timescale. This is below our target, due to the significant increase in demand, when compared to 407 in the same period the previous year. The Safeguarding Unit continue to prioritise safeguarding reports on an individual basis.</p>						
CSS010M	Percentage of reviews of children on the Child Protection Register due in the year that were carried out within the statutory timescales	98.10%	99.00%		<p>98.10%</p>	
<p>237 reviews of child protection plans have been completed between April and September 2023. 98% of these were completed within timescales.</p>						
CSS011M	Percentage of Pre-birth assessments completed within timescales	100.00%	96.00%		<p>100.00%</p>	
<p>Between April and September 2023, 29 risk assessments for unborn babies have been completed, all within timescales. Our resilience is being managed by an Agency Team to help ensure our Safeguarding Assessments are being completed within timescales.</p>						

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CSS012M	Percentage of children who were reported as having run away or gone missing from home who were offered a return interview	100.00%	100.00%	100.00%	 100.00%	

There were 140 episodes where children were reported missing from home, involving 40 children. All children were offered a return interview. We do have a number of young people who refused or didn't engage in the period. The majority of young people who go missing are known to Social Services.

# Direct Provision to Support People Closer to Home

Action	Percentage Complete	RAG	Comment
Continue to grow our in-house fostering service to support more looked after children	50%	★	The general carer recruitment is steady, with two new carers approved between April and September 2023. A further five connected person approvals have enabled children and young people to be placed with family as an alternative to foster care.
Continue to grow our in-house homecare service to support more people to live at home, utilising a rolling scheme of recruitment	40%	●	We have faced significant challenges in recruiting to our community-based teams. We are continuously reviewing our recruitment strategy for homecare and looking for alternative ways to advertise and encourage new applicants.
Deliver a programme of registered Children's Homes to help avoid the need for residential placements outside Flintshire	50%	★	We have 3 of the 5 new homes successfully registered with Care Inspectorate Wales (CIW). We continue to work with CIW around the registration process for one of the homes and we are working on the documentation in readiness for applying for registration for the other home. Within the service we are continuing to recruit to the roles and this is something that is a challenge in the current climate. We are working with 'We Care Wales' and local providers such as Job Centre Plus as well as in house teams and departments such as our HR partners. The work force continue to develop their skills and attend all learning and development opportunities available to them where possible.
Develop childcare expansion and seamless childcare provision across programs	50%	★	Phase Two of the Flying Start two year olds part time child care expansion is currently rolling out in Flintshire. Take up is satisfactory to the projection and 11 new childcare providers are registered to provide Flying Start childcare. The Early Years and Childcare Capital Phase Two work is currently in the status of "Starting up a project". Business justifications (bids) will be submitted to Welsh Government (WG) in the next four weeks to secure funding subject to Cabinet approval. Additionally, small capital funding also supports the development of seamless childcare provision across Flintshire to support the Childcare Offer, Early Entitlement, and Childcare and Play Funding. All of the work supports the Council's strategic objectives in line with the Welsh in Education Strategic Plan (WESP) and Childcare Sufficiency Assessment (CSA), and is fully funded by Welsh Government.
Explore the recommissioning of advocacy services on a regional basis	50%	★	The contract went out to tender in partnership with Wrexham County Borough Council. Responses have been received and providers have been interviewed. The evaluation was completed on 29th September 2023, with contract award reports submitted in the following week.
Increase skills around autism with respect to advocacy	50%	★	Training has been offered to Advocacy providers and included in future contracts. E learning is now available through the National Autism team.

# Local Dementia Strategy

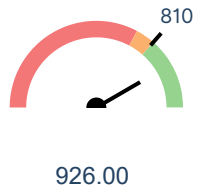
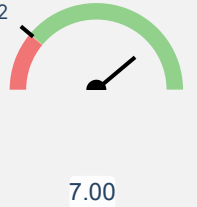
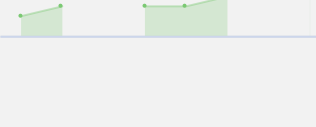
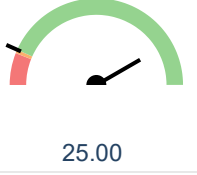
Action	Percentage Complete	RAG	Comment
Establish a Dementia Strategy Implementation Group, to include representation from people with lived experience	50%	★	A Dementia Strategy Project Board was established in 2022 to implement the key actions identified in the Flintshire Dementia Strategy. The actions align with the implementation of the All Wales Dementia Care Pathway of Standards. The Project Board meets every two months and receives input and feedback from citizens by linking to the Dementia Friendly Community Chairs Group. The Board is currently overseeing the implementation of the new North Wales Dementia Friendly Community recognition scheme and the Dementia Listening Campaign.



# A Well-connected, Safe and Clean Local Environment

Action	Percentage Complete	RAG	Comment
Work in partnership, actively support and engage with community led groups by developing Local Environmental Quality initiatives	100%	★	There has been a significant amount of work and collaboration with internal and external partners and a lot of progress has been made in many of the communities across Flintshire. Fly tipping, dog fouling and littering Campaigns have been implemented and all have been successful in promoting the initiatives we are wanting to maintain.

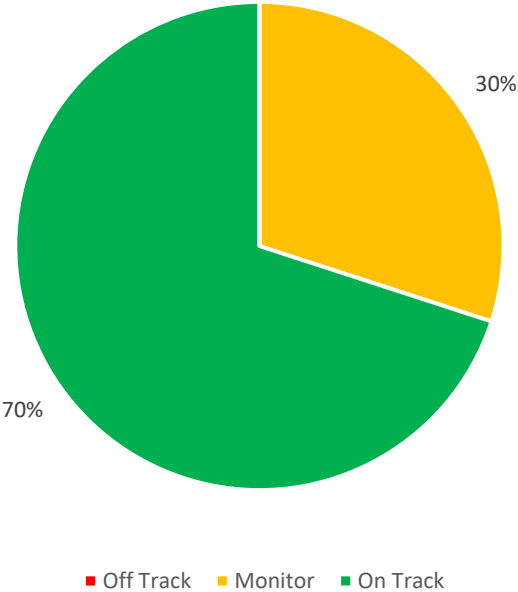
A Well-connected, Safe and Clean Local Environment

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CAU026M	Number of current monthly members with NERS, Well-Being and Junior subscriptions	926.00	810.00			
<p>Throughout the six-month period April-September, the National Exercise Referral Scheme (NERS) averaged 345 direct debit paying members per month, Well-Being (post-NERS exit membership) averaged 106 per month, and Junior (11-17 years) averaged 475 per month.</p>						
CST011M	Number of targeted environmental educational campaigns undertaken promote improved Local Environmental Quality	7.00	2.00	3.00		
<p>Dog Fouling - Working collaboratively with KWT and Groundworks North Wales, we have engaged with scout groups, brownies and local schools to promote the Bag it Bin it campaign, with glow in the dark signage placed on dog bins to deter night time offenders. This supports our preventive approach and has demonstrated the effectiveness of the Public Space Protection Orders. The Green dog walking campaign has now been successfully launched with encouraging numbers of our dog walking community signing up. Educational Fly tipping events have been arranged for Flint, Bagillt and Buckley areas, these followed environmental audits which highlight environmental problems in the community. At least eight letter drops have taken place over the last six months in Flint, Connah's Quay, Buckley, and Pen y Ffordd targeting residents on environmental improvement initiatives.</p>						
CST022M	Number of community engagement events attended to promote improved Local Environmental Quality	25.00	4.00			
<p>At least eleven environmental audits have taken place in the last six months with local members. These have been requested across many of the towns in Flintshire and have related to Fly tipping. The audits have been in collaboration with FCC Housing, Area Co-ordinators, Community Groups, Volunteers, Schools and Housing Associations. Ongoing events and educational campaigns have been identified and are progressing. In the last six months at least nine community events have been attended and these include, Denbigh and Flint Show, Connah's Quay Festival, Higher Kinnerton Festival and 999 Day in Flint. We had a stand at each event and were able to pass on advise, leaflets etc alongside working with external and internal partners. We have been working with businesses regarding local litter picking days and at least three were carried out in June and July 2023. We have also had litter picking days with three schools in May and June 2023.</p>						

# Education and Skills

# Education and Skills Overall Performance

Education and Skills - Action RAG Status



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There are no quarterly measures within the Education and Skills Priority.

# Educational Engagement and Achievement

Action	Percentage Complete	RAG	Comment
Embed the revised processes and procedures in relation to attendance and exclusion, using data to better inform and target interventions at both a pupil and school level	50%	★	Processes have been established and are being embedded as a core part of the operational approach of the Education welfare Service (EWS). Attendance and exclusion information is now shared on a regular basis across the Inclusion and Progression Management Team. Supporting the attendance of pupils transitioning from Year 6 into secondary schools has been a focus for targeted intervention from the EWS.
Explore and develop options for in house provision in response to the increasing number of pupils struggling to engage with education due to mental health difficulties	40%	★	Work is underway to pilot a range of inhouse provisions. Teaching and support staff have been appointed and external providers are being sourced to support a broad curriculum offer.
Provide bespoke support for schools through training and development to improve the level of speech language and communication skills for pupils	80%	★	All primary schools have been offered access to training on the Talkboost programme to support pupil speech and language development. This is joint initiative delivered by officers and health's speech & language therapists. Multi-agency meetings have taken place to identify other suitable programmes of intervention and training for schools. Work has continued on supporting access for schools to a reporting tool to target and monitor the impact of intervention.
Support the implementation of the revised curriculum for secondary pupils in years 7 and 8	100%	✔	All secondary schools in Flintshire have implemented the revised curriculum for secondary pupils in Years 7 and 8 from September 2023. Each school continues to work with their supporting improvement adviser to embed this work. Schools can access ongoing professional development through the consortium.
Through the roll out of the Wales Government delivery model for Community Focused schools establish a collaborative approach to reduce school exclusion and improve school attendance	40%	★	Staff have been recruited to the management and family engagement roles. The teams are established within the designated delivery areas and are developing links with the schools and communities.


# Digital Learning Opportunities

Action	Percentage Complete	RAG	Comment
All schools to have a formally adopted Digital Strategy	30%	●	The pace of delivery for all schools to have a formally adopted Digital Strategy was impacted by the need to recruit to the post of a Digital Officer. September 2023, saw the successful recruitment of a Digital Officer.
Embed the delivery plan for Integrated Youth Services by maintaining focus on digital, school and community engagement	100%	★	This is embedded and the service continues to strive for increasing and improving the offer, including further utilising digital options to further the reach of the service.

