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To: Councillor Clive Carver (Chairman)

Councillors: Haydn Bateman, Bob Connah, Paul Cunningham, Patrick Heesom, Andrew Holgate, Dave Hughes, Paul Johnson, Richard Jones, Mike Lowe, Hilary McGuill, Michelle Perfect, Vicky Perfect, Andy Williams and Arnold Woolley

6 July 2018

Dear Councillor

You are invited to attend a meeting of the Corporate Resources Overview & Scrutiny Committee which will be held at 10.00 am on Thursday, 12th July, 2018 in the Delyn Committee Room, County Hall, Mold CH7 6NA to consider the following items

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 - 18)

Purpose: To confirm as a correct record the minutes of the meetings held on 4 and 14 June 2018.

4 FORWARD WORK PROGRAMME (CORPORATE RESOURCES) (Pages 19 - 24)

Report of Democratic Services Manager

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

5 INTEGRATED IMPACT ASSESSMENT (IIA) (Pages 25 - 30)

Report of Chief Executive - Cabinet Member for Corporate Management and Assets

Purpose: To enable the Committee's understanding and application of the Integrated Impact Assessment (IIA)

6 REVENUE BUDGET MONITORING 2017/18 (OUTTURN) AND CAPITAL PROGRAMME MONITORING 2017/18 (OUTTURN) (Pages 31 - 82)

Report of Chief Executive - Leader of the Council and Cabinet Member for Finance

Purpose: This report provides the revenue budget outturn position for 2017/18 for the Council Fund and Housing Revenue Account.

7 REVENUE BUDGET MONITORING 2018/19 (INTERIM) (Pages 83 - 94)

Report of Chief Executive - Leader of the Council and Cabinet Member for Finance

Purpose: This report provides known key risks and issues to the revenue budget outturn position for 2018/19 for the Council Fund and Housing Revenue Account.

8 STRATEGIC EQUALITY PLAN ANNUAL REPORT 2016/18 AND WELSH LANGUAGE ANNUAL MONITORING REPORT 2017/18 (Pages 95 - 156)

Report of Chief Executive - Cabinet Member for Corporate Management and Assets

Purpose: To approve the Council's final Welsh Language Standards Annual Report 2017/18 and Strategic Equality Plan Annual Report 16/18 prior to publication.

9 REVENUE CONSEQUENCES OF MAJOR CAPITAL PROGRAMME INVESTMENTS (Pages 157 - 186)

Report of Chief Executive - Leader of the Council and Cabinet Member for Finance

Purpose: To receive a report on the Revenue consequences of major capital programme investments

Yours sincerely

A handwritten signature in black ink, appearing to read "Robert Robins", with a horizontal line extending to the right.

Robert Robins
Democratic Services Manager

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CORPORATE RESOURCES O & S COMMITTEE **4TH JUNE 2018**

Minutes of the meeting of the Corporate Resources Overview & Scrutiny Committee of Flintshire County Council held in the Delyn Committee Room, County Hall, Mold on Monday 4th April 2018

PRESENT: Cllr Clive Carver (Chairman)

Councillors: Haydn Bateman, Patrick Heesom, Andrew Holgate, Dave Hughes, Paul Johnson, Richard Jones, Mike Lowe, Hilary McGuill, Michelle Perfect, Vicky Perfect, Andy Williams and Arnold Woolley

SUBSTITUTES: Councillor: Joe Johnson for Paul Cunningham

APOLOGIES: Councillor: Bob Connah

ALSO PRESENT: Councillor: Marion Bateman attended as an observer

CONTRIBUTORS: Councillor Billy Mullin, Cabinet Member for Corporate Management; Interim Chief Officer (Education & Youth) and Corporate Business and Communications Executive Officer

IN ATTENDANCE:

Overview & Scrutiny Facilitator; and Democratic Services Support Officer

12. DECLARATIONS OF INTEREST

There were no declarations of interest.

13. COUNCIL PLAN 2018/19

The Corporate Business and Communications Executive Officer commenced the presentation and referred Members to the Council Plan and Targets Review sheets which had been circulated. This document outlined the suggestions made by Members at the Workshop held on the 29th May in Part 1 and the targets for excelling, improvement or maintaining within the Council Plan were referred to in Part 2.

Councillor Richard Jones welcomed the revised version of the strategic approach to regenerating and supporting town centres, as circulated at the meeting but remained concerned around whether the Council had adequate resources to drive through the ambition. The Corporate Business and Communications Executive Officer explained that the developed approach to regenerate and support town centres would be carried out in partnership with Town Councils.

Councillor Jones also asked why the performance target for affordable homes had been removed. In response to the explanation from the Corporate Business and Communications Executive Officer that the target would have been removed as a national performance measure, Councillor Jones suggested that the target be continued as a local measure in 2018/19. Councillor Patrick Heesom agreed with this

suggestion and comments on the concerns around developers finding loopholes in the legislation to provide an adequate number of affordable housing.

Councillor Heesom also raised concerns around the lack of youth provision across the County and that the vast majority of residents across the county were not able to access the Communities First programme and therefore would not benefit from the services including encouraging access to work etc. The Interim Chief Officer (Education & Youth) said that these comments had been taken on board.

Councillor Hilary McGuill referred to the Council Plan Theme, 'Green Council', and said that during the Member workshop she had suggested that the Council work with fast food outlets to ask them to introduce a scheme where the registration number of a vehicle was printed on the food packaging in order to reduce litter across the County. The Corporate Business and Communications Executive Officer suggested that this be added to the Forward Work Programme of the Environment Overview & Scrutiny Committee to consider available options.

Councillor McGuill also asked that Carers' satisfaction continue to be monitored.

In response to comments around school admissions, the Interim Chief Officer explained the Council's School Admission Policy and the appeal process which was open to parents if they had not been initially successful in gaining a place at their first school of choice.

Councillor Joe Johnson asked if information on the location of the transient Traveller sites could be provided. He also asked if the Town Centre Investment Plans would be shared equitably across the County. The Corporate Business and Communications Executive Officer confirmed that the location of the transient Traveller sites was yet to be decided.

Councillor Paul Johnson suggested that the Heritage Strategy, which included important sites like Greenfield Valley, would be more relevant if it moved to the 'Ambitious Council' Council Plan Theme, especially from a tourism and economic opportunity perspective.

In response to a question and concerns raised around the quality of Houses in Multiple Occupation (HMOs), the Corporate Business and Communications Executive Officer responded that the development of a Policy document would ensure improvement in quality in the future. Welsh Government (WG) do not currently have a policy on this.

In response to a number of questions around street cleanliness and the cleanliness survey, the Corporate Business and Communications Executive Officer explained that an independent survey was carried out across all 22 Local Authorities in Wales. She suggested that this be added to the Forward Work Programme of the Environment Overview & Scrutiny Committee to consider at a future meeting, including information on how the independent survey was funded.

The Chairman thanked Members for their comments and explained that their comments would be presented to Cabinet to consider for the final content of the Council Plan 2018/19.

RESOLVED:

That the Committee support the content of the notes and responses from the Member Workshop held on 28 May, as circulated at the meeting, to be presented to Cabinet, together with the comments made by Members during the meeting, to consider for the final content of the Council Plan 2018/19.

14. PERFORMANCE OUT-TURN 2017/18

The Interim Chief Officer (Education & Youth) presented the Council's performance overview for 2017-18, taking into account the locally identified performance measures and the nationally benchmarked measures, known as Public Accountability Measures (PAMs).

Overall performance in both documents was positive, with the majority of measures showing achievement of target and an improving trend during the year. However, it was important that the Council remained focused and there continued to be a level of scrutiny on priority performance areas during 2018/19.

The report provided details on performance measures which had showed a decline in performance, had not met target by a significant margin or were nationally in the bottom 2 benchmarking quartiles. Agreed measures in these categories would be monitored for future review and oversight.

Councillor Patrick Heesom raised a number of concerns around the number of red indicators. He commented that the Key Stage 4 educational attainment was not high enough and that that performance for pupils receiving free school meals was not adequate. He said that improvement in these areas was needed as a matter of urgency.

Councillor Hilary McGuill commented on the performance measures for young people not in education, employment or training (NEETS) and said that they needed to be identified and tracked earlier on and not just reported at the age of 16. The Interim Chief Officer said that this was a priority for the portfolio moving forward and outlined the need for limited resources to be used for the greatest challenges.

In response to concerns raised around Aura Leisure, the Corporate Business and Communications Executive Officer explained that the Organisational Change Overview & Scrutiny Committee would continue to receive update reports on the performance of Aura Leisure.

Councillor Richard Jones asked if a document could be provided to Members which showed the changes between the 2017/18 Council Plan and the 2018/19 Plan which would assist Members in easily identifying changes. The Corporate Business and Communications Executive Officer agreed to provide this information at the next Corporate Resources Overview & Scrutiny Committee meeting. She also reported

that a review of the 2018/19 Council Plan to inform the 2019/20 Plan would start earlier in October/November 2018.

Members sought clarification on the wording of the performance indicators, direction of travel and performance progress comments for the following:-

- IP1.3.4.1.MO1 – Annual reduction of domestic fuel bills for residents of Flintshire (£);
- IP6.1.2.3.MO3 – Percentage of Managers completing stress related programmes;
- IP6.1.2.4.MO4 – Percentage of employees completing stress related programmes;
- IP1.6.4.2.MO2 – the number of reported incidents of domestic abuse and Sexual Violence;
- IP1.6.4.3.MO3 – the number of domestic abuse incidents reported to North Wales Police

The Interim Chief Officer provided an explanation on Managers and employees completing stress related programmes, with the aim to ensure enough Managers were trained to identify instances of stress and provide the necessary assistance where needed. The Corporate Business and Communications Executive Officer explained that whilst the target for reported incidents of domestic abuse was 0 (as it was not appropriate to set a target), the RAG status was shown as 'Green' to show an improvement in the reporting of incidents, which needs to increase, rather than remaining 'hidden'.