# Learning Environments




Action	Percentage Complete	RAG	Comment
Commence construction of the Drury CP refurbishment and extension	0%	★	Construction not yet commenced as project is currently in the design development stage.
Commence design development options for a new Welsh medium primary school for Buckley / Mynydd Isa area	25%	●	Project is at early planning and scoping stage - Strategic discussions also underway with the Welsh Government Sustainable Learning Communities Capital Investment Team.
Complete construction of the Penyffordd CP extension	50%	★	Construction of the Penyffordd CP extensions have commenced and remain on programme, on time and within budget.
Continue construction of the 3-16 campus at Mynydd Isa	50%	★	Construction of new 3-16 campus commenced in November 2022 on the Argoed High School site. Progress continues in line with the construction programme and Phase 1 of the campus is on target to be delivered as expected and within the parameters of the contract for the project.
Determine a strategy for school modernisation within the Saltney area	10%	●	An early engagement process was completed in July to understand the schools' and community views.
Progress the development of a new premises plan for the North-East Wales Archive	30%	●	As joint partner, Denbighshire County Council have continued to review plans and options available pending their formal approval process.
Schedule Council approval to progress Wales Government's Band B Sustainable Communities projects within the Learning Investment Programme	50%	★	The Sustainable Communities for Learning Programme is designed to be delivered over a number of waves, or 'bands' of investment, currently in Band B (2019-2024) the Council has agreed with Welsh Government a total investment of circa £85 million. Three projects identified within Band B have been delivered, four are currently progressing, one is at initial scoping phase, two at design development and one is currently in construction.

# Learning Community Networks

Action	Percentage Complete	RAG	Comment
Continue to consolidate the joint working between Flintshire County Council and Denbighshire County Council through the Northeast Wales Archive to provide a sustainable and resilient service	30%		The joint service between Flintshire and Denbighshire County Council is firmly established in accordance with its Memorandum of Understanding. Further development of the working arrangements has focused on the operational mergers of budgets, HR and IT services, some of which can only be fully operationalised once the new build is in place.



# Welsh Education Strategic Plan (WESP)

Action	Percentage Complete	RAG	Comment
Complete the strategic actions for Year 1 of the WESP 5-year action plan	100%		All actions were given a RAG rating and discussed at the summer term meeting of the Welsh in Education Forum. No actions were identified as red and the annual report was submitted to Welsh Government in July 2023. The Forum has now moved to implementing year two of the five year action plan.
Extend the range of youth services delivered bilingually to encourage young people to retain and use their Welsh language skills into early adulthood	50%		This continues with the URDD Gobaith Cymru taking the lead until there is recruitment for a Welsh language Youth Worker. The sessions have been taking place in schools during quarter one and quarter two.
Review Welsh medium resource provision for pupils with Additional Learning Needs	75%		The Senior Learning Advisor, Additional Learning Needs, Inclusion and Progression teams have visited all Welsh medium schools to review the current Welsh Medium provision and support for children with additional learning needs.

# Well-being

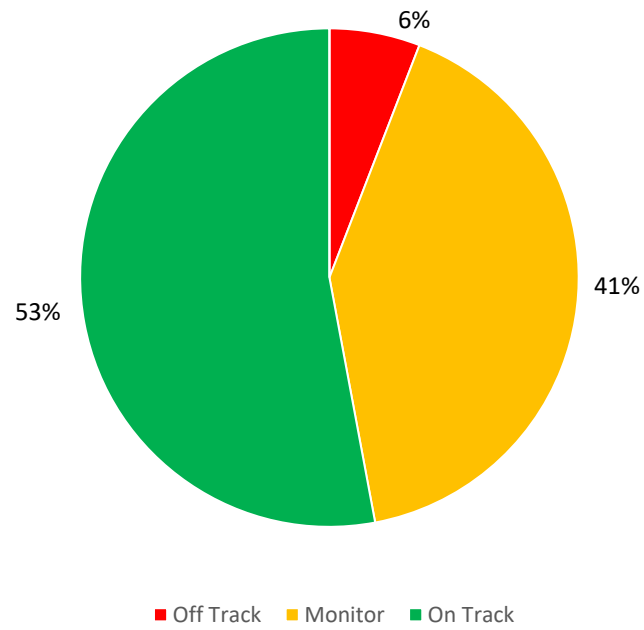
Action	Percentage Complete	RAG	Comment
Embed a Whole School Approach to Emotional Health and Well-being in all Flintshire	70%	★	This work is on track with 73% of all Flintshire schools actively engaged in this process.
Improve awareness of trauma informed practice with schools and Education and Youth employees	50%	★	The 'Belonging' group has been established with senior leaders in high schools and key officers to advance and improve awareness of a trauma informed practice. The initial meeting of the group being held in the Summer Term. The Trauma Informed Schools UK (TISUK), eleven day diploma training has commenced with 24 key school leads and officers taking part. TISUK have also delivered a whole setting awareness training to two schools.

# A Well Managed Council

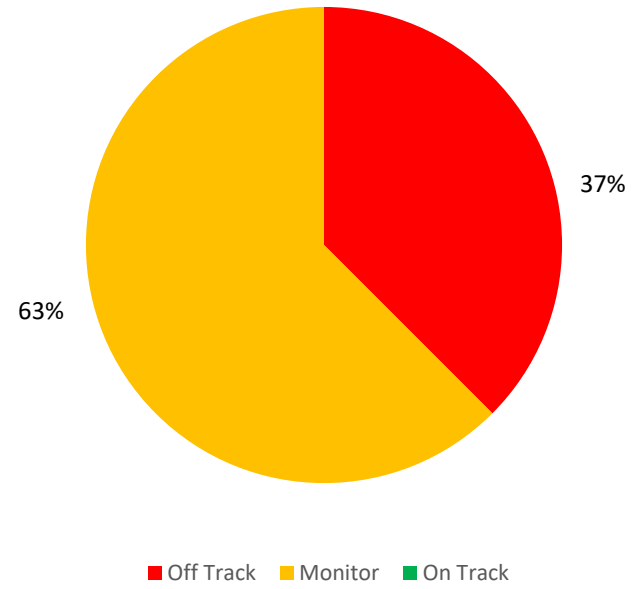
# A Well Managed Council Overall Performance

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### A Well Managed Council - Action RAG Status



### A Well Managed Council - Measure RAG Status



# People

Action	Percentage Complete	RAG	Comment
Implement a compliant and sustainable new pay model	50%	●	<p>The current pay model has not been reviewed since 2019 (which was implemented to accommodate changes to the nationally agreed pay model). Increases in the National Living Wage over the last few years in addition to known/anticipated changes which continue to erode the bottom of the existing pay structure.</p> <p>A joint planning group with Trade Unions have met several times to progress what is a complex piece of work, which is ongoing. Discussions are progressing positively, and we are optimistic of achieving an agreed variation to our current collective agreement and create a new pay model, for employees on Green Book Terms and Conditions. We do not anticipate anyone being in pay detriment.</p>

People

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CHR001M	The number of working days lost per full time equivalent (FTE) local authority employees lost due to sickness absence	4.59	4.50	5.41	<p>4.59</p>	

The mid-year cumulative full time equivalent (FTE) days lost for 2023/24 is 4.59, which is an improvement when compared to the previous year (5.41). The Council continues to work closely in managing attendance, offering additional support, including mindfulness, counselling, stress management courses, stress risk assessments etc. Additional support is also available from Vivup (Vivup replaced CareFirst).

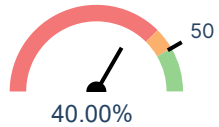
CHR004M	Percentage of employees who have completed all of mandatory modules	39.40%	100.00%		<p>39.40%</p>	
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The overall completion rate at mid-year is 39.40%. Managers receive monthly progress reports for their teams to ensure that the training has been completed. Workshops and group sessions are coordinated to accommodate work groups who do not have I.T access, such as Streetscene Operatives and school based employees.

# Anti-Racist and Anti-Discriminatory Council

Action	Percentage Complete	RAG	Comment
Complete a Portfolio annual self-assessment against the Welsh language standards and implement action plan to improve - Education and Youth	75%	★	The annual self-assessment against the standards has focused on the use of telephones, website and social media. Most assessments have been completed and action plans have been developed to ensure compliance.
Complete a Portfolio annual self-assessment against the Welsh language standards and implement action plan to improve - Governance	75%	★	The self assessment is complete. The Governance portfolio is working alongside the Welsh Language Policy to develop an action plan to improving telephone call handling, this is due to be submitted to the Welsh Language Commissioner.
Complete a Portfolio annual self-assessment against the Welsh language standards and implement action plan to improve - Housing and Communities	75%	★	The self assessment and action plan to improve services for the Portfolio have been completed.
Complete a Portfolio annual self-assessment against the Welsh language standards and implement action plan to improve - Planning, Environment and Economy	90%	★	The self assessment is now complete and an action plan has been put in place. There are four outstanding actions from the action plan left to implement: 1) Issue a reminder instruction to all officers regarding Welsh Language greeting and not treating any less favourably than English, 2) Issue instruction to officers to comply with Standard 19, 3) Re-check those pages identified in the initial audit of webpages identified as non-compliant, and 4) Check use of social media by service areas and how they communicate in Welsh.
Complete a Portfolio annual self-assessment against the Welsh language standards and implement action plan to improve - Social Services	100%	✔	Annual self-assessment against the Welsh Language Standards is complete and an action plan to improve was implemented in April 2023.
Complete a Portfolio annual self-assessment against the Welsh language standards and implement action plan to improve - Streetscene and Transportation	25%	★	The self assessment is currently underway, we are sampling documents and forms used by the service and the replies to external phone calls.
Complete a Portfolio annual self-assessment against the Welsh language standards and implement action plan to improve - Chief Executives	50%	★	The self-assessments against the Welsh Language Standards for Corporate Services have now been completed. An Action Plan to improve remains to be completed.

Anti-Racist and Anti-Discriminatory Council

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CPA001M	Strategic Equality Action Plan in place and actions achieved	40.00%	50.00%		 <p>A gauge chart with a semi-circular scale from 0 to 100. The needle points to 40.00%. The scale is color-coded: red from 0 to 50, yellow from 50 to 75, and green from 75 to 100. A target mark is at 50.00%.</p>	
<p>Percentage refers to the development of the Strategic equality Plan for 2024/28 and the implementation of the actions. The target for 2023/24 was to develop and publish the SEP 2024-28 by the end of the financial year. Engagement and consultation has taken place with stakeholders to inform the draft Strategic Equality Plan. The draft Plan is now ready and will be going to Informal Cabinet before wider consultation. Implementation of the actions won't start to take place until April 2024 onwards.</p>						




# Financial Resilience

Action	Percentage Complete	RAG	Comment
Ensure an adequate level of reserves is maintained by the Council	50%	●	Reserves are monitored on a quarterly basis as part of the revenue budget monitoring. A review of earmarked reserves is being concluded which will recommend some are transferred to the general reserve.
Ensure robust processes exist for the management and recovery of debt including Council Tax and rent	50%	★	We continue to take recovery action in appropriate cases, especially where taxpayers fail to meet their payment obligations and fail to engage with the Council. The Corporate Debt Recovery Policy has also been reviewed to strengthen the recovery processes for non-payment of housing rent
Ensure that robust monitoring arrangements are in place for revenue and capital	50%	★	Revenue budget monitoring takes place monthly and Capital monitoring quarterly. Reported to Cabinet and to Scrutiny.
Ensure the funding needs of the Council over the medium term are met through financial planning	50%	●	A Report to Cabinet has identified an additional budget requirement of £32m for 2024/25. Work is underway to identify solutions to meet this to achieve a legal and balanced budget in February 2024.