Members asked that the descriptions and explanations provided in future performance reports be in plain English and understandable to all. The Corporate Business and Communications Executive Officer took on board these comments and said that guidance on this was regularly provided to performance lead officers.

Councillor Patrick Heesom commented that there was a need for Members to understand any budget implications of not meeting performance targets.

Councillor Arnold Wolley suggested that the Committee invite Cabinet to publish an action plan to address under-performance where they have a RAG status of Amber, with a downturn performance trend, as well as a status of Red. This was supported by the Committee. The Overview & Scrutiny Facilitator confirmed that the action plan would be submitted to the next Corporate Resources Overview & Scrutiny Committee meeting.

RESOLVED:

- a) That the areas of corporate and service under-performance against the Council Plan and the performance measures set for 2017/18 be noted; and
- b) That the Committee invite Cabinet to publish an action plan to address any areas of under-performance where they have a RAG status as Red or Amber, with a downturn performance trend.

15. MEMBERS OF THE PUBLIC AND PRESS IN ATTENDANCE

There was one member of the press in attendance.

(The meeting started at 2.00 pm and ended at 3.41 pm)

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Chair

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CORPORATE RESOURCES OVERVIEW & SCRUTINY COMMITTEE
14 JUNE 2018

Minutes of the meeting of the Corporate Resources Overview & Scrutiny Committee of Flintshire County Council held in the Delyn Committee Room, County Hall, Mold on Thursday, 14 June 2018

PRESENT: Councillor Clive Carver (Chairman)

Councillors: Haydn Bateman, Bob Connah, Paul Cunningham, Patrick Heesom, Andrew Holgate, Dave Hughes, Paul Johnson, Richard Jones, Mike Lowe, Hilary McGuill, Michelle Perfect, Vicky Perfect, Andy Williams and Arnold Woolley

APOLOGIES: Councillor Aaron Shotton, Leader and Cabinet Member for Finance; Chief Executive; and Senior Manager, Human Resources & Organisational Development

CONTRIBUTORS: Councillor Bernie Attridge, Deputy Leader and Cabinet Member for Housing; Billy Mullin, Cabinet Member for Corporate Management and Assets; Chief Officer (Governance); Corporate Finance Manager; and Finance Manager, Strategy Accounting & Systems

IN ATTENDANCE: Democratic Services Manager and Democratic Services Officer

16. DECLARATIONS OF INTEREST

None were received.

17. MINUTES

The minutes of the meeting held on 17 May 2018 were submitted.

Minute number 3 - Councillor Heesom reiterated his request for a copy of the report on the Flintshire bridge and was told that this would be made available in due course. He also sought information on projects involved in the North Wales Growth Deal and was informed by the Chief Officer (Governance) that a summary of projects had been shared at the recent Member workshop. The formal proposal document would be made available to Members over the Summer and then submitted to full Council in September following approval by the Shadow Board.

RESOLVED:

That the minutes be approved as a correct record and signed by the Chairman.

18. VARIATION IN ORDER OF BUSINESS

The Chairman indicated that in line with the agreed practice, the Forward Work Programme (agenda item 7) would be brought forward. The remainder of the items would be considered in the order shown on the agenda.

19. FORWARD WORK PROGRAMME

The Democratic Services Manager presented the current Forward Work Programme for consideration.

The Corporate Finance Manager advised that the Capital Out-turn report for 2017/18 would need to be added for the July meeting.

Due to the number of nature of items scheduled for the July meeting, it was agreed that an additional meeting may need to be arranged.

Councillor Jones asked that a separate report to highlight specific high-risk items within the budget be scheduled every other month. The Corporate Finance Manager explained that this was addressed as part of the Revenue Budget Monitoring reports. Councillor Attridge suggested that a specific section on all high-risk issues could be included in the monthly monitoring reports. The Democratic Services Manager pointed out that this would also benefit in highlighting those issues to Cabinet. This approach was agreed by the Committee.

RESOLVED:

- (a) That the Forward Work Programme as submitted, be approved with the following amendment;
 - An item on Capital out-turn 2017/18 to be included for the July meeting.
- (b) That the Democratic Services Manager, in consultation with the Chair and Vice-Chair, be authorised to vary the Forward Work Programme between meetings, should this be necessary; and
- (c) That the monthly budget monitoring report should include a commentary section on high-risk items within the budget, so that progress on them are immediately drawn to the attention of the Cabinet and the Committee.

20. YEAR-END COUNCIL PLAN MONITORING REPORT 2017/18

The Chief Officer (Governance) presented the 2017/18 year-end progress report on the Council Plan for 2017-23 providing analysis on areas relevant to the Committee.

Attention was drawn to the section on current levels of performance showing that 58% of performance indicators had been met or exceeded. As reported at the recent Member workshop, performance targets in last year's Plan which had not been achieved and were not carried forward into this year were being monitored by Chief Officers through agreed action plans. These would be included as part of performance reporting to the Committee and Cabinet.

Councillor Jones referred to the document on national public accountability measures (PAMs) which had been circulated at the workshop and highlighted a

number of inconsistencies with the report, with some items missing from the Council Plan and others where outcomes differed. He agreed to share his list of concerns with the Chief Officer so that these could be investigated.

He said that performance on Disabled Facilities Grants (DFGs) was self-induced and should be given a red risk rating rather than amber. Whilst acknowledging the explanations previously given on actions to improve the percentage of employee annual appraisals, he felt that this should also be given a red risk rating. On Green Council actions, he sought more information on 'public transport infrastructure and vehicle procurement in Deeside' for accessing employment, health, leisure and education.

The Chief Officer explained that PAMs were Welsh Government (WG) priorities and therefore not all were included amongst the Council's priorities within the Council Plan. Due to the challenges on DFGs, an increase in budget for 2018/19 had been agreed by the Council.

Councillor Heesom referred to discussion on the Internal Audit report on DFGs at the Audit Committee. Councillor Attridge provided information on the professional oversight board which had been established to progress the issues and indication given by the Chief Executive that a similar model would be adopted if significant issues were identified in any other service areas.

On tenants' debt levels, Councillor Jones asked what was being done to reduce rent arrears. Councillor Attridge gave assurance that an action plan was in place and that progress was being monitored following the Internal Audit report. He provided a brief overview of the update given to the Community & Enterprise Overview & Scrutiny Committee, reporting that a zero tolerance approach was being taken to resolve this long-standing issue.

In response to a query about the percentage of roads in overall poor condition, the Chief Officer pointed out that it was not necessarily wrong to lower targets as there were a number of factors to be considered. On use of the National Procurement Service, he provided explanation on plans to remove the target for next year to ensure that purchasing arrangements achieved value for money.

Councillor Heesom referred to the analysis of current risk levels for strategic risks in the Council Plan and accountability issues, raising concerns that the Council Plan would not deliver on much-needed areas such as those benefiting young people. In response to comments on the North Wales Growth Bid, Councillor Attridge and the Chief Officer explained the safeguards that were in place to involve Members on key decisions on the governance agreement, with the first stage due to be considered at the forthcoming Council meeting.

Councillor Mullin referred to the opinion of the Wales Audit Office that Flintshire was a high performing Council.

The significant upturn in the percentage of Council spend with Welsh and Flintshire businesses was welcomed by Councillor Johnson who suggested that

these could be expanded to include spend arising from the North Wales Growth Bid.

In response to clarification sought by Councillor Woolley on the relevant Key Performance Indicators (KPIs) relating to the graphs in the report, the Chief Officer provided explanation on the structure of the Plan comprising 58 high-level activities underneath the eight priorities. On the 4% 'no data' on the KPI performance RAG status, the Chief Officer said that trend data was not applicable for all KPIs but would check this with officers.

In response to a question from the Chairman on the payment of contractor invoices, the Chief Officer advised that this was not included in the report as performance was within contractual terms.

Councillor Bateman was pleased to note that the target for number of visits to Theatr Clwyd had been exceeded. Councillor McGuill asked about liability for the car park which was in need of repair and was told that this was a Council asset to be addressed through the Capital Programme.

RESOLVED:

- (a) That the Committee notes and supports the overall positive performance;
- (b) That the areas of corporate and service under-performance against the Council Plan and the performance measures set for 2017 be noted;
- (c) That the Committee await the action plan to be published by Cabinet to address any areas of under-performance where they have a RAG status as Red or Amber, with a downturn performance trend; and
- (d) That Cabinet be informed that performance on rent arrears and appraisals should both be downgraded to Red risks.

21. CAPITAL INVESTMENT IN COUNTY TOWNS: REPORTING MODEL

The Corporate Finance Manager presented a report with information on planned investment in County towns, as requested by a Notice of Motion to County Council in December 2017. The report had been revised following discussion at the April meeting of the Committee.

Councillor Jones said that the Notice of Motion had sought information on both capital and revenue investment. The Corporate Finance Manager said that this would be picked up during his presentation. He explained that the information had been allocated to the seven areas of the County, based on the seven principal towns and their catchments, as approved by the Council for the Wellbeing Assessment undertaken in 2017. Details were shared on individual schemes and funding arrangements for each town centre catchment area. Information was given on significant themed capital programmes, with explanation on why it was not possible to include analysis of routine capital maintenance. The report also set out

the approach to be taken for reporting on revenue schemes as part of the Revenue Budget Monitoring item.

Councillor Jones said that the purpose of the report was to provide evidence on equitable spend. Whilst he agreed with the way this had been measured, he said that all aspects of the Notice of Motion (including highway and transport networks etc) as agreed by Council, should have been included. He gave examples of significant investment in highways infrastructure which could have been captured. The officers said that the report provided substantial detail on £41m of capital spend and that to report on the remaining £4m would have significant resource implications. They spoke about the challenges on incorporating highways investment whilst taking account of the criteria for grant funding and Council policies.

Councillor Attridge suggested that information could be shared on major grants such as significant investment through Safer Routes to Communities.

The Chairman commented on the definition of catchment areas and acknowledged the difficulties involved. The Chief Officer advised that areas were based on the Wellbeing Plan.

Following remarks by Councillor Johnson on expanding the remit of the report, the Chief Officer spoke about the limitations on resources to produce the information.

Councillor Heesom thanked officers for the report and Councillor Jones for his involvement on the matter, adding that the report had emerged into a format that would be helpful for future use.

RESOLVED:

That Members supported the reporting model as presented.

22. WORKFORCE INFORMATION REPORT - QUARTER 4 2017/18

The Chief Officer presented the workforce information report on the last quarter of 2017/18.

Amongst the key findings, he highlighted further improvement on employee attendance where the out-turn of 8.89 days per full-time employee had exceeded the target of 9 days. Pending verification of figures, this would rank Flintshire as the 5th best performer in Wales.

On the dashboard information, Councillor Woolley queried the calculations used to obtain the decrease in headcount and age profile for non-schools employees. The Chief Officer agreed to pursue this with colleagues from Human Resources.

RESOLVED:

That the Committee notes the Workforce Information Report for quarter four 2017/18 to 31 March 2018.

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

RESOLVED:

That the press and public be excluded from the meeting as the following item was considered to be exempt by virtue of paragraph 14 of Part 4 of Schedule 12A of the Local Government Act 1972 (as amended).

24. SHARED PROCUREMENT SERVICE

The Chief Officer (Governance) presented a report to recommend that Cabinet enter into a further three year service level agreement with Denbighshire County Council for the delivery of procurement services.

Councillor Mullin commented on significant progress on the shared service arrangement whilst acknowledging that further improvements could be made.

Councillor McGuill spoke about the importance of identifying and supporting local service providers.

Following a suggestion by Councillor Woolley, the Committee agreed to receive quarterly reports on progress.

RESOLVED:

- (a) That, subject to the changes being made as described in points 2 and 3 in the report, the Committee recommends that Cabinet enter into a further 3 year service level agreement with Denbighshire County Council for the delivery of procurement services;
- (b) That the Committee notes the following changes to be made to the service delivery model:
 - (i) there is a need to promote collaborative procurement where it is appropriate and where it will deliver savings;
 - (ii) business partners, senior management teams and chief officers need to actively engage with each other in order to flag up forthcoming projects and big contracts to plan the procurement route and consider collaboration;
 - (iii) encourage the delivery of community benefits;

- (iv) clear and hard targets for the efficiencies to be achieved through the procurement process must be set;
 - (v) the systems and paperwork are seen to be onerous and need to be reviewed to ensure that they are appropriate for internal purposes and do not become an unnecessary barrier to small firms bidding;
 - (vi) there needs to be a review of experience following the procurement of major contracts;
 - (vii) chief officers need to be more involved in agreeing where to strike the balance between potential benefits and procurement process risks;
 - (viii) there is a need for performance reporting to Cabinet and Corporate Resources Overview & Scrutiny Committee on a quarterly basis.
- (c) That the Committee notes that the Chief Officer (Governance), in consultation with the Cabinet Member for Corporate Management and Assets will incorporate any changes suggested by the Audit Committee into the new service level agreement with Denbighshire County Council.

25. MEMBERS OF THE PUBLIC AND PRESS IN ATTENDANCE

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

(The meeting started at 10am and ended at 12.25pm)

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Chairman

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CORPORATE RESOURCES OVERVIEW & SCRUTINY COMMITTEE

Date of Meeting	Thursday 12 July, 2018
Report Subject	Forward Work Programme
Cabinet Member	Not applicable
Report Author	Democratic Services Manager
Type of Report	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 and Vice-Chair of the Committee be authorised to vary the Forward Work Programme between meetings, as the need arises.

REPORT DETAILS

1.00	EXPLAINING THE FORWARD WORK PROGRAMME
1.01	Items feed into a Committee's Forward Work Programme from a number of sources. Members can suggest topics for review by Overview & 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. Other possible items are identified from the Cabinet Work Programme and the Improvement Plan.
1.02	<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">1. Will the review contribute to the Council's priorities and/or objectives?2. Is it an area of major change or risk?3. Are there issues of concern in performance?4. Is there new Government guidance of legislation?5. Is it prompted by the work carried out by Regulators/Internal Audit?
2.00	RESOURCE IMPLICATIONS
2.01	None as a result of this report.
3.00	CONSULTATIONS REQUIRED / CARRIED OUT
3.01	Publication of this report constitutes consultation.
4.00	RISK MANAGEMENT
4.01	None as a result of this report.
5.00	APPENDICES
5.01	Appendix 1 – Draft Forward Work Programme
6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	<p>None.</p> <p>Contact Officer: Robert Robins Democratic Services Manager</p> <p>Telephone: 01352 702320</p> <p>E-mail: robert.robins@flintshire.gov.uk</p>

7.00	GLOSSARY OF TERMS
7.01	Improvement Plan: 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 Committee Forward Work Programme 2018/19

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DATE	ISSUE	O&S FOCUS / PURPOSE	REPORT FROM
Thursday, 20 th September 2018 10am	Community Safety Partnership Annual Report (This will be a designated 'crime & disorder' scrutiny meeting)	Monitoring	Sian Jones
	Workforce Quarter 1	Monitoring/assurance	Sharon Carney
	Revenue support Grant: Early identification of grants and options	Receiving intelligence	Chief Executive and Gary Ferguson
	Revenue Budget Monitoring 2018/19 Month 4 and Capital Programme Monitoring 2018/19 Quarter 1	Monthly/quarterly monitoring	Sara Dulson
	Diversity & Equality policy	Assurance	Karen Armstrong
Thursday 18 th October 2018 10am	Community Endowment Fund Annual Report	Progress monitoring	Karen Armstrong
	Wellbeing Plan (six monthly update)	Progress monitoring	Karen Armstrong
	Revenue Budget Monitoring 2018/19 Month 5	Monthly/quarterly monitoring	Sara Dulson
	Welsh language strategy – feedback from consultation	Development	Karen Armstrong
Thursday ,15 th November 2018 10am	Council Plan	Six monthly Monitoring	Karen Armstrong
	Revenue Budget Monitoring 2018/19 Month 6 and Capital Programme Month 6	Monthly/quarterly monitoring	Sara Dulson

Corporate Resources Overview & Scrutiny Committee Forward Work Programme 2018/19

Early December 2018	All Member budget meeting – to be held in the Council Chamber and webcast.		
Thursday, 13 th December 2018 10am	Workforce Quarter 2 Revenue Budget Monitoring 2018/19 Month 7	Quarterly monitoring Monthly/quarterly monitoring	Sharon Carney Sara Dulson
Thursday, 17 th January 2019 10am	Revenue Budget Monitoring 2018/19 Month 8	Monthly/quarterly monitoring	
Thursday, 14 th February 2019 10am	Workforce Quarter 3 Revenue Budget Monitoring 2018/19 Month 9 and capital Programme 2018/19 Month 9	Monitoring Monthly/quarterly monitoring	Sharon Carney Sara Dulson
Thursday, 14 th March 2019 10am	Council Plan Quarter 3 Revenue Budget Monitoring 2018/19 Month 10	Monitoring Monthly/quarterly monitoring	Karen Armstrong Sara Dulson



CORPORATE RESOURCES OVERVIEW AND SCRUTINY COMMITTEE

Date of Meeting	Thursday, 12 July 2018
Report Subject	Integrated Impact Assessment
Cabinet Member	Cabinet Member for Corporate Management and Assets
Report Author	Chief Executive
Type of Report	Operational

EXECUTIVE SUMMARY

The Integrated Impact Assessment tool has been developed to help inform decision making as well as providing a statutory assessment to meet Equalities, Welsh Language and Biodiversity legislation. The assessment provides an overview of direct impacts affecting different groups of people as well as the natural environment (biodiversity). These are the 3 statutory areas of assessment which need to be undertaken, but the assessment process has been developed to consider other impacts such as health and poverty.

The assessment methodology also provides a view of wider compound implications which may be impacted by cumulative effects of differing options, for example, multiple effects of policy or service change on young people.

This co-ordinated approach enables consideration of any mitigation actions to minimise any negative impacts that have been identified.

IAs are being used in a number of ways: firstly as part of the considerations for future strategic and operational efficiency options and also on specific stand-alone projects such as the Local Development Plan, ensuring that impacts have been identified, understood and considered.