# Flintshire Assets

Action	Percentage Complete	RAG	Comment
Commercial Estate Rent Review	20%	●	Rents have been independently reviewed. Legal to draft notices to tenants. Implementation will be on a phased basis across the three estates - Dock Road, Pinfold and Garden City industrial estates.
Form and agree Office Accommodation Strategy	10%	●	Collation of information from services is underway. Space planning is due to commence to understand the accommodation requirements for staff in County Hall to enable the mapping against other office buildings.
Review of Industrial Estate Strategy (Area by Area)	10%	▲	Reviews have taken place in Castle Park and Greenfield as part of the Levelling Up Fund (LUF) bid. Options are currently being reviewed.

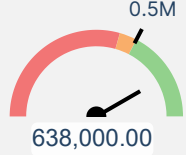

# Digital

Action	Percentage Complete	RAG	Comment
Continue to promote My Account as an access channel to access the Council and its services	50%		My Account is promoted through various channels e.g. email signatures, e-bulletins, website, Digital Hub. The Council is continually looking for opportunities to promote its use with a desire to increase uptake by our contract holders.


Digital

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CGV003M	Number of My Account subscriptions.	33,575.00	30,800.00	27,068.00		
<p>The number of subscriptions to 'My Account' continues to increase each quarter. There is a lower take-up from contract holders who have the option to link their tenancy with My Account, only 254 contract holders have done so.</p>						
CGV008M	80% of telephone calls to the corporate Contact Centre answered	68.00%	80.00%			
<p>In the first half of 2023-24 the corporate Contact Centre were presented with 88,384 telephone calls, 68% were answered. The service deals with a wide range of telephone calls including two areas that generate the highest volume of customer contact - Streetscene (35,944) and Housing (34,272), Planning, Elections, Blue Badges and Switchboard. The best performing area is Streetscene with 73% of calls answered. Whilst falling short on its target, the corporate Contact Centre has faced significant staff challenges this year with several vacant posts and sickness which inevitably impact performance and how quickly telephone calls can be answered within the limited resources available.</p>						
CGV009M	70% of Step 1 complaints against Council services are dealt with within 10 working days	75.67%	70.00%			

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Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CGV010M	Number of unique website views	638,000.00	500,000.00			
<p>The Council's website provides a wide range of information and access to Council services. Between April and September 2023, the website has been used over 638,000 times with over 1.7m page views.</p>						
CGV011M	Number of eforms submitted to the Council	92,417.00	26,500.00			
<p>The Council continues to provide a wide range of online forms to enable customers to transact with services digitally.</p>						

# Partnerships

Action	Percentage Complete	RAG	Comment
Deliver three engagement events to encourage other organisations to sign up to the Armed Forces Covenant , which contribute to Flintshire County Council being re-accredited with the Defence Employers Recognition Scheme Gold Award in 2024.	33%		One event was held on 6th June 2023, hosted by the Business Team. Additional organisations have been contacted to encourage them to sign up to the Armed Forces Covenant, including the Veteran's Hub.



## CORPORATE RESOURCES OVERVIEW & SCRUTINY COMMITTEE

<b>Date of Meeting</b>	Thursday 14th December, 2023
<b>Report Subject</b>	Revenue Budget Monitoring 2023/24 Month 7
<b>Cabinet Member</b>	Cabinet Member for Finance, Inclusion, Resilient Communities including Social Value and Procurement
<b>Report Author</b>	Corporate Finance Manager
<b>Type of Report</b>	Operational

### EXECUTIVE SUMMARY

The purpose of this report is to provide Members with the Revenue Budget Monitoring 2023/24 (Month 7) Report.

### RECOMMENDATIONS

1	That the committee considers and comments on the Revenue Budget Monitoring 2023/24 (Month 7) report. Any specific matters for attention will be noted and reported back to the Cabinet when it considers the report.
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### REPORT DETAILS

<b>1.00</b>	<b>EXPLAINING THE REVENUE BUDGET MONITORING POSITION 2023/24 (MONTH 7)</b>
1.01	The Revenue Budget Monitoring 2023/24 (Month 7) report will be presented to Cabinet on Tuesday 19th December, 2023. A copy of the report is attached as Appendix A to this report.

<b>2.00</b>	<b>RESOURCE IMPLICATIONS</b>
2.01	As set out in Appendix A; Revenue Budget Monitoring 2023/24 (Month 7).

<b>3.00</b>	<b>IMPACT ASSESSMENT AND RISK MANAGEMENT</b>
3.01	As set out in Appendix A; Revenue Budget Monitoring 2023/24 (Month 7).

<b>4.00</b>	<b>CONSULTATIONS REQUIRED / CARRIED OUT</b>
4.01	None required.

<b>5.00</b>	<b>APPENDICES</b>
5.01	Appendix A; Revenue Budget Monitoring 2023/24 (Month 7)

<b>6.00</b>	<b>LIST OF ACCESSIBLE BACKGROUND DOCUMENTS</b>
6.01	None required.

<b>7.00</b>	<b>CONTACT OFFICER DETAILS</b>
7.01	<p><b>Contact Officer:</b> Dave Ledsham, Finance Manager  <b>Telephone:</b> 01352 704503  <b>E-mail:</b> dave.ledsham@flintshire.gov.uk</p>

<b>8.00</b>	<b>GLOSSARY OF TERMS</b>
8.01	<p><b>Revenue:</b> a term used to describe the day to day costs of running Council services and income deriving from those services. It also includes charges for the repayment of debt, including interest, and may include direct financing of capital expenditure.</p> <p><b>Budget:</b> a statement expressing the Council's policies and service levels in financial terms for a particular financial year. In its broadest sense it includes both the revenue budget and capital programme and any authorised amendments to them.</p> <p><b>Capital Programme:</b> The Council's financial plan covering capital schemes and expenditure proposals for the current year and a number of future years. It also includes estimates of the capital resources available to finance the programme.</p>



## CABINET

<b>Date of Meeting</b>	Tuesday 19th December, 2023
<b>Report Subject</b>	Revenue Budget Monitoring Report 2023/24 (Month 7)
<b>Cabinet Member</b>	Cabinet Member for Finance, Inclusion, Resilient Communities including Social Value and Procurement
<b>Report Author</b>	Corporate Finance Manager
<b>Type of Report</b>	Operational

### EXECUTIVE SUMMARY

This monthly report provides the latest detailed overview of the budget monitoring position for the 2023/24 financial year for the Council Fund and Housing Revenue Account and presents the position, based on actual income and expenditure as at Month 7.

The projected year end position is as follows:

#### **Council Fund**

- An operating deficit of £3.671m (excluding the impact of the pay award which will need to be met by reserves – currently estimated as £2.727m) which is an adverse movement of £0.112m from the deficit figure reported at Month 6, but now includes the estimated net impact of Storm Babet.
- A projected contingency reserve available balance as at 31 March 2024 of £3.664m (after the estimated impact of pay awards and taking account of previously approved allocations)).

#### **Housing Revenue Account**

- Net in-year revenue expenditure is forecast to be (£0.100m) lower than budget which is a favourable movement of (£0.031m) from the figure reported at Month 6.
- A projected closing balance as at 31 March, 2024 of £3.297m

The economic outlook remains challenging due to inflation levels remaining high.

The impacts of this, together with continued increases in service demand is becoming increasingly hard to deal with as our funding fails to keep up with the scale of these pressures.

To assist with managing these risks and mitigating the overall projected overspend, a moratorium on non-contractually committed spend has been put in place alongside a vacancy management process which continues.

At Month 7, £0.530m of deferred and/or delayed expenditure have been identified and is analysed by service within Appendix 2. The robust challenge of budget lines and commitments will continue, and further updates provided in future reports.

## RECOMMENDATIONS

1	To note the report and the estimated financial impact on the 2023/24 budget.
2.	To approve the transfer of a £0.500m Earmarked Reserve balance relating to Council Tax Income to the Contingency Reserve (paragraph 1.22 refers).

## REPORT DETAILS

<b>1.00</b>	<b>EXPLAINING THE REVENUE BUDGET MONITORING 2023/24</b>
1.01	<p>The projected year end position is as follows:</p> <p><b>Council Fund</b></p> <ul style="list-style-type: none"> <li>An operating deficit of £3.671m (excluding the impact of the pay award which will need to be met by reserves – currently estimated as £2.727m) which is an adverse movement of £0.112m from the deficit figure reported at Month 6, but now includes the estimated net impact of Storm Babet.</li> <li>A projected contingency reserve available balance as at 31 March 2024 of £3.664m (after the estimated impact of pay awards and taking account of previously approved allocations)).</li> </ul> <p><b>Housing Revenue Account</b></p> <ul style="list-style-type: none"> <li>Net in-year revenue expenditure forecast to be (£0.100m) lower than budget which is a favourable movement of (£0.031m) from the figure reported at Month 6.</li> <li>A projected closing balance as at 31 March, 2024 of £3.297m</li> </ul> <p>To assist with managing these risks and mitigating the overall projected overspend, a moratorium on non-contractually committed spend has been put in place alongside a vacancy management process which continues.</p> <p>At Month 7, £0.530m of deferred and/or delayed expenditure have been identified and is analysed by service within Appendix 2. The robust challenge of budget lines and commitments will continue, and further updates provided in future reports.</p>

1.02	Hardship Funding from Welsh Government helped secure £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. However, this funding ceased on 31 March 2023.																																																								
1.03	<p><b>Table 1. Projected Position by Portfolio</b></p> <p>The table below shows the projected position by portfolio:</p> <table border="1" data-bbox="300 481 1386 1451"> <thead> <tr> <th data-bbox="300 481 799 674">Portfolio/Service Area</th> <th data-bbox="799 481 1023 674">Approved Budget £m</th> <th data-bbox="1023 481 1219 674">Projected Outturn £m</th> <th data-bbox="1219 481 1386 674">In-Year Over / (Under) spend £m</th> </tr> </thead> <tbody> <tr> <td data-bbox="300 674 799 730">Social Services</td> <td data-bbox="799 674 1023 730">86.803</td> <td data-bbox="1023 674 1219 730">87.482</td> <td data-bbox="1219 674 1386 730">0.678</td> </tr> <tr> <td data-bbox="300 730 799 786">Out of County Placements</td> <td data-bbox="799 730 1023 786">17.285</td> <td data-bbox="1023 730 1219 786">18.622</td> <td data-bbox="1219 730 1386 786">1.337</td> </tr> <tr> <td data-bbox="300 786 799 864">Education &amp; Youth (Non-Schools)</td> <td data-bbox="799 786 1023 864">9.902</td> <td data-bbox="1023 786 1219 864">9.716</td> <td data-bbox="1219 786 1386 864">(0.186)</td> </tr> <tr> <td data-bbox="300 864 799 920">Schools</td> <td data-bbox="799 864 1023 920">114.081</td> <td data-bbox="1023 864 1219 920">114.313</td> <td data-bbox="1219 864 1386 920">0.232</td> </tr> <tr> <td data-bbox="300 920 799 976">Streetscene &amp; Transportation</td> <td data-bbox="799 920 1023 976">40.745</td> <td data-bbox="1023 920 1219 976">42.343</td> <td data-bbox="1219 920 1386 976">1.597</td> </tr> <tr> <td data-bbox="300 976 799 1032">Planning Env &amp; Economy</td> <td data-bbox="799 976 1023 1032">7.057</td> <td data-bbox="1023 976 1219 1032">6.533</td> <td data-bbox="1219 976 1386 1032">(0.524)</td> </tr> <tr> <td data-bbox="300 1032 799 1088">People &amp; Resources</td> <td data-bbox="799 1032 1023 1088">4.339</td> <td data-bbox="1023 1032 1219 1088">4.184</td> <td data-bbox="1219 1032 1386 1088">(0.155)</td> </tr> <tr> <td data-bbox="300 1088 799 1144">Governance</td> <td data-bbox="799 1088 1023 1144">11.460</td> <td data-bbox="1023 1088 1219 1144">11.322</td> <td data-bbox="1219 1088 1386 1144">(0.139)</td> </tr> <tr> <td data-bbox="300 1144 799 1200">Assets</td> <td data-bbox="799 1144 1023 1200">11.045</td> <td data-bbox="1023 1144 1219 1200">10.836</td> <td data-bbox="1219 1144 1386 1200">(0.210)</td> </tr> <tr> <td data-bbox="300 1200 799 1256">Housing &amp; Communities</td> <td data-bbox="799 1200 1023 1256">15.698</td> <td data-bbox="1023 1200 1219 1256">18.371</td> <td data-bbox="1219 1200 1386 1256">2.673</td> </tr> <tr> <td data-bbox="300 1256 799 1312">Chief Executive</td> <td data-bbox="799 1256 1023 1312">1.608</td> <td data-bbox="1023 1256 1219 1312">1.618</td> <td data-bbox="1219 1256 1386 1312">0.009</td> </tr> <tr> <td data-bbox="300 1312 799 1368">Central &amp; Corporate Finance</td> <td data-bbox="799 1312 1023 1368">32.096</td> <td data-bbox="1023 1312 1219 1368">30.453</td> <td data-bbox="1219 1312 1386 1368">(1.643)</td> </tr> <tr> <td data-bbox="300 1368 799 1451"><b>Total</b></td> <td data-bbox="799 1368 1023 1451"><b>352.121</b></td> <td data-bbox="1023 1368 1219 1451"><b>355.792</b></td> <td data-bbox="1219 1368 1386 1451"><b>3.671</b></td> </tr> </tbody> </table> <p data-bbox="300 1489 1276 1523">There have been no changes to the approved budget since Month 6.</p>	Portfolio/Service Area	Approved Budget £m	Projected Outturn £m	In-Year Over / (Under) spend £m	Social Services	86.803	87.482	0.678	Out of County Placements	17.285	18.622	1.337	Education & Youth (Non-Schools)	9.902	9.716	(0.186)	Schools	114.081	114.313	0.232	Streetscene & Transportation	40.745	42.343	1.597	Planning Env & Economy	7.057	6.533	(0.524)	People & Resources	4.339	4.184	(0.155)	Governance	11.460	11.322	(0.139)	Assets	11.045	10.836	(0.210)	Housing & Communities	15.698	18.371	2.673	Chief Executive	1.608	1.618	0.009	Central & Corporate Finance	32.096	30.453	(1.643)	<b>Total</b>	<b>352.121</b>	<b>355.792</b>	<b>3.671</b>
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1.04	The reasons for the monthly movements over £0.025m are shown in Appendix 1 and overall projected variances over £0.050m are summarised within Appendix 2 together with a summary of minor variances for each portfolio.																																																								
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1.05	<p><b>Social Services £0.148m</b></p> <p>The adverse movement relates to:</p> <p><b>Older People</b></p>																																																								

	<ul style="list-style-type: none"> <li>Localities £0.118m – Residential Care costs have increased by £0.076m; Domiciliary Care costs have increased by £0.052m, both due to increased demand.</li> </ul> <p><b>Adults of Working Age</b></p> <ul style="list-style-type: none"> <li>Resources &amp; Regulated Services £0.069m – Increase in the estimated costs of care packages due to service user needs.</li> <li>Children to Adult Transition Services (£0.059m) – Decrease in the estimated cost of care packages for young people transferring from Children’s Services.</li> <li>Residential Placements £0.049m – Increase in the estimated costs of mental health care packages.</li> </ul> <p><b>Children’s Services</b></p> <ul style="list-style-type: none"> <li>Residential Placements (£0.060m) – In-house Residential costs have reduced due to recruitment challenges.</li> <li>Professional Support £0.053m – Increasing costs to cover vacancies with Agency to ensure Childrens Safeguarding standards are met,</li> </ul> <p>Minor variances across the Portfolio account for the remainder £0.022m.</p>
1.05	<p><b>Streetscene &amp; Transportation £0.442m</b></p> <p>The adverse movement relates to:</p> <p><b>Highways Network</b></p> <ul style="list-style-type: none"> <li>Additional costs of £1m are projected in relation to the clean-up and reinstatement works required following Storm Babet and more recently Storm Ciaran. It is anticipated that Emergency Financial Assistance Funding (EFAS) of £0.246m will be claimable from Welsh Government and the full Severe Weather Reserve of £0.250m will also be required, bringing the net cost down to a projected £0.504m.</li> </ul> <p><b>Transportation</b></p> <ul style="list-style-type: none"> <li>Vacancies within Transport Strategy and moratorium impact on recruitment (£0.080m).</li> </ul> <p>Minor variances across the Portfolio account for the remainder £0.018m</p>
1.06	<p><b>Planning Environment &amp; Economy (£0.112m)</b></p> <p>The reasons for the favourable movement are as follows:</p> <p>Staff savings from vacant posts across the Portfolio together with the maximisation of Grant Income within Regeneration where staff costs have been allocated against various Welsh Government Grants (£0.123m).</p> <p>Minor variances across the Portfolio account for the remainder £0.011m.</p>

1.07	<p><b>Governance (£0.128m)</b></p> <p>The favourable movement relates to the actual cost of the Flare packaged software being lower than previously anticipated (£0.073m) together with reductions in non-contractual commitments and vacancy management across the Portfolio (£0.060m).</p> <p>Minor variances across the Portfolio account for the remainder £0.005m.</p>
1.08	<p><b>Housing &amp; Communities (£0.097m)</b></p> <ul style="list-style-type: none"> <li>• Housing Solutions – mainly due to the internal allocation of a further (£0.116m) of Housing Support Grant.</li> </ul> <p>Minor variances across the Portfolio account for the remainder £0.019m.</p>
1.09	<p><b>Central &amp; Corporate Finance (£0.092m)</b></p> <p>The Central Loans and Investment Account (CLIA) is projecting a further positive improvement of (£0.100m) due to the Council not taking out any new short or long-term borrowing and continuing to invest a significant amount of short-term cash flow funds gaining an investment return.</p> <p>Minor variances across the Portfolio account for the remainder £0.008m.</p>
1.10	<p>Cumulative minor variances across the Council of (£0.161m) account for the remainder of the total monthly movement.</p>
1.11	<p><b>Tracking of In-Year Risks and Emerging Issues</b></p> <p>Members were made aware when setting the budget that there were a number of open risks that would need to be kept under close review. An update on these is provided below.</p>
1.12	<p><b>Council Tax Income</b></p> <p>The 'in-year' collection level is 66.1% compared to 66.4% the previous year. The reduction in collections of 0.3% is mainly because the rising costs-of-living are impacting on the ability of some households to make payment of council tax on time. Other local authorities in Wales are also seeing similar reductions in collections.</p>
1.13	<p><b>Pay Award (Teacher and Non-Teacher)</b></p> <p><u>NJC (Green Book)</u></p> <p>The pay offer for NJC (Green Book) employees for the current year (2023/24) has now been accepted by all Trade Unions following the GMB union accepting the full and final pay offer in late October. This is at a similar level to that awarded in 2022/23 with an increase on each scale point of £1,925. This equates to more than the 5% included in the 2023/24 budget. The amount of the final award in excess of the 5% will need to be funded from reserves in the current financial year. It will also have the impact of increasing the budget requirement for 2024/25.</p>

	<p>The estimated impact of the current pay offer is an additional £2.727m which is included in the forecast but may be subject to change.</p> <p>The assumptions for the 2024/25 pay award is an increase of 5%.</p> <p><u>Teachers Pay</u></p> <p>Assumptions for teachers' pay calculations are in line with current awards by the Minister for Education and Welsh Language. They are an increase of 6.5% from September 2022 and an increase of 5% in September 2023. These have not been accepted by all teaching unions and a formal dispute is ongoing.</p> <p>The 2023/24 budget contained funding for a 5% pay award for Teachers from September 2022. The Minister has increased the pay award to 8%, with 1.5% being a non-consolidated payment, leaving a recurring element of 6.5% which is now included in the forecast.</p> <p>Grant funding has been made available by Welsh Government to fully fund the additional September 2022 pay award in financial years 2022/23 and 2023/24 (over and above the 5% originally awarded).</p> <p>However, in relation to funding from 2024/25 onwards, it has been confirmed that there will not be any additionality for the shortfall of the annual cost to the council – an amount of £1.118m has been included in the MTFS forecast.</p> <p><u>Pay Modelling</u></p> <p>No figures are currently included for any impact of the pay modelling review which is needed to try and address the difficulties currently being experienced in recruitment and retention. It is due to be completed later this year.</p>
1.14	<p><b>Waste Recycling Infraction Charge</b></p> <p>The Council did not meet the statutory minimum target, (64%) in 2021/22, for the percentage of municipal waste which must be recycled, prepared for re-use and composted, as specified in Section 3 of the Waste (Wales) Measure 2010. Welsh Government can therefore take steps to impose a penalty on the Council by way of an infraction fine. A potential penalty of up to £0.663m has been confirmed so presents a significant financial risk to the Council.</p> <p>Discussions took place in March,2023 between Welsh Government (WG) and the Council as to the reasons for not achieving the target. The Council has subsequently been instructed by WG to engage with the Waste and Resources Action Programme (WRAP) and Local Partnerships to review our waste strategy and develop a new action plan. Depending on the outcome of the review, the Minister will take a decision at that point whether to levy the fine.</p>