RECOMMENDATIONS

1	Committee understands and endorses the Integrated Impact Assessment, it's purpose and uses.
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REPORT DETAILS

1.00	EXPLAINING THE INTEGRATED IMPACT ASSESSMENT
1.01	<p>The Council has developed and undertaken two different impact assessments over time to meet both statutory requirements for equalities and welsh language legislation (Public Sector Equality Duty and Welsh Language Measure). These impact assessments have been prescriptive in their content, but with the approach differing across different organisations.</p>
1.02	<p>More recently, there has been a requirement as part of the Well-being for Future Generations Act to collate information about the 'five ways of working' and the seven national wellbeing goals (see Appendix 1).</p> <p>In addition, other impact assessments have been initiated by other organisations covering such areas as 'health' and 'rights of the child'.</p>
1.03	<p>The Council's assessment approach now covers all of these areas within a fully integrated approach which is captured in CAMMS (the Council's performance and project management system). As all the information is collated in one place and various aspects of data can be used for different purposes this reduces duplication and makes better use of the information, such as identifying cumulative and compound impacts on various groups.</p>
1.04	<p>The integrated impact assessment is undertaken in stages, encouraging managers to consider impacts at various stages of each proposal. Each assessment is undertaken in a proportionate and considered way depending upon the initial screening of who may be affected. For example, strategic service options such as waste collection will require a more-in-depth impact assessment than corporate financing options.</p> <p>Results of assessments are to be summarised and published on the Council's website.</p>
1.05	<p>IAs are being used in a number of ways: firstly as part of the considerations for future operational efficiency options and also on specific stand-alone projects such as the Local Development Plan ensuring that impacts have been identified, understood and considered.</p>
1.06	<p>A presentation to the Committee will be provided to enable further understanding.</p>

2.00	RESOURCE IMPLICATIONS
2.01	<p>The CAMMS system has been developed to record, analyse and produce reports for the Integrated Impact Assessment.</p>

3.00	CONSULTATIONS REQUIRED / CARRIED OUT
3.01	Consultation is ongoing with the Equality Impact Assessment Group to ensure that the IIA reflects current guidance.

4.00	RISK MANAGEMENT
4.01	<p>Risks of not developing and undertaking the impact assessments in an integrated way are:</p> <ul style="list-style-type: none"> i) Communities and groups of people may be treated unfairly ii) Legal consequences and implications iii) Ineffective use of time and resources <p>The application of the integrated impact assessment is a way of mitigating these risks.</p>

5.00	APPENDICES
5.01	Appendix 1: Well-being and Future Generations Act summary

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	<p>Contact Officer: Karen Armstrong, Corporate Business and Communications Executive Officer Telephone: 01352 702740 E-mail: Karen.armstrong@flintshire.gov.uk</p>

7.00	GLOSSARY OF TERMS
7.01	<p>CAMMS: an integrated performance, planning, risk management and programme / project management and reporting system.</p> <p>Equality impact assessments: is the process to identify the impact of a proposal/decision/policy/initiative on people with protected characteristics</p> <p>Integrated impact assessments: an Integrated Impact Assessment (IIA) is a way to look at how a proposal could affect communities and if different groups within the community will be affected differently. It takes into consideration impacts on the environment, equality, health, poverty and Welsh language.</p> <p>PSED: 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</p>

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 impacts of decisions and undertake equality monitoring.

Protected characteristics: 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.

Welsh Language Measure: Welsh Language (Wales) Measure 2011: confirms the official status of Welsh, creates a new system of placing duties on bodies to provide services through the medium of Welsh and creating the post of Language Commissioner with enforcement powers.

Well-being of Future Generations (Wales) Act 2015

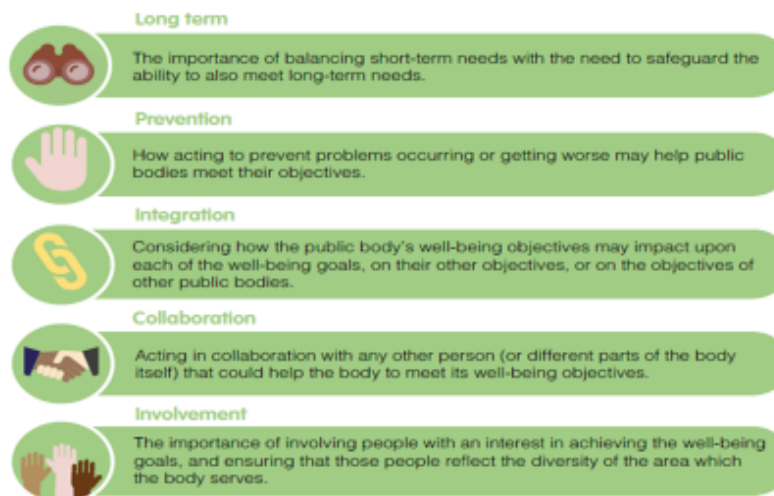
The Act is underpinned by seven “Well-being” goals:-

- ▶ A prosperous Wales
- ▶ A resilient Wales
- ▶ A healthier Wales
- ▶ A more equal Wales
- ▶ A Wales of cohesive communities
- ▶ A Wales of vibrant culture and thriving Welsh Language
- ▶ A globally responsible Wales



Well-being of Future Generations (Wales) Act 2015 cont....

and.... five ways of working – sustainable development principles:



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CORPORATE RESOURCES OVERVIEW AND SCRUTINY

Date of Meeting	Thursday, 12 July 2018
Report Subject	Revenue Budget Monitoring 2017/18 (outturn) and Capital Programme Monitoring 2017/18 (outturn)
Cabinet Member	Leader of the Council and Cabinet Member for Finance
Report Author	Corporate Finance Manager
Type of Report	Operational

EXECUTIVE SUMMARY

The purpose of this report is to provide Members with the Revenue Budget Monitoring 2017/18 (Outturn) Report and the Capital Programme Monitoring 2017/18 (Outturn) Report.

RECOMMENDATIONS

1	That the committee considers and comments on the Revenue Budget Monitoring 2017/18 (Outturn) report. Any specific matters for attention will be noted and reported verbally to the Cabinet when it considers the report.
2	That the committee considers and comments on the Capital Programme Monitoring 2017/18 (Outturn) report. Any specific matters for attention will be noted and reported verbally to the Cabinet when it considers the report.

REPORT DETAILS

1.00	EXPLAINING THE REVENUE BUDGET MONITORING POSITION 2017/18 (OUTTURN) AND CAPITAL PROGRAMME MONITORING 2017/18 (OUTTURN)
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1.01	The Revenue Budget Monitoring 2017/18 (Outturn) report will be presented to Cabinet on Tuesday 17 July 2018. A copy of the report is attached as Appendix A to this report.
1.02	The Capital Programme Monitoring 2017/18 (Outturn) report will be presented to Cabinet on Tuesday 17 July 2017. A copy of the report is attached as Appendix B to this report.

2.00	RESOURCE IMPLICATIONS
2.01	As set out in Appendix A; Revenue Budget Monitoring 2017/18 (Outturn) and in Appendix B; Capital Programme Monitoring 2017/18 (Outturn).

3.00	CONSULTATIONS REQUIRED / CARRIED OUT
3.01	None required.

4.00	RISK MANAGEMENT
4.01	As set out in Appendix A; Revenue Budget Monitoring 2017/18 (Outturn) and in Appendix B; Capital Programme Monitoring 2017/18 (Outturn).

5.00	APPENDICES
5.01	Appendix A; Revenue Budget Monitoring 2017/18 (Outturn). Appendix B; Capital Programme Monitoring 2017/18 (Outturn).

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	None required. Contact Officer: Sara Dulson, Finance Manager Telephone: 01352 702287 E-mail: sara.dulson@flintshire.gov.uk

7.00	GLOSSARY OF TERMS
7.01	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 Budget: a statement expressing the Council's policies and service levels in

financial terms for a particular financial year. In its broadest sense it includes both the revenue budget and capital programme and any authorised amendments to them.

Capital Programme: The Council's financial plan covering capital schemes and expenditure proposals for the current year and a number of future years. It also includes estimates of the capital resources available to finance the programme.

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CABINET

Date of Meeting	Tuesday, 17 th July 2018
Report Subject	Revenue Budget Monitoring 2017/18 (Outturn)
Portfolio Holder	Leader of the Council and Cabinet Member for Finance
Report Author	Corporate Finance Manager
Type of Report	Operational

EXECUTIVE SUMMARY

This report provides the outturn revenue budget monitoring position (subject to audit) for 2017/18 for the Council Fund and Housing Revenue Account.

The final year end position is as follows;

Council Fund

- The net in-year outturn position is an operating surplus of £0.685m.
- The overall outturn includes a positive impact of £1.422m due to the change in accounting policy for Minimum Revenue Provision (MRP) as agreed by County Council on 1 March 2018. This had the effect of increasing the operating surplus with net spend being £2.107m lower than budget.
- A contingency reserve balance as at 31 March 2018 of £7.928m although this reduces to £5.523m when taking account of agreed contributions for the 2018/19 budget.

Housing Revenue Account (HRA)

- Net in year expenditure was £0.004m higher than budget.
- A closing un-earmarked balance as at 31 March 2018 of £1.116m.

RECOMMENDATIONS	
1	Note the overall report and the Council Fund contingency sum as at 31 st March 2018.
2	Note the final level of balances on the Housing Revenue Account as at 31 March 2018.
3	To approve the carry forwards requested (paragraph 1.26).

REPORT DETAILS

1.00	THE REVENUE BUDGET MONITORING POSITION FOR OUTTURN - 2017/18
1.01	<p>Council Fund Overall Position</p> <p>The operating surplus for 2017/18 (subject to audit) is £0.685m which is an increase of £0.576m on the operating surplus previously reported in month 11. This is due to finalisation of accounting adjustments within the Central Loans and Investment Account (CLIA) within Central & Corporate Finance, a further improvement on the pension fund contribution account and additional income achieved through the maximisation of income from grants received by the Council as a result of late notifications and confirmations from grant bodies.</p> <p>On 1st March 2018 County Council agreed a change to the Council's policy for accounting for the Minimum Revenue Provision (MRP) charge. This has resulted in a positive impact of £1.422m on the projected outturn for the Central Loans and Investment Account.</p>

1.02	<p>Council Fund Outturn</p> <p>The table below shows the final outturn position by portfolio (subject to audit).</p> <table border="1" data-bbox="279 376 1345 1496"> <thead> <tr> <th data-bbox="279 376 651 566">TOTAL EXPENDITURE AND INCOME</th> <th data-bbox="651 376 820 566">Original Budget</th> <th data-bbox="820 376 994 566">Revised Budget</th> <th data-bbox="994 376 1174 566">Projected Outturn</th> <th data-bbox="1174 376 1345 566">In-Year Over / (Under) spend</th> </tr> <tr> <td></td> <td data-bbox="651 528 820 566">£m</td> <td data-bbox="820 528 994 566">£m</td> <td data-bbox="994 528 1174 566">£m</td> <td data-bbox="1174 528 1345 566">£m</td> </tr> </thead> <tbody> <tr> <td data-bbox="279 566 651 629">Social Services</td> <td data-bbox="651 566 820 629">61.471</td> <td data-bbox="820 566 994 629">62.494</td> <td data-bbox="994 566 1174 629">63.250</td> <td data-bbox="1174 566 1345 629">0.756</td> </tr> <tr> <td data-bbox="279 629 651 692">Community & Enterprise</td> <td data-bbox="651 629 820 692">12.518</td> <td data-bbox="820 629 994 692">12.636</td> <td data-bbox="994 629 1174 692">11.764</td> <td data-bbox="1174 629 1345 692">(0.873)</td> </tr> <tr> <td data-bbox="279 692 651 770">Streetscene & Transportation</td> <td data-bbox="651 692 820 770">27.467</td> <td data-bbox="820 692 994 770">27.770</td> <td data-bbox="994 692 1174 770">29.928</td> <td data-bbox="1174 692 1345 770">2.158</td> </tr> <tr> <td data-bbox="279 770 651 833">Planning & Environment</td> <td data-bbox="651 770 820 833">5.043</td> <td data-bbox="820 770 994 833">4.887</td> <td data-bbox="994 770 1174 833">5.132</td> <td data-bbox="1174 770 1345 833">0.245</td> </tr> <tr> <td data-bbox="279 833 651 896">Education & Youth</td> <td data-bbox="651 833 820 896">10.966</td> <td data-bbox="820 833 994 896">10.959</td> <td data-bbox="994 833 1174 896">10.964</td> <td data-bbox="1174 833 1345 896">0.004</td> </tr> <tr> <td data-bbox="279 896 651 958">Schools</td> <td data-bbox="651 896 820 958">88.862</td> <td data-bbox="820 896 994 958">88.745</td> <td data-bbox="994 896 1174 958">88.745</td> <td data-bbox="1174 896 1345 958">0.000</td> </tr> <tr> <td data-bbox="279 958 651 1021">People & Resources</td> <td data-bbox="651 958 820 1021">4.283</td> <td data-bbox="820 958 994 1021">4.073</td> <td data-bbox="994 958 1174 1021">4.412</td> <td data-bbox="1174 958 1345 1021">0.340</td> </tr> <tr> <td data-bbox="279 1021 651 1084">Governance</td> <td data-bbox="651 1021 820 1084">7.675</td> <td data-bbox="820 1021 994 1084">7.613</td> <td data-bbox="994 1021 1174 1084">7.634</td> <td data-bbox="1174 1021 1345 1084">0.021</td> </tr> <tr> <td data-bbox="279 1084 651 1146">Organisational Change 1</td> <td data-bbox="651 1084 820 1146">5.801</td> <td data-bbox="820 1084 994 1146">5.621</td> <td data-bbox="994 1084 1174 1146">5.702</td> <td data-bbox="1174 1084 1345 1146">0.081</td> </tr> <tr> <td data-bbox="279 1146 651 1209">Organisational Change 2</td> <td data-bbox="651 1146 820 1209">2.422</td> <td data-bbox="820 1146 994 1209">2.274</td> <td data-bbox="994 1146 1174 1209">1.979</td> <td data-bbox="1174 1146 1345 1209">(0.295)</td> </tr> <tr> <td data-bbox="279 1209 651 1272">Chief Executive</td> <td data-bbox="651 1209 820 1272">3.008</td> <td data-bbox="820 1209 994 1272">2.926</td> <td data-bbox="994 1209 1174 1272">2.805</td> <td data-bbox="1174 1209 1345 1272">(0.121)</td> </tr> <tr> <td data-bbox="279 1272 651 1368">Central & Corporate Finance</td> <td data-bbox="651 1272 820 1368">25.642</td> <td data-bbox="820 1272 994 1368">25.157</td> <td data-bbox="994 1272 1174 1368">20.735</td> <td data-bbox="1174 1272 1345 1368">(4.423)</td> </tr> <tr> <td data-bbox="279 1368 651 1496">Total</td> <td data-bbox="651 1368 820 1496">255.156</td> <td data-bbox="820 1368 994 1496">255.156</td> <td data-bbox="994 1368 1174 1496">253.049</td> <td data-bbox="1174 1368 1345 1496">(2.107)</td> </tr> </tbody> </table>	TOTAL EXPENDITURE AND INCOME	Original Budget	Revised Budget	Projected Outturn	In-Year Over / (Under) spend		£m	£m	£m	£m	Social Services	61.471	62.494	63.250	0.756	Community & Enterprise	12.518	12.636	11.764	(0.873)	Streetscene & Transportation	27.467	27.770	29.928	2.158	Planning & Environment	5.043	4.887	5.132	0.245	Education & Youth	10.966	10.959	10.964	0.004	Schools	88.862	88.745	88.745	0.000	People & Resources	4.283	4.073	4.412	0.340	Governance	7.675	7.613	7.634	0.021	Organisational Change 1	5.801	5.621	5.702	0.081	Organisational Change 2	2.422	2.274	1.979	(0.295)	Chief Executive	3.008	2.926	2.805	(0.121)	Central & Corporate Finance	25.642	25.157	20.735	(4.423)	Total	255.156	255.156	253.049	(2.107)
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1.03	<p>The reasons for the variances are summarised within appendix 2 with key significant portfolio variances explained in paragraphs 1.04 to 1.09 below. As has been the practice in recent years, where a variance was due to a conscious change to policy or practice, the resulting variance was managed corporately with the relevant portfolio not expected to meet any shortfall.</p>																																																																											
1.04	<p><u>Streetscene & Transportation</u></p> <p>The Streetscene & Transportation portfolio overspent by £2.158m however this included the materialisation of some of the known significant risks identified when the 2017/18 budget was set by Council and other conscious changes to policy or practice which were detailed in the Month 4 report.</p>																																																																											

	<p>The net position on the projected overspend excluding the conscious changes to policy and practice was an operating deficit of £0.822m which is a decrease of £0.036m from last month.</p>
1.05	<p><u>Social Services</u></p> <p>The outturn for Out of County placements in Children's Services is £1.495m over budget and to the number and costs of high cost placements, which is an increase of £0.093m from the figure reported in month 11.</p>
1.06	<p><u>Education & Youth</u></p> <p>The outturn for the education element of Out of County placements was above budget by £0.323m, which is a decrease of £0.047m from the amount reported in Month 11.</p>
1.07	<p><u>Planning & Environment</u></p> <p>There is an in-year Planning Fee Income shortfall of £0.205m due to the impact of the Welsh Government requirements for major developers to enter into pre consultation as detailed in the previous report.</p>
1.08	<p><u>Community & Enterprise</u></p> <p>There was an underspend on the Council Tax Reduction Scheme (CTRS) of £0.625m and a favourable variance on the Council Tax Collection fund of £0.335m due to Single Person Discount review work.</p>
1.09	<p><u>Central & Corporate Finance</u></p> <p>There is a positive variance of £4.423m within this area which is an increase of £0.402m from the previous report. This is mostly due to further changes in pension fund contributions and an improved position on the Central Loans and Investment Account.</p> <p>Major variances within this area include an underspend of £1.711m within the Central Loans and Investment Account of which £1.422m is due to the change in accounting policy for MRP charges, an underspend of £0.254m on centrally held inflation, a positive variance on the pension fund contributions of £0.707m, offset by a shortfall in the corporate income target of £0.407m and lower than anticipated levels of car parking income at County Hall of £0.064m.</p> <p>There is also a positive variance due to the auto enrolment of employees to the pension scheme. As employers are now legally compelled to enrol eligible staff into a qualifying pension scheme budget provision was set aside to meet potential pension contribution costs. Early analysis indicated that the actual numbers were less than estimated, and when combined with the postponement of the auto enrolment date, gave a favourable in-year variance of £0.488m.</p>
1.10	<p>Included in the work undertaken on the budget for 2018/19, all in-year variances were assessed for their continued impact into subsequent financial</p>