	<p>Unfortunately, the statutory recycling targets have not been achieved in 2022/23 too (non-verified), which means that a further infraction fine could be levied of around £0.470m should WG choose to do so, and monitoring of the authority's recycling performance for 2023/24 to date shows that the rates of recycling and residual waste tonnages are not improving, which could lead to not achieving the targets in 2023/24 also.</p>
<p>1.15</p>	<p><b>Homelessness</b></p> <p>There is a significant and growing demand within the Homelessness service. The Council has a statutory duty to provide suitable temporary accommodation for Homeless persons and families who meet the Welsh Government eligibility criteria which are less stringent than in England. The growth in demand commenced in the second half of 2022/23 and has accelerated markedly since the start of 2023.</p> <p>One of the more significant influences of many is the sparsity of affordable accommodation in the private rented sector which is being influenced by the cost-of-living crisis and an increase in the numbers of no-fault evictions as many private rented sector landlords are leaving the sector and seeking to sell their properties. There is also an acute shortage of suitable available accommodation within the Council's own HRA housing stock and with other Registered Social Landlords (RSL's) within the area. This is particularly the case for single persons below age 55 which make up the highest proportion of those who are currently homeless in Flintshire. The Flintshire position in terms of both demand and supply pressures is known to be consistent on both a regional and national basis within Wales.</p> <p>The Council will continue to lobby Welsh Government via the WLGA in conjunction with other Welsh LA's who are experiencing these pressures to seek additional financial support.</p> <p>WG are currently providing support via the No One Left Out grant for which the 2023/24 allocation is currently £0.382m. One favourable impact of the increase in costs and demand is the ability to recover additional Housing Benefit income over and above the amount budgeted which is currently helping to offset the projected overspend by £0.444m.</p> <p>A separate report on the issues and potential mitigations around homelessness was considered by Community and Housing Overview and Scrutiny Committee in November.</p>
<p>1.16</p>	<p><b>Storm Babet</b></p> <p>Storm Babet was an intense extratropical cyclone which affected many parts of the County from 19 October through to the end of 21 October 2023. This was followed rapidly by Storm Ciaran, which although saw less impact, still necessitated significant resources in response.</p> <p>The storm caused severe disruption to travel with many roads closed, railways flooded, schools closed, and properties being affected by flood water. Storm Ciaran also required a priority response and caused some additional costs.</p>

The Council has been incurring the financial impact of the emergency response, assessing damage to infrastructure and arranging the necessary remedial works to be carried out in the aftermath. This is currently estimated at £1m.

There is an Emergency Financial Assistance Fund (EFAS) that Welsh Government have in place. However, Authorities are expected to make reasonable provision in their budgets to deal with contingencies. Therefore, if an Emergency Financial Assistance Scheme is activated, the authority affected will be expected to meet all eligible expenditure up to the level of its threshold.

Thresholds are calculated at 0.2% of authority's annual budget requirement and apply to the whole financial year, not to each incident within the financial year and for Flintshire, this amounts to emergency funding being provided at 85% for costs over and above the threshold of £0.711m.

There is a Severe Weather Earmarked Reserve totalling £0.250m which can assist in funding some of these costs.

The financial impact of Storms Babet and Ciaran is estimated as follows: -

Description	Costs to date £m	Projected future costs £m	Total Costs £m
Clean Up	0.300	0.150	0.450
Priority re-instatement works		0.500	0.500
Other storm damage costs		0.050	0.050
<b>Total Projected Costs</b>	<b>0.300</b>	<b>0.700</b>	<b>1.000</b>
<b>Severe Weather Reserve</b>			<b>-0.250</b>
<b>EFAS Funding @ 85%*</b>			<b>-0.246</b>
<b>Projected net cost of storms</b>			<b>0.504</b>

\*£1.0m less £0.711m threshold = £0.289m x 85% = £0.246m

**1.17 Other Tracked Risks**

In addition, there are a number of risks being tracked which may be subject to change and these are summarised below.

**1.18 Medium Term Financial Strategy (MTFS) Impact**

Cabinet considered the latest projection for the MTFS in September which showed an additional budget requirement of £32.386m together with an update on the work completed over the summer on potential cost reduction options. These, together with service cost pressures, have been considered at individual overview and scrutiny meetings during October and a summary of the feedback from these meetings has been reported back to Corporate Resources Overview and Scrutiny Committee on 16 November. A separate report on this agenda updates on the latest position.



	<p>All Portfolios consider their financial position, the risks within their service and the impacts on the Medium Term on a monthly basis as part of their Portfolio Management Team meetings.</p>
1.19	<p><b>Out of County Placements</b></p> <p>The risks include continued high demand for placements where children and young people cannot be supported within in-house provision, and market supply limitation factors and inflationary pressures leading to higher costs. An additional amount of £1m was approved in the 2023/24 budget to reflect this.</p> <p>However, there remains a projected overspend for the current cohort of placements of circa £1.337m, although with 5 months of the year remaining this is likely to increase and a contingency of £0.500m is currently built into the outturn position for this, £0.250m for Children’s Services and £0.250m for Education placements.</p> <p>The service areas within this pooled budget will continue to do everything possible to manage these risks and additional investment has already been made to further develop in-house provision to help to mitigate against such financial pressures.</p>
1.20	<p><b>Streetscene &amp; Transportation</b></p> <p><u>Fleet Contract Renewal</u>  The current fleet contract, which has been in operation for 7 years, was renewed for a temporary period of 6 months from October 2023. Due to the current market conditions in re-procurement of contracts of this type, the cost of the new contract is considerably more than what was previously being paid, due to being protected from inflationary increases during the previous contract life. The cost of the contract will further increase from April 2024 and provision is being made within the 2024/25 budget considerations for this.</p> <p><u>Sustainable Waste Management Grant (SWMG)</u>  The Minister for Climate Change has confirmed that the SWMG grant will be retained at the same level for this financial year. However, those local authorities that are not yet meeting the statutory recycling target of 70% will be required to use the grant to reach 70% and be required to demonstrate this. It has also been confirmed that the SWMG grant will likely become part of the Revenue Support Grant (RSG) funding from 2024/25. The current value of the grant is £0.742m per annum, but it is not yet confirmed whether the proportion that Flintshire will receive within the Welsh Local Government settlement will be similar to current levels.</p>
1.21	<p><b>Education &amp; Youth (Non-Schools)</b></p> <p><u>Inclusion and Progression</u>  The services that the Inclusion and Progression teams provide within Education and Youth portfolio are under significant pressure.</p>

	<p>Prior to the pandemic the service had seen increasing numbers of children and young people presenting with an increased level of significant and complex needs, resulting in the council being dependent on non-Flintshire provision.</p> <p>Post pandemic the situation has worsened with increasing numbers of pre-school children needing support and challenging behaviour causing concern across both primary and secondary schools. In addition, there are increased rates of emotionally based school avoidance. As a result, levels of attendance have reduced, whilst all forms of exclusions have increased. All of which contributes to a requirement for more specialist and bespoke intervention.</p> <p>The service is taking steps to actively manage demand, alongside reviewing provision, and seeking to develop and enhance in house provision.</p> <p>The pressures are being experienced across Wales, at a time when schools and central services are implementing the Additional Learning Need (ALN) reforms.</p> <p>Welsh Government have made additional grants available to support schools and councils. However, there are risks over reliance on temporary grant funding and its ability to meet demand within existing budgets and available grants.</p>
1.22	<p><b>Harpur Trust vs Brazel Case</b></p> <p>The potential financial impacts are still being determined in response to the Employment Appeal Tribunal (EAT) decision in the case of Harpur Trust v Brazel. The Supreme Court upheld the EAT judgment in the Brazel case in July 2022 which impacts on the calculation of holiday pay entitlements for staff who work for part of the year (i.e., term time). An approved carry forward from 2022/23 for £0.254m will provide some funding towards these costs.</p>
1.23	<p><b>Achievement of Planned In-Year Efficiencies</b></p> <p>The 2023/24 budget contains £9.265m of specific efficiencies which are tracked and monitored throughout the year. The Council aims to achieve a 95% rate in 2023/24 as reflected in the MTFs KPI's and fully achieved all efficiencies in the previous financial year.</p> <p>It is projected that 99% of efficiencies will be achieved in 2023/24 and further details can be seen in Appendix 3.</p>
1.24	<p><b>Unearmarked Reserves</b></p> <p>The final level of Council Fund Contingency Reserve brought forward into 2023/24 was £9.508m as detailed in the 2022/23 outturn report (subject to Audit).</p> <p>The brought forward balance on the COVID-19 Hardship Reserve was £3.743m. Internal claims for Quarters 1 and 2 in 2023/24 totalling £0.531m for Holywell Leisure Centre, Cambrian Aquatics, Streetscene &amp;</p>

	<p>Transportation and Free School Meals covering the Christmas holiday period have been approved so far. The current balance is £3.212m.</p> <p>The projected contingency reserve available as at 31 March, 2024 is £3.664m (after the estimated impact of final pay awards and previously approved allocations) and is shown in Appendix 4.</p> <p><u>Earmarked Reserve – Council Tax Income</u> Following further review, it is recommended to transfer the remaining Earmarked Reserve balance of £0.500m from previous Welsh Government funding provided to support losses in Council Tax collections during the pandemic.</p> <p>Council Tax collection levels are on track and adequate levels of bad debt provision are available to meet the cost of any losses, so this is no longer required to be kept for this specific purpose and will assist in increasing the Contingency Reserve.</p>
1.25	<p><b>Housing Revenue Account</b></p> <p>The 2022/23 Outturn Report to Cabinet on 18th July 2023 showed an un-earmarked closing balance at the end of 2022/23 of £3.786m and a closing balance of earmarked reserves of £2.690m.</p>
1.26	<p>The 2023/24 budget for the HRA is £39.418m which includes a movement of (£0.589m) from reserves.</p>
1.27	<p>Net in-year revenue expenditure forecast to be (£0.100m) lower than budget with a projected closing balance as at 31<sup>st</sup> March, 2024 of £3.297m. This is a favourable movement of (£0.031m) since Month 6. A breakdown of the variance is in Appendix 5.</p>
1.28	<p>The budget contribution towards capital expenditure (CERA) is £12.712m.</p>

<b>2.00</b>	<b>RESOURCE IMPLICATIONS</b>
2.01	As set out within the report.

<b>3.00</b>	<b>IMPACT ASSESSMENT AND RISK MANAGEMENT</b>
3.01	The financial impacts as set out in the report are a combination of actual costs and losses to date and estimates of costs and losses for the future. There is the possibility that the estimates will change over time. The budget will be monitored closely, and mitigation actions taken wherever possible.