	years and those with a recurring impact were incorporated into the 2018/19 budget.
1.11	<p><u>Significant Budget Movements between Month 11 and Outturn</u></p> <p>There were a few budget movements resulting from accounting adjustments since the previous report. The most significant of these was the transfer from the Schools budget to the Streetscene & Transportation portfolio for an amount of £0.188m which was for transport transition costs for John Summers students transferring to other schools.</p> <p>Another significant budget movement was the centralisation of insurance budgets from portfolios to the Central & Corporate Finance budget.</p>
1.12	<p><u>Achievement of Planned In-Year Efficiencies</u></p> <p>The Council set a challenging target for the level of efficiencies to be achieved as part of its approach to annual budget planning. These efficiencies were generated from the three year service portfolio business plans and from corporate financial planning. The 2017/18 budget contained £8.433m of specific efficiencies which were tracked and monitored. In recent years the level of efficiency achievement has averaged at around 85% though the council aspired to raise this to 95% in 2017/18 as reflected in the MTFS KPI's.</p> <p>Within the year £7.967m (94%) of planned efficiencies were achieved. Although this is below the achievement target of 95% this is an improvement upon the previous year where 91% of planned efficiencies were achieved.</p>
1.13	<p>Brief Overview of the Year – Council Fund</p> <p>The Council set its 2017/18 budget on 14 February 2017 and as part of that reported a number of risks that could impact on the financial position due to ongoing negotiations with partners. These related in particular to a potential reduction in the Single Environment Grant and ongoing negotiations with Welsh Government over future funding of transportation costs.</p>
1.14	<p>Month 4 was the first detailed Revenue Monitoring Report for 2017/18 and an initial working deficit of £1.256m was forecast. This position incorporated the areas identified in 1.13 which had an impact of £0.786m as well as further variations due to conscious decisions relating to a delay in the review of subsidised bus routes, additional transport costs and some new pressures emerging such as the level of income anticipated from renewable energy production.</p>
1.15	<p>Pressure on Children's Services due in particular to the increased demand on Out of County placements was partly mitigated by underspends within the Social Services portfolio though the volatility and risk of this service was highlighted early on as an area requiring close monitoring throughout the year.</p>
1.16	<p>Positive variances in Community and Enterprise were reported due to lower than anticipated demands on the Council tax reduction scheme (CTRS) and</p>

	better than anticipated performance on Council Tax collection scheme and this, together with positive variances within Central and Corporate Finance due to additional funding from the Intermediate Care Fund and lower than anticipated pressures, offset the position reported.
1.17	At Month 8 the position improved with the in year working deficit reduced by £0.416m due in the main to lower than anticipated impact on the effect of auto enrolment of employees into the pension fund and of further improvement on the Council Tax reduction scheme mainly due to a review of single person discounts.
1.18	At its meeting in March 2018, the Council agreed to change the accounting policy for Minimum Revenue position. The impact of the change together with a positive movement on pension fund contributions reduced in the projected outturn at Month 10 to be £1.047m less than budget. The position improved further in month 11 due to positive movements in Central Loans and Investment Account and a further reduction in the anticipated pension contributions.
1.19	The final outturn is an operating surplus of £0.685m, which when taking into account the change in accounting policy for the MRP results in spend being £2.107m less than budget.
1.20	<p>Inflation</p> <p>Included within the 2017/18 budget were provision for pay (£0.915m), targeted price inflation (£0.313m), food (£0.051m), fuel (£0.033m) and Energy (£0.061m).</p>
1.21	A limited amount of funding was set aside in the 2017/18 budget for non-standard inflation (NSI) which was allocated to relevant portfolios.
1.22	<p>Reserves and Balances</p> <p><u>Un-earmarked Reserves</u></p> <p>The 2016/17 outturn reported to Cabinet on 18 July 2017 showed un-earmarked reserves at 31 March 2016 (above the base level of £5.769m) of £5.133m.</p>
1.23	<p>Taking into account the outturn underspend and previously agreed allocations the balance on the Contingency Reserve at 31 March 2018 is £7.928m as detailed in appendix 4.</p> <p>As agreed in the 2018/19 budget an amount of £1.945m will be utilised to balance the budget on a temporary basis. In addition County Council on 1 March approved an additional amount of £0.460m for schools, again on a temporary basis. The available Contingency Reserve after taking account of these contributions is therefore £5.523m.</p>

	As presented to Council on 1 March it is essential that a sizeable contingency reserve is maintained to safeguard against some of the significant risks that the Council will face in 2018/19 and include the outcome of national pay negotiations, social care demands such as out of county placements and any shortfall in budgeted efficiencies and other unforeseen variances.		
1.24	The table below gives a summary of earmarked reserves as at 31 st March 2018. A full analysis of the movement in reserves from 1 st April 2017 to 31 st March 2018 is contained within the Statement of Accounts.		
1.25	Council Fund Earmarked Reserves 2018/19		
	Reserve Type	Balance as at 01/4/17	Balance as at 31/3/18
	Service Balances	1,610,873	1,515,041
	Schools Balances	1,556,300	1,284,798
	SingleStatus/Equal Pay	4,484,743	1,620,888
	Investment & Organisational Change	937,736	1,439,029
	Budget Strategy - General Reserves	2,891,326	208
	Benefits Equalisation	119,070	318,370
	County Elections	137,840	170,144
	Supporting People	386,638	0
	Local Development Plan (LDP)	480,000	180,000
	Building Control	121,719	54,427
	Waste Disposal	312,080	129,300
	Flintshire Enterprise Ltd	67,387	107,918
	Design Fees	200,000	200,000
	Winter Maintenance	215,000	215,000
	Car Parking	26,252	47,531
	Insurance Funds	1,471,156	1,805,026
	Cash Receipting Review	79,337	83,625
	LMS Curriculum	785,204	779,262
	Flintshire Trainees	397,814	475,662
	Kitchen Refurb	110,000	0
	Rent Income Shortfall	300,000	150,000
	Schools Kitchen Ventilation	200,000	0
	Customer Service Strategy	129,000	103,000
	Capita One	108,827	18,827
	PSBA	530,000	0
	Supervision Fees	141,224	48,798
	Transportation Review	170,200	170,200
	Emergency Remediation	0	50,000
	ADM Contingency	0	830,000
	Ewloe Dilapdation	0	155,000
	Grants & Contributions	£2,554,749	2,924,390
	Total	20,524,475	14,876,443
1.26	Requests for Carry Forward of Funding		

	<p>Late capital funding changes resulted in Core Capital being prioritised and the revenue contributions which were anticipated to be made to the Highways Asset Management Plan (HAMP) within the Capital Programme are not required at the level previously anticipated. It is requested that £0.200m is carried forward for additional HAMP works to be undertaken in 2018/19.</p> <p>There was late notification from Welsh Government of additional Bus Service Support Grant (BSSG) for Flintshire County Council. Welsh Government allowed for different options to account for this additional funding of which the preferred option was to use the additional BSSG in lieu of bus network support expenditure incurred and funded from the Authority's own funds, provided equivalent funding was ring-fenced and committed for use in 2018/19. An amount of £0.152m is requested to be carried forward for this purpose.</p>
1.27	<p>Housing Revenue Account</p> <p>The 2016/17 Outturn Report to Cabinet on 18 July 2017 showed an un-earmarked closing balance at the end of 2016/17 of £1.116m and a closing balance of earmarked reserves of £0.526m.</p>
1.28	<p>The 2017/18 budget for the HRA is £33.633m which includes a movement of £0.035m from reserves.</p>
1.29	<p>The final outturn for the HRA reports expenditure to be £0.004m higher than budget (subject to audit) and an un-earmarked closing balance as at 31 March 2018 of £1.116m, which at 3.3% satisfies the prudent approach of ensuring a minimum of 3%.</p> <p>The £0.004m overspend is mitigated by the use of earmarked reserves which as at 31 March 2018 are £0.802m.</p>

2.00	RESOURCE IMPLICATIONS
2.01	<p>The Revenue Budget Monitoring Report reflects the planned use of the financial resources of the Council for the current financial year and details the variations in the first four months and the risks as known.</p>

3.00	CONSULTATIONS REQUIRED / CARRIED OUT
3.01	None Required.

4.00	RISK MANAGEMENT
4.01	<p>As we are reporting the final outturn position there are no further risks for 2017/18. Any known risks with an impact on 2018/19 were included within the 2018/19 budget which was approved at Council on 20 February 2018.</p>

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5.00	APPENDICES
5.01	Appendix 1: Council Fund – Movement in Variances from Month 11 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

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	None required Contact Officer: Sara Dulson Telephone: 01352 702287 E-mail: sara.dulson@flintshire.gov.uk

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

<p>the repayment of debt, including interest, and may include direct financing of capital expenditure.</p> <p>Underspend: when referring to expenditure the actual expenditure incurred is less than budget. Shown as a –ve. When referring to income the actual income achieved exceeds the budget. Shown as a –ve.</p> <p>Variance: difference between latest budget and actual income or expenditure. Can be to date if reflecting the current or most up to date position or projected, for example projected to the end of the month or financial year.</p> <p>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.</p>