<b>4.00</b>	<b>CONSULTATIONS REQUIRED/CARRIED OUT</b>
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4.01	None specific.
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<b>5.00</b>	<b>APPENDICES</b>
5.01	Appendix 1: Council Fund – Movement in Variances from Month 6 Appendix 2: Council Fund - Budget Variances Appendix 3: Council Fund – Programme of Efficiencies Appendix 4: Council Fund – Movement on Un-earmarked Reserves Appendix 5: Housing Revenue Account Variances

<b>6.00</b>	<b>LIST OF ACCESSIBLE BACKGROUND DOCUMENTS</b>
6.01	Various budget records.
<b>7.00</b>	<b>CONTACT OFFICER DETAILS</b>
7.01	<b>Contact Officer:</b> Dave Ledsham Strategic Finance Manager <b>Telephone:</b> 01352 704503 <b>E-mail:</b> <a href="mailto:dave.ledsham@flintshire.gov.uk">dave.ledsham@flintshire.gov.uk</a>

<b>8.00</b>	<b>GLOSSARY OF TERMS</b>
8.01	<p><b>Budget:</b> a statement expressing the Council’s policies and service levels in financial terms for a particular financial year. In its broadest sense it includes both the revenue budget and capital programme and any authorised amendments to them.</p> <p><b>Council Fund:</b> the fund to which all the Council’s revenue expenditure is charged.</p> <p><b>Financial Year:</b> the period of twelve months commencing on 1 April.</p> <p><b>Housing Revenue Account:</b> the Housing Revenue Account (HRA) is a local authority account showing current income and expenditure on housing services related to its own housing stock. The account is separate from the Council Fund and trading accounts and is funded primarily from rents and government subsidy.</p> <p><b>Projected Outturn:</b> projection of the expenditure to the end of the financial year, made on the basis of actual expenditure incurred to date.</p> <p><b>Regional Integration Fund (RIF):</b> funding provided by Welsh Government to encourage integrated working between local authorities, health and housing.</p> <p><b>Reserves:</b> these are balances in hand that have accumulated over previous years and are held for defined (earmarked reserves) and general (general reserves) purposes. Councils are required to regularly review the level and purpose of their reserves and to take account of the advice of the Chief Finance Officer.</p>

**Revenue:** a term used to describe the day-to-day costs of running Council services and income deriving from those services. It also includes charges for the repayment of debt, including interest, and may include direct financing of capital expenditure.

**Variance:** difference between latest budget and actual income or expenditure. Can be to date if reflecting the current or most up to date position or projected, for example projected to the end of the month or financial year.

**Virement:** the transfer of budget provision from one budget head to another. Virement decisions apply to both revenue and capital expenditure heads, and between expenditure and income, and may include transfers from contingency provisions. Virements may not however be approved between capital and revenue budget heads.

**Budget Monitoring Report**  
**Council Fund Variances**

**MONTH 7 - SUMMARY**

Service	Movement between Periods (£m)	Narrative for Movement between Periods greater than £0.025m
<b>Social Services</b>		
<b>Older People</b>		
Localities	0.118	Residential care costs have increased by £0.075m and domiciliary care costs increased by £0.052m, both of these are demand lead services. There are £0.009m favourable minor variances.
Resources & Regulated Services	0.038	Movement is due to increased projected costs for in-house homecare, £0.014m, in-house residential care, £0.010m and Extra Care, £0.014m.
Minor Variances	-0.005	
<b>Adults of Working Age</b>		
Resources & Regulated Services	0.069	There has been an increase to care package costs due to service user needs
Children to Adult Transition Services	-0.059	Decreased costs of care packages for young people transferring from Childrens Services
Residential Placements	0.049	Increase to costs of care for people with mental ill health
Minor Variances	-0.036	Cumulative movements
<b>Children's Services</b>		
Family Placement	-0.038	Some fostering allowances have ceased
Residential Placements	-0.060	In-house residential costs have reduced due to recruitment challenges
Professional Support	0.053	Increasing costs to cover vacancies with agency to ensure childrens safeguarding standards are met
Minor Variances	0.051	Cumulative movements
<b>Safeguarding &amp; Commissioning</b>		
Business Support Service	-0.038	Projected costs have reduced due to expected delays in recruiting to vacant posts
Minor Variances	0.005	
<b>Total Social Services</b>	<b>0.148</b>	
<b>Out of County</b>		
Children's Services	0.036	Net impacts of new placements, ended placements and rate changes
Education & Youth	0.007	
<b>Total Out of County</b>	<b>0.043</b>	
<b>Education &amp; Youth</b>		
Minor Variances	-0.049	Staff vacancies and additional grants
<b>Total Education &amp; Youth</b>	<b>-0.049</b>	
<b>Schools</b>	<b>0.040</b>	Adverse movement of £0.040m relates to an increase in school redundancy costs due 31st December 2023
<b>Streetscene &amp; Transportation</b>		
Highways Network	0.506	Additional costs of £1m are projected in relation to the clean up and reinstatement works required following Storm Babet and more recently Storm Ciaran. It is anticipated that some Emergency Financial Assistance Funding (EFAS) from WG can be claimed alongside utilisation of the Severe Weather Reserve, bringing the net cost down to a projected £0.500m.
Transportation	-0.080	Vacancies within Transport Strategy and moratorium on recruitment are contributing to the overall underspend
Other Minor Variances	0.016	
<b>Total Streetscene &amp; Transportation</b>	<b>0.442</b>	
<b>Planning, Environment &amp; Economy</b>		
Access	-0.040	Staff savings from vacant posts
Shared Services	-0.024	Staff savings from vacant post

**Budget Monitoring Report**  
**Council Fund Variances**

**MONTH 7 - SUMMARY**

Service	Movement between Periods (£m)	Narrative for Movement between Periods greater than £0.025m
Regeneration	-0.059	Staff savings from vacant posts, maximisation of grant income and minor variances
Minor Variances	0.012	
<b>Total Planning &amp; Environment</b>	<b>-0.112</b>	
<b>People &amp; Resources</b>		
HR & OD	-0.029	Staff savings from vacant post
Corporate Finance	-0.053	Revised projection for Feasibility Study costs and staff savings from vacant posts
<b>Total People &amp; Resources</b>	<b>-0.082</b>	
<b>Governance</b>		
ICT	-0.118	Estimated cost for packaged software application(Flare) lower than previously anticipated £0.076m, commitment challenge and minor favourable movements.
Customer Services	-0.024	£0.015m Deferred spend on Consultation Engagement software
Minor Variances	0.014	
<b>Total Governance</b>	<b>-0.128</b>	
<b>Assets</b>		
Minor Variances	-0.002	
<b>Total Assets</b>	<b>-0.002</b>	
<b>Housing and Communities</b>		
Housing Solutions	-0.098	Mainly due to internal allocation of a further £0.116m of Housing Support Grant, with some offsetting adverse movements of +£0.018m
Minor Variances	0.002	
<b>Total Housing and Communities</b>	<b>-0.097</b>	
<b>Chief Executive's</b>		
	<b>0.001</b>	
<b>Central &amp; Corporate Finance</b>		
	<b>-0.092</b>	At Month 7 further improvement on the CLIA by £0.100m mitigated by minor variances.
<b>Grand Total</b>	<b>0.112</b>	

**Budget Monitoring Report**  
**Council Fund Variances**

**MONTH 7 - SUMMARY**

Service	Approved Budget (£m)	Projected Outturn (£m)	Annual Variance (£m)	Last Month Variance (£m)	In-year Moratorium (£m)	Cause of Major Variances greater than £0.050m	Action Required
<b>Social Services</b>							
<b>Older People</b>							
Localities	23.046	22.971	-0.075	-0.194		The Older People residential care budget is projecting an underspend of £0.147m, due to client income from property recharges and expected reimbursements where we are waiting on decisions for deputyships and assets held in trust. Homecare is £0.093m overspent. Locality workforce and professional support budgets are overspent £0.001m and day care is underspending by £0.022m.	
Resources & Regulated Services	9.494	9.558	0.064	0.026		In-house residential care is expected to overspend by £0.180m due to staff and running costs. Homecare is predicted to underspend by £0.173m. The Extra Care budget is projecting an overspend of £0.158m due to staff costs and day care is underspent by £0.101m.	
Minor Variances	1.293	1.284	-0.009	-0.003			
<b>Adults of Working Age</b>							
Resources & Regulated Services	33.469	33.393	-0.076	-0.145		The PDSI (physically disabled and sensory impaired) budget is reporting a £0.437m overspend due to the net costs of care packages. The in-house supported living service is £0.155m overspent due to care hours and agency costs, a £0.350m contribution from reserves is currently offsetting further costs. The care package costs for independently provided care for learning disability services is £0.600m underspent. The learning disability service day provision is £0.068m underspent.	
Children to Adult Transition Services	1.001	0.834	-0.168	-0.109		This is the cost of care packages for young adults transferring from Childrens Services to Adult Social Care. Care packages are usually new to this financial year and often estimated in the first instance, meaning costs can change throughout the year as service costs are finalised.	
Professional and Administrative Support	0.397	0.342	-0.055	-0.050		The underspend is due to in-year vacancies.	
Residential Placements	2.607	2.942	0.335	0.286		This is the overall cost of mental health care packages. This is a volatile service and additional service needs can be identified throughout the year leading to increased costs.	
Minor Variances	3.452	3.321	-0.131	-0.101			
<b>Children's Services</b>							
Family Group Meetings	0.122	0.182	0.061	0.053		Demand for this service is resulting in increased sessional worker hours	
Family Placement	3.175	2.972	-0.203	-0.164		The underspend is due to the number of in-house foster carers within the service being lower than those which we have historically had.	
Integrated Working	0.206	0.263	0.057	0.059		Pressures are due to contributions toward the Integrated Family Support Service and a shortfall in Supporting People Funding.	
Legal & Third Party	0.262	0.542	0.280	0.269		Legal costs are overspent by £0.146m due to the number of cases going through the courts and some use of external professionals. Client support and Section 17 costs are overspent by £0.124m. Direct Payments are overspending by £0.010m due to demand.	
Residential Placements	1.595	1.247	-0.348	-0.288		The in-house residential care provision is in receipt of a significant Welsh Government grant which is offsetting in-year costs.	



**Budget Monitoring Report**  
**Council Fund Variances**

**MONTH 7 - SUMMARY**

Service	Approved Budget (£m)	Projected Outturn (£m)	Annual Variance (£m)	Last Month Variance (£m)	In-year Moratorium (£m)	Cause of Major Variances greater than £0.050m	Action Required
Professional Support	5.824	6.734	0.909	0.856		To support adequate levels of child protection, the established staffing structure needs to be at a sufficient level to meet mandatory safeguarding standards. Vacancies are minimised and additional temporary posts are sometimes required to be able to meet the challenges and demands of Childrens Services, the resulting overspend from such arrangements is £0.113m. Two managed agency teams are currently being contracted to support the service, reserves are being used to mitigate most of these costs but there is a projected overspend of £0.523m as a result, cost will increase if there is a requirement to extend contracts further. The Leaving Care budget, which supports young people who were Looked After Children, is overspending by £0.114m due to increasing numbers of care leavers. The cost of some external contracts are £0.080m overspent due to inflationary pressures. Cost of Direct Payments to provide support to children with disabilities is £0.079m overspent due to service demand.	
Minor Variances	0.694	0.752	0.058	0.024			
<b>Safeguarding &amp; Commissioning</b>							
Business Systems & Financial Assessments	0.937	1.025	0.089	0.089	-0.032	A new social services IT system is being implemented which requires additional project management and development costs	
Charging Policy income	-3.385	-3.542	-0.157	-0.155		This is the income from services users who are charged a contribution towards the care they receive	
Minor Variances	2.616	2.661	0.046	0.076			
<b>Total Social Services</b>	<b>86.803</b>	<b>87.482</b>	<b>0.678</b>	<b>0.530</b>	<b>-0.032</b>		
<b>Out of County</b>							
Children's Services	12.281	13.388	1.107	1.070		The service is facing continued high demand for placements together with supply market challenges and inflationary pressures with 34 new placements made in the year to date and contingency provision of £0.250m for new placements.	
Education & Youth	5.004	5.234	0.230	0.223		The service is facing continued high demand for placements together with supply market challenges and inflationary pressures with 17 new placements made in the year to date and contingency provision of £0.250m for new placements.	
<b>Total Out of County</b>	<b>17.285</b>	<b>18.622</b>	<b>1.337</b>	<b>1.293</b>	<b>0.000</b>		
<b>Education &amp; Youth</b>							
Inclusion & Progression	5.298	5.266	-0.032	-0.024		Staff savings from vacant posts.	
Integrated Youth Provision	0.947	0.862	-0.085	-0.068	-0.017	Mainly due to staff vacancies	
School Improvement Systems	1.836	1.719	-0.118	-0.093		There has been a projected reduction in the Early Entitlement service, in payments to settings due to demography. Top-up subsidy continuing and other Welsh Government grants, allowing core budget to be released within the service. The School Improvement service have a reported underspend of £37k. This relates to the pressure budget of £0.028m for the Digital Advisor Post. This role was not appointed to until September 23, therefore creating a saving. Other underspends relate to income from several grants around ACL to offset manager time.	
Minor Variances	1.820	1.870	0.049	0.049			
<b>Total Education &amp; Youth</b>	<b>9.902</b>	<b>9.716</b>	<b>-0.186</b>	<b>-0.136</b>	<b>-0.017</b>		

**Budget Monitoring Report**  
**Council Fund Variances**

**MONTH 7 - SUMMARY**

Service	Approved Budget (£m)	Projected Outturn (£m)	Annual Variance (£m)	Last Month Variance (£m)	In-year Moratorium (£m)	Cause of Major Variances greater than £0.050m	Action Required
Schools	114.081	114.313	0.232	0.193	0.000	Redundancy costs £0.290m over budget after taking account of reserves carried forward, Free School Meals price increase and take up totalling £0.126m, mitigated by (£0.100m) underspend in pension added years and a number of minor variances each below (£0.0250m).	
<b>Streetscene &amp; Transportation</b>							
Service Delivery	9.808	10.039	0.231	0.220	-0.077	Service Delivery have implemented tight controls to the allocation of PPE, materials and receptacles through the in-house stores. Changes to the security provision in the Alltami Depot, Greenfield transfer station and HRC sites have generated savings as per MTFS 2023/24, following a review of the service needs. Cleaning costs have also been reviewed and reduced. The service is subject to increasing inflationary pressures and demand for temporary repairs on the road network, largely due to a lack of funding and investment in the highway network and fluctuating costs of tar and traffic management for repairs. Any overall overspend, is partly offset by performance of the in-house construction team delivering work such as 20mph scheme rather than contracting the work externally.	
Highways Network	8.514	9.754	1.239	0.734		The renewal of the fleet contract through contract extension from October 2023 has realised an in-year overspend of £0.658m. The remaining variance of £0.170m is attributable to increases in energy costs in both road fuel and streetlighting energy, increased insurance premiums, and defective highway network infrastructure repairs. Additional costs of £1m are projected in relation to the clean up and reinstatement works required following Storm Babet and more recently Storm Ciaran. It is anticipated that some Emergency Financial Assistance Funding (EFAS) from WG can be claimed alongside utilisation of the Severe Weather Reserve, bringing the net cost down to a projected £0.500m.	Further increases on the Fleet Contract in 2024/25 are being considered within the MTFS.
Transportation	11.118	11.020	-0.098	-0.018	-0.080	Vacancies within Transport Strategy and moratorium on recruitment are contributing to the overall underspend	
Regulatory Services	11.305	11.530	0.225	0.220		The overspend variance is due to sustained high volumes of residual black waste being collected, together with the reduction in income levels for both recyclable materials and a reducing return on electricity generation from gas and solar at the former landfill sites.	
<b>Total Streetscene &amp; Transportation</b>	<b>40.745</b>	<b>42.343</b>	<b>1.597</b>	<b>1.155</b>	<b>-0.157</b>		
<b>Planning, Environment &amp; Economy</b>							
Development	0.024	-0.291	-0.314	-0.328		Receipt of a one-off high value Planning Fee (£0.300m for Northern Gateway)	
Access	1.544	1.666	0.122	0.162	-0.040	Projected cost of Ash Die Back works to March, 2024 mitigated by savings from vacant posts	
Climate Change	0.165	0.102	-0.062	-0.062		Staff savings from vacant posts	
Regeneration	0.846	0.736	-0.109	-0.050	-0.020	Staff savings from vacant posts; Wales Rally GB budget saving; maximisation of Grant Income.	
Management & Strategy	1.354	1.151	-0.203	-0.206		Staff savings from vacant posts together with at Month 7 confirmation of the Welsh Government Flood Risk Management Grant allocation for Flintshire at £0.225m.	
Minor Variances	3.125	3.167	0.043	0.072	-0.024		
<b>Total Planning &amp; Environment</b>	<b>7.057</b>	<b>6.533</b>	<b>-0.524</b>	<b>-0.412</b>	<b>-0.084</b>		
<b>People &amp; Resources</b>							
HR & OD	2.257	2.170	-0.087	-0.058	-0.029	Staff savings from vacant posts	

**Budget Monitoring Report**  
**Council Fund Variances**

**MONTH 7 - SUMMARY**

Service	Approved Budget (£m)	Projected Outturn (£m)	Annual Variance (£m)	Last Month Variance (£m)	In-year Moratorium (£m)	Cause of Major Variances greater than £0.050m	Action Required
Corporate Finance	2.082	2.014	-0.068	-0.014	-0.063	Revised projection for Feasibility Study costs and staff savings from vacant posts	
<b>Total People &amp; Resources</b>	<b>4.339</b>	<b>4.184</b>	<b>-0.155</b>	<b>-0.072</b>	<b>-0.092</b>		
<b>Governance</b>							
Legal Services	0.942	1.147	0.206	0.201		Additional costs for locum services covering vacant posts	
Democratic Services	2.411	2.480	0.069	0.069		Backdated Superannuation costs and current level of Members Allowances	
ICT	5.168	5.117	-0.051	0.067	-0.108	Estimated cost for packaged software application(Flare) lower than previously anticipated £0.076m, commitment challenge and minor favourable movements.	
Customer Services	1.040	0.873	-0.167	-0.143	-0.020	Staff savings from vacant posts and higher than anticipated fee income levels	
Revenues	0.566	0.393	-0.173	-0.192		Projected surplus on the Council Tax Collection Fund	
Minor Variances	1.333	1.311	-0.022	-0.012	-0.005		
<b>Total Governance</b>	<b>11.460</b>	<b>11.322</b>	<b>-0.139</b>	<b>-0.011</b>	<b>-0.133</b>		
<b>Assets</b>							
CPM & Design Services	0.674	0.581	-0.093	-0.093		Due to increased fee income	
Minor Variances	-0.674	-0.581	0.093	0.093	-0.005		
<b>Total Assets</b>	<b>11.045</b>	<b>10.836</b>	<b>-0.210</b>	<b>-0.208</b>	<b>-0.005</b>		
<b>Housing and Communities</b>							
Housing Solutions	2.232	4.882	2.649	2.748		The Housing Solutions service is currently reflecting a net projected overspend of £2.649m. This is mainly due to a projected overspend of £3.503m on temporary accommodation within Hotels and B and B provision, which is being offset by additional Housing Benefit income of (£0.444m). There are also other projected underspends and mitigation impacts within the wider Housing Solutions service amounting to a net figure of £0.410m, including additional internal allocation of HSG to fund salary costs, use of reserves, minor salary savings due to vacancies and use of WG grant income. The service are actively exploring a number of mitigation measures, some of which may have operational impacts on other parts of the wider Housing service, which when approved will be incorporated within an action plan to reduce the current level of projected overspend within the Homelessness service.	
Minor Variances	13.466	13.490	0.024	0.022	-0.010		
<b>Total Housing and Communities</b>	<b>15.698</b>	<b>18.371</b>	<b>2.673</b>	<b>2.770</b>	<b>-0.010</b>		
<b>Chief Executive's</b>	<b>1.608</b>	<b>1.618</b>	<b>0.009</b>	<b>0.008</b>			
<b>Central &amp; Corporate Finance</b>	<b>32.096</b>	<b>30.453</b>	<b>-1.643</b>	<b>-1.551</b>		The projection on the Central Loans and Investment Account (CLIA) is an underspend of (£1.550m) due to the Council having not taken out any new short or long term borrowing and continues to invest a significant amount of funds. This pattern has continued from the previous financial year resulting in no short term borrowing costs being incurred and the Council generating increased income from investments, which have increased in line with bank interest rates. The favourable variance increased further following the benefit of a £0.048m NDR windfall at Month 6. The variance has improved further following a review of the CLIA forecast underspend, with an improvement of £0.100m for October.	
<b>Grand Total</b>	<b>352.121</b>	<b>355.792</b>	<b>3.671</b>	<b>3.559</b>	<b>-0.530</b>		