Final Outturn Report
Council Fund Variances

OUTTURN - SUMMARY

Service	Movement between Periods (£m)	Narrative for Movement between Periods greater than £0.025m
Social Services		
Older People		
Community Equipment Contribution	(0.026)	Reduction in final variable contribution for equipment issues to service users
Resources & Regulated Services	0.032	reduction in ICF grant allocation £0.013m, increased buildings Repair and Maintenance costs at Residential Care homes £0.016m plus other increased minor movements £0.003m.
Other Minor Variances	(0.008)	Minor variances.
Disability Services		
Resources & Regulated Services	0.068	Reduction in joint funding income on PDSI and increased placement costs within externally provided supported living
Disability Services	(0.057)	Increase in joint funding contributions and reductions in some placement costs
Other Minor Variances	0.015	Minor variances.
Mental Health Services		
Residential Placements	0.059	Increases in placement costs
Other Minor Variances	(0.019)	Minor variances.
Children's Services		
Residential Placements	(0.025)	Utilisation of Integrated Care Fund grant allocation
Professional Support	0.047	Increases on agency costs, legal costs and medical expenses
Out of County Placements	0.093	Changes to placement costs and new placements
Other Minor Variances	0.068	Cumulative value of a number of variances, each less than £0.025m. The largest of these is a variance of £0.018m for Prevention and Support.
Development & Resources		
Other Minor Variances	(0.016)	Minor variances.
Total Social Services	0.232	
Community & Enterprise		
Customer And Housing Services	0.021	Minor variances.
Council Fund Housing	0.002	Minor variances.
Regeneration	(0.061)	Additional Programme Management recharges, increased Grant recharges and Roundabout Sponsorship £0.030m. Other minor reductions £0.035.
Revenues & Benefits	0.057	Projected surplus on Council Tax Collection Fund reduced by £0.047m. Increased underspend on CTRS £0.016m. Additional Cost of Housing Benefit Subsidy £0.061m. Increased Enforcement Fee income £0.025m. Other minor reductions £0.010m.
Housing Programmes	(0.016)	Minor variances.
Total Community & Enterprise	0.003	

Streetscene & Transportation		
Ancillary Services & Performance		
Waste Collection	(0.037)	Additional trade waste charges and renewable energy income received above target projections.
Other Minor Variances	(0.003)	Minor variances.
Highways Network		
Highways Network	(0.003)	This is due in the main to the capital funding changes that were made late on in the process, with Core Capital being prioritised and the revenue contributions that were anticipated to be made to the Highways Asset Management Plan (HAMP) within the Capital Programme not being required to the level anticipated at Month 11 monitoring. This was a consequence of the £1.427m additional WG Highways Refurbishment funding that replaced core capital funding in 2017/18 for use in 2018/19
Transportation & Logistics		
Other Minor Variances	0.007	Minor variances.
Total Streetscene & Transportation	(0.036)	
Planning & Environment		
Business		
Minor Variances	(0.028)	Minor variances.
Community		
Licensing	0.047	Lower than anticipated income in March together with an adjustment for 3 and 5 Year Private Hire Licensing Income received in advance and accrued into future years.
Minor Variances	(0.003)	Minor variances.
Development		
Highway Development Control	0.033	Additional Supervision Fee income previously built into projections now being utilised for specific projects continuing into 2018/19 under an approved carry forward request.
Development Management	(0.021)	Higher than expected Planning Fee Income received during the month
Minor Variances	(0.005)	Minor variances.
Access		
Greenfield Valley	0.024	Budget virement for 1 FTE post Museum Warden
Minor Variances	(0.017)	Minor variances.
Shared Services		
Minor Variances	(0.018)	Minor variances.
Strategy		
Land Drainage	(0.024)	Additional Fee income from Capital Works
Minor Variances	0.004	Minor variances.
Management Strategy	(0.004)	Minor variances.
Total Planning & Environment	(0.012)	
Education & Youth		
Inclusion & Progression	(0.082)	Favourable movement in Out of County expenditure, due in part to placements ending (£0.047m). Other minor variances from across service area (£0.035m), this includes lower than projected agency costs for the service..
Integrated Youth Provision	(0.022)	Minor variances from across service area.
School Improvement Systems	(0.015)	Minor variances from across service area.
Business Change & Support	(0.010)	Minor variances from across service area.
School Planning & Provision	(0.065)	Re-financing of expenditure against late WG Capital Grant resulted in favourable movement on service area.
Total Education & Youth	(0.194)	
Schools	(0.000)	
People & Resources		
HR & OD	0.011	Minor variances.
Corporate Finance	(0.101)	Maximisation of grant funding opportunities to recover finance officer costs.
Total People & Resources	(0.090)	

Governance		
Legal Services	(0.023)	Minor variances.
Democratic Services	(0.039)	Mostly due to a reduction in the Welsh Translation recharges.
Internal Audit	(0.003)	Minor variances.
Procurement	(0.005)	Minor variances.
ICT	(0.005)	Minor variances.
Total Governance	(0.076)	
Organisational Change 1		
Public Libraries & Arts, Culture & Events	(0.060)	Minor movements throughout the service relating to the ADM (offsetting movement in Leisure).
Museums	0.019	Minor variances.
County Archives	(0.000)	Minor variances.
Leisure	0.044	Minor movements throughout the service relating to the ADM (offsetting movement in Libraries).
Community Assets	0.000	Minor variances.
Total Organisational Change 1	0.002	
Organisational Change 2		
Caretaking & Security	0.055	Overspend offset against CCTV underspends.
CPM & Design Services	0.056	Movement as a result of increased Asbestos and Repair & Maintenance works.
Industrial Units	(0.086)	Increased power station income.
CCTV & Open Spaces	(0.051)	Delayed procurement of hardware equipment due to office relocation.
Minor Variances	0.014	Minor variances.
Total Organisational Change 2	(0.012)	
Chief Executive	0.007	Minor variances.
Central and Corporate Finance	(0.402)	Pension fund (£0.199m) due to surplus of budget, required for increase in contributions Central Loans and Investment Account (£0.047m). Carbon Reduction Commitment (£0.070m) reduced allowances purchased as the scheme is due to end. Support Services recharge (£0.080m), additional grant charges were able to be applied. Minor variances (£0.006m).
Grand Total	(0.576)	

Final Outturn Report
Council Fund Variances

OUTTURN - SUMMARY

Service	Revised Budget (£m)	Projected Outturn (£m)	Variance (£m)	Last Month Variance (£m)	Cause of Major Variance	Action Required
Social Services						
Older People						
Localities	15.992	15.245	(0.746)	(0.752)	Residential and Nursing Care; overspend of £0.218m due to the increase in the Residential Care capital limit from £0.024m to £0.030m and other additional service user demand influences. Domiciliary Care; underspend of £0.539m based on existing service users, this position improved significantly at Month 10 as a consequence of additional one-off grant funding by Welsh Government for managing Winter Pressures. Other underspends include £0.109m on Intake/First Contact of which £0.077m is due to part year vacancy savings from within the Single Point of Access team. Locality Teams; £0.269m underspend due to short term vacancy savings. Overall net minor variances amount to a net underspend of £0.047m.	Continue to lobby Welsh Government seeking regional support on the basis that the additional funding allocated by Welsh Government was inadequate to meet the full cost of additional service users.
Community Equipment Contribution	0.478	0.337	(0.141)	(0.115)	Following review and implementation of an updated Section 33 partnership agreement for the North East Wales Community Equipment Store (NEWCES), the contribution levels of partners have been updated resulting in a reduced level of contribution from FCC. In the longer term this saving has been earmarked for funding of some of the revenue costs for the new extra care facilities.	These savings have been earmarked for future realignment to meet some of the revenue costs funding requirement for the new Flint Extra Care facility - Llys Raddington.
Resources & Regulated Services	6.000	5.651	(0.349)	(0.381)	The main influences on the underspend are short term vacancy savings within extra care schemes £0.208m due to recruitment and retention difficulties in the care sector. Additional residential client contributions amount to £0.162m, and other minor variances amount to a net overspend of £0.021m.	Continue to monitor and review.
Minor Variances	0.706	0.649	(0.057)	(0.043)	Minor variances.	
Disability Services						
Resources & Regulated Services	19.747	19.870	0.122	0.054	The overspend is mainly due to demand influences within externally provided Supported Living, there are some offsetting under and overspends within Work Opportunities/Day Centre and PDSI services are being reviewed with a view to corrective action being taken by way of budget realignment.	Following feedback from Corporate Resources Overview and Scrutiny committee (CROSC), a full review will be undertaken of the reasons for this overspend and an action plan will be drawn up with a view to remedial action.
Disability Services	0.716	0.565	(0.151)	(0.094)	Increased CHC Funding for two service users under Transition to Adulthood from BCUHB. In addition, the contribution the Council is required to make for four high cost Transition service users to Welsh Government for residential college placements has reduced.	Continue to monitor and review.
Administrative Support	0.168	0.027	(0.141)	(0.141)	The underspend is due mainly to short term vacancy savings.	Continue to monitor and review.
Minor Variances	0.693	0.721	0.028	0.013	Minor variances.	
Mental Health Services						
Residential Placements	1.140	1.472	0.333	0.274	Ongoing pressure due to the numbers of long term residential placements, despite maximisation of opportunities to secure joint funding contributions from BCUHB	Following feedback from CROSC, a full review will be undertaken of the reasons for this overspend and an action plan will be drawn up with a view to remedial action.
Professional Support	0.736	0.686	(0.050)	(0.047)	The underspend is due to the aggregate impact of a number of short term vacancy savings.	
Minor Variances	1.795	1.740	(0.054)	(0.038)	Minor variances.	