## 2023/24 Efficiencies Outturn Tracker - Month 7

Efficiency Description	Accountable Officer	Efficiency Target	Projected Efficiency	(Under)/Over Achievement	Efficiency Open/Closed (O/C)	Reason for variation	Mitigating Action if Amber or Red
		2023/24 £m	2023/24 £m	2023/24 £m			
<b>Portfolio</b>							
<b>Corporate</b>							
Reduction In CLIA	Chris Taylor	0.364	0.364	0.000	C		
Actuarial Review	Gary Ferguson	1.874	1.874	(0.000)	C		
NI Reversal	Rachel Parry Jones	0.474	0.474	0.000	C		
<b>Total Corporate Services</b>		<b>2.712</b>	<b>2.712</b>	<b>(0.000)</b>			
<b>Chief Executives / Assets</b>							
Transport Savings	Neal Cockerton	0.010	0.010	0.000	C		
Vacancy Savings	Neal Cockerton	0.048	0.048	0.000	C		
3rd Sector Budget	Neal Cockerton	0.041	0.041	0.000			
<b>Total Chief Executives</b>		<b>0.099</b>	<b>0.099</b>	<b>0.000</b>			
<b>People &amp; Resources</b>							
Modern Apprentices HR&OD	Sharon Carney	0.072	0.072	0.000	C		
Vacancy Savings Corporate Finance	Gary Ferguson	0.086	0.086	0.000	C		
Transport and Training Savings Corporate Finance	Gary Ferguson	0.016	0.016	0.000	C		
<b>Total People &amp; Resources</b>		<b>0.174</b>	<b>0.174</b>	<b>0.000</b>			
<b>Assets - ADMs</b>							
Newydd	Rachael Corbelli	0.019	0.019	0.000	C		
Newydd NI	Rachael Corbelli	0.023	0.023	0.000	C		
<b>Total Assets - ADMs</b>		<b>0.042</b>	<b>0.042</b>	<b>0.000</b>			
<b>Housing &amp; Communities</b>							
CTRS Reduction	Vicky Clark	0.147	0.147	0.000	C		
<b>Total Housing &amp; Communities</b>		<b>0.147</b>	<b>0.147</b>	<b>0.000</b>			
<b>Governance</b>							
Members Support Budget	Gareth Owen	0.016	0.016	0.000	C		
Members Allowances	Gareth Owen	0.060	0.060	0.000	C		
Central Despatch	Gareth Owen	0.022	0.022	0.000	C		
Mold & Buckley Connects	Gareth Owen	0.060	0.060	0.000	C		
<b>Total Governance</b>		<b>0.158</b>	<b>0.158</b>	<b>0.000</b>			
<b>Planning, Environment &amp; Economy</b>							
Vacancy Savings	Andrew Farrow	0.020	0.020	0.000	C		
Fee Income	Andrew Farrow	0.180	0.180	0.000	C		
<b>Total Planning, Environment &amp; Economy</b>		<b>0.200</b>	<b>0.200</b>	<b>0.000</b>			
<b>Streetscene &amp; Transportation</b>							
Enhanced Enforcement for Recycling	Katie Wilby						
		0.046	0.046	0.000	O	Side waste enforcement is already taking place with FPNs being issued, but the next steps for enforcing against those who do not habitually recycle will be to take enforcement action if residents place recyclable waste in their black bin. To introduce this will first require a period of education and engagement. Additional x3 recycling officers are currently being recruited and, once appointed, the aim is for these officers to support with door-knocking campaigns and community events in advance of introducing enhanced enforcement	Likely introduction is January 2024.
Part night Street Lighting	Katie Wilby	0.018	0.000	(0.018)	O	Difficult to implement in year due to the consultation required, and the limited opportunity following previous roll-outs. This will also require investment in the equipment to allow the switch-offs	Discussions being held with an update to come how we can achieve this saving.
Review Provision of Public Conveniences	Katie Wilby	0.012	0.000	(0.012)	O	The efficiency is largely reliant on the review of sites following the implementation of the Local Toilet Strategy and capital investment in FY 24/25-26/27.	
Extend, Repair & Reuse Initiatives	Katie Wilby	0.010	0.000	(0.010)	O	When this was put forward, we stated that the initiative would be dependent on investment funding either from WG Circular Economy grant funding or capital programme. We are still awaiting the outcome of our bid to WG, which is now unlikely given the current economic climate. Without the grant funding the initiative cannot be introduced and the efficiency will not be met.	
Waste & Recycling Round Review	Katie Wilby	0.075	0.075	0.000	C		
In House Highways Service	Katie Wilby	0.025	0.025	0.000	C		
Review of Security Arrangements Alltami Depot	Katie Wilby	0.050	0.050	0.000	C		
Apprenticeship Trainee Scheme Reduction	Katie Wilby	0.035	0.035	0.000	C		

Efficiency Description	Accountable Officer	Efficiency Target	Projected Efficiency	(Under)/Over Achievement	Efficiency Open/Closed (O/C)	Reason for variation	Mitigating Action if Amber or Red
		2023/24 £m	2023/24 £m	2023/24 £m			
<b>Portfolio</b>							
Increase Car Parking Charges	Income Generation	Katie Wilby	0.187	0.187	0.000	C	Decision approved and new charges will come into effect from October 2023 (original date planned was July 2023). Additional initiatives e.g. Free after Three and extension to parking times will mean that the original efficiency will be difficult to achieve unless the utilisation levels increase beyond current levels. Delays in being implemented.
Introduce Car Parking Charges on all Council Owned Car Parks	Income Generation	Katie Wilby	0.035	0.000	(0.035)	O	
Fleet Workshop	Income Generation	Katie Wilby	0.010	0.010	0.000	C	
Training Facility	Income Generation	Katie Wilby	0.010	0.010	0.000	C	
Funeral Services	Income Generation	Katie Wilby	0.010	0.010	0.000	C	
<b>Total Streetscene &amp; Transportation</b>			<b>0.523</b>	<b>0.448</b>	<b>(0.075)</b>		
<b>Social Services</b>							
Contribution to Regional Team	Reduction in Contribution	Neil Ayling	0.050	0.050	0.000	C	
Reduced Contribution to EDT	Contract Costs Reduced	Neil Ayling	0.011	0.011	0.000	C	
Retendering of HFT	Contract Costs Reduced	Neil Ayling	0.040	0.040	0.000	C	
<b>Total Social Services</b>			<b>0.101</b>	<b>0.101</b>	<b>0.000</b>		
<b>Education &amp; Youth</b>							
Central Management Budget	Vacant Post	Claire Homard	0.060	0.060	0.000	O	
ALN Advocacy	Offset costs from LAEG ALN Grant	Claire Homard	0.020	0.020	0.000	O	
ALN Legal	Offset costs from LAEG ALN Grant	Claire Homard	0.010	0.010	0.000	O	
ALN Resource Provisions	Offset costs from LAEG ALN Grant	Claire Homard	0.100	0.100	0.000	O	
Early Years Entitlement	Budget Reductions	Claire Homard	0.095	0.095	0.000	O	
Youth Club Buildings	Building Closure	Claire Homard	0.017	0.017	0.000	O	
Youth Services	Vacant Posts (1 FTE 1 PT)	Claire Homard	0.056	0.056	0.000	O	
Youth Justice	Offset costs from Grant	Claire Homard	0.016	0.016	0.000	O	
<b>Total Education &amp; Youth</b>			<b>0.374</b>	<b>0.374</b>	<b>0.000</b>		
<b>Schools</b>							
3% Reduction in Delegated Funding		Claire Homard	3.103	3.103	0.000	O	
NI Reversal (Schools & Teachers)		Claire Homard	0.857	0.857	0.000	O	
Actuarial Review		Claire Homard	0.776	0.776	0.000	O	
<b>Total Schools</b>			<b>4.736</b>	<b>4.736</b>	<b>0.000</b>		
<b>Total 2023/24 Budget Efficiencies</b>			<b>9.265</b>	<b>9.190</b>	<b>(0.075)</b>		

	%	£
<b>Total 2023/24 Budget Efficiencies</b>	<b>100</b>	<b>9.265</b>
<b>Total Projected 2023/24 Budget Efficiencies Underachieved</b>	<b>-1</b>	<b>(0.075)</b>
<b>Total Projected 2023/24 Budget Efficiencies Achieved</b>	<b>99</b>	<b>9.190</b>
<b>Total 2023/24 Budget Efficiencies (Less Previously agreed Decisions)</b>	<b>100</b>	<b>0.000</b>
<b>Total Projected 2023/24 Budget Efficiencies Underachieved</b>	<b>0</b>	<b>0.000</b>
<b>Total Projected 2023/24 Budget Efficiencies Achieved</b>	<b>0</b>	<b>0.000</b>

**Movements on Council Fund Unearmarked Reserves**

	£m	£m
Total Reserves as at 1 April 2023	19.162	
Less - Base Level	(5.769)	
<b>Total Reserves above base level available for delegation to Cabinet</b>		13.393
Less - COVID-19 Hardship Funding Allocation		3.743
Less - Children's Services Legal Costs		0.142
Add - Transfer to Reserve Budget 2023/24		0.006
Less - Clwyd Theatr Cymru (Month 2)		0.100
Less - estimated impact of the pay award		2.727
Add - Total Balances Released to Reserves (Month 5)		0.648
Less - Month 7 projected outturn		3.671
<b>Total Contingency Reserve available for use</b>		<b>3.664</b>

Brought Forward 9.508

**Budget Monitoring Report**  
**Housing Revenue Account Variances**

**MONTH 7 - SUMMARY**

Service	Revised Budget (£m)	Projected Outturn (£m)	Variance (£m)	Last Month Variance (£m)	Cause of Major Variance	Action Required
<b>Housing Revenue Account</b>						
Income	(38.829)	(38.623)	0.206	0.239	There is a net pressure relating to void properties of £0.231m. This relates to costs such as void rent loss, council tax charges and service charges and is net of additional income relating to new build properties and voids moving to target rent. We are anticipating a variance of approximately £0.023m on garage rents. We are forecasting a reduction in the requirement to top up the Bad Debt Provision of (0.050). Other minor variances of (£0.010m).	
Capital Financing - Loan Charges	7.010	7.010				
Estate Management	3.125	2.865	(0.260)	(0.253)	Projected vacancy savings of approximately (£0.297m) which is being offset by agency costs of £0.175m. Additional allocation of Housing Support Grant (£0.100m). Other minor variances of (£0.011m).	
Landlord Service Costs	1.617	1.506	(0.111)	(0.100)	Projected vacancy savings of approximately (£0.156m). We are also forecasting an increase in fleet costs of £0.028m and materials and hire of £0.043m. There is an anticipated reduction in subcontractor spend of (£0.032m). Other minor variances of £0.018m.	
Repairs & Maintenance	12.150	12.196	0.045	0.043	Projected vacancy savings of approximately (£0.114m). Increased Fleet Contract renewal costs of £0.126m. Other minor variances of £0.033m.	VOIDS Sub Contractor projection is currently to budget. Potential overspend to be met from CERA.
Management & Support Services	2.678	2.697	0.019	0.003	Projected vacancy savings of approximately (£0.077m). Insurance Costs £0.034m. Other minor variances of £0.062m.	
Capital Expenditure From Revenue (CERA)	12.712	12.712				
HRA Projects	0.126	0.126	0.000	0.000		
Contribution To / (From) Reserves	(0.589)	(0.589)				
<b>Total Housing Revenue Account</b>	<b>(0.000)</b>	<b>(0.100)</b>	<b>(0.100)</b>	<b>(0.069)</b>		

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