Final Outturn Report
Council Fund Variances

OUTTURN - SUMMARY

Service	Revised Budget (£m)	Projected Outturn (£m)	Variance (£m)	Last Month Variance (£m)	Cause of Major Variance	Action Required
Children's Services						
Family Placement	2.464	2.685	0.221	0.213	The overspend is due to the number of children in care. There has been an increase in the number of children who are subject to Foster Care/Special Guardianship/Adoption who have moved through the age barriers. Other influences include new adoption and Special Guardianship Order (SGO) payments and new Foster Carers entering the system, foster carers progressing from Level 1, 2, 3 and 4. Travel costs and Christmas and birthday allowances.	Following feedback from CROSC, a full review will be undertaken of the reasons for this overspend and an action plan will be drawn up with a view to remedial action.
Family Support	0.296	0.392	0.095	0.085	There are pay pressures due to a combination of new contractual arrangements having been implemented for sessional workers and a number of the staff working significant additional hours.	Continue to monitor and review.
Prevention & Support	0.142	0.252	0.109	0.091	The overspend relates to additional costs of legal fees including costs of barristers, court costs and professional fees relating to medical examinations.	Continue to monitor and review
Residential Placements	0.462	0.388	(0.074)	(0.049)	The underspend is influenced by the one-off beneficial impact of an allocation of Carers Respite Care grant from Welsh Government (-£0.041m) and underspends in respect of budgeted payments to voluntary organisations.	
Professional Support	4.801	5.078	0.277	0.230	The projected is due mainly to ongoing service pressures particularly within Prevention and Support, and is influenced by the need to support wider regional work on child protection issues.	Following feedback from CROSC, a full review will be undertaken of the reasons for this overspend and an action plan will be drawn up with a view to remedial action.
Out of County Placements	3.641	5.136	1.495	1.401	This pressure is a continuation in the increase in the number of high cost placements which was partly influenced by interpretations of additional responsibilities under the Social Services and Well-being (Wales) Act 2014.	Pressure included in 2018/19 budget as partial mitigation. A project group has been set up to more pro-actively respond to identified needs, better manage demand for placements and develop the market to be more responsive and affordable.
Minor Variances	0.688	0.681	(0.007)	(0.039)	Minor variances.	
Development & Resources						
Charging Policy income	(2.641)	(2.744)	(0.103)	(0.113)	The underspend is due to surplus income which is mainly caused by the full year impact of changes to disregard rules on financial assessments which came into effect from August 2016.	Continue to monitor and review.
Safeguarding Unit	0.810	0.909	0.099	0.102	There are continued significant demand influenced pressures on this service particularly within Adults safeguarding due to a significant increase in the numbers of referrals and the ongoing impact of the Deprivation of Liberty Safeguarding (DoLS) assessments.	A pressure for DoLS has been approved as part of the 2018/19 budget.
Good Health	0.941	0.798	(0.144)	(0.135)	The underspend is due to a number of short term vacancy savings and from recouping an overpayment from a Voluntary Organisation.	
Minor Variances	2.718	2.712	(0.006)	0.008	Minor variances.	
Total Social Services	62.494	63.250	0.756	0.524		

Final Outturn Report
Council Fund Variances

OUTTURN - SUMMARY

Service	Revised Budget (£m)	Projected Outturn (£m)	Variance (£m)	Last Month Variance (£m)	Cause of Major Variance	Action Required
Community & Enterprise						
Customer And Housing Services	1.570	1.641	0.071	0.051	Additional expenditure on Temporary Homeless Accommodation of £0.045m resulting from a reduction in Housing Benefit income due to Universal Credit roll-out. Other variances across the service £0.026m.	
Council Fund Housing	(0.371)	(0.341)	0.030	0.028	There has been a one-off increase in Telecare costs due to a delay in implementing a new Alarm Monitoring contract, however, this is being offset by vacancy savings within the Accommodation Support service. Purchase of carelink equipment of £0.052m. Other minor variances across the service result in a £0.022m underspend.	
Regeneration	0.412	0.448	0.035	0.097	Variance relates to Markets income review £0.060m and unachieved framework income for Energy Efficiency projects within 2017/18 £0.050m. Underspend on Regeneration due to additional Roundabout Sponsorship and Programme Management recharges (£0.040m). Other minor variances within the service (£0.035m).	Partial mitigation in 18/19 budget
Revenues & Benefits	10.885	9.890	(0.995)	(1.052)	There is an underspend on the budgeted provision for Council Tax Reduction Scheme of £0.625m. The surplus on the Council Tax Collection Fund following the conclusion of the Single Person Discount review work is £0.335m. Increase in Enforcement Fee income in In House Bailiff team £0.105m. Housing Benefit Subsidy budgeted shortfall £0.108m. Other minor underspends within the service £0.038m.	Addressed as part of 18/19 budget
Housing Programmes	0.140	0.125	(0.015)	0.001	Minor variances.	
Total Community & Enterprise	12.636	11.764	(0.873)	(0.876)		

Final Outturn Report
Council Fund Variances

OUTTURN - SUMMARY

Service	Revised Budget (£m)	Projected Outturn (£m)	Variance (£m)	Last Month Variance (£m)	Cause of Major Variance	Action Required
Streetscene & Transportation						
Ancillary Services & Performance						
Waste Collection	7.118	7.586	0.468	0.505	Adverse variance of £0.200m due to lower than expected energy production at the Landfill sites and reduced electricity sales from reducing levels of gas extraction. Environment and Sustainable Development (ESD) grant pressure of £0.111m due to the reduction of the grant in 17/18 by 3.7%. Delay in the development of the new Rockcliffe Household Recycling Centre (HRC) site resulting in additional running costs of two existing sites continuing to operate £0.100m. Increase in CPI applied to the waste treatment contract of 2.8% above the 1% built into the monitoring, £0.030m. Pressure of £0.020m from additional NNDR costs due to the reassessment of two HRC sites. At final outturn, additional Trade Waste income of £0.037m was received beyond the previously projected level.	Energy production income levels were monitored monthly and contracts being prepared for the service to be outsourced. Pressure included in 18/19 budget. Indicative reduction in ESD grant for 18/19 £0.299m addressed as part of budget. Potential risk around plastic recycling prices in 2018/19. It is expected when the contract is renegotiated in August/September 2018 that income prices will drop due to external market factors.
Parking & Enforcement	(0.084)	0.023	0.107	0.101	Shortfall of income from Flint Car Parking £0.100m. Pressure due to the town centre re-development being ongoing and impacting on the rollout of changes across the town until 2018/19.	Kept under review as part of MTFS Reported in Programme Board Efficiency Tracker
Other Minor Variances	0.725	0.686	(0.039)	(0.030)	Minor variances.	
Highways Network						
Highways Network	7.527	7.931	0.404	0.408	Due to ongoing discussions on Community Asset Transfers (CATs), the maintenance liability being transferred for Cemeteries to Town/Community Councils totalling £0.050m has not yet been implemented. Street lighting energy prices above the 2% standard with an increase of 16% resulting in a pressure of £0.131m. Public conveniences at Holywell and Mold (New Street) were due to close in April this year, however they will not close until March 2018 resulting in a pressure of £0.063m. The Winter Maintenance budget will be overspent estimated a figure of £0.250m due to the number of multiple snow events in the late part of the year, resulting in the use of winter maintenance reserves. An average winter consists of 70 turnouts and 5 snow days. The service has currently had 184 turnouts to date and 9,827 tonnes of salt was spread. The balance a cumulative amount of minor variances e.g. hire of plant.	Kept under review as part of MTFS. Reported in Programme Board Efficiency Tracker. Continuous monitoring of street lighting energy prices during the year.
Transportation & Logistics						
Logistics & Resource Services	4.532	4.691	0.159	0.154	Shared specialist plant with neighbouring Authorities has not materialised from 16/17 business planning proposal £0.050m. Increase in Fleet insurance premium for 17/18 £0.100m	In year position. 18/19 budget has addressed recurring pressure.
School Transport	4.922	5.125	0.203	0.186	Ongoing additional subsidy costs following re-procurement for covering various school transport routes £0.185m	No additional funding from WG due to statutory provision requirements. Keep under review.
Transportation	1.598	2.436	0.838	0.843	Ongoing additional subsidy costs following re-procurement and the delay in introducing the Bus Subsidy efficiency in 17/18 £0.840m	Kept under review as part of MTFS. Partially addressed as part of 18/19 budget.
Other Minor Variances	1.432	1.449	0.018	0.028	Minor variances.	
Total Streetscene & Transportation	27.770	29.928	2.158	2.194		

Final Outturn Report
Council Fund Variances

OUTTURN - SUMMARY

Service	Revised Budget (£m)	Projected Outturn (£m)	Variance (£m)	Last Month Variance (£m)	Cause of Major Variance	Action Required
Planning & Environment						
Business						
Pollution Control	0.477	0.507	0.030	0.049	An increase in prosecutions for unlicensed and unsafe residential properties has resulted in two temporary Environmental Health Officers being recruited to deal with this increase in demand.	Funding for one post secured from Homelessness Grant Community And Housing
Minor Variances	1.085	1.053	(0.032)	(0.024)	Minor variances.	Continue to monitor committed expenditure and reduce/remove expenditure where possible
Community						
Pest Control	0.004	0.063	0.059	0.062	Despite that the service has seen an increase in referrals during 2016/17 and onwards into 2017/18, the income target has not been achieved	Continue to monitor Pest Control Fee income levels
Minor Variances	0.897	0.874	(0.023)	(0.071)	Minor variances.	Continue to monitor committed expenditure and reduce/remove expenditure where possible
Development						
Development Management	(0.384)	(0.200)	0.185	0.205	The Planning Fee Income shortfall decreased in March due to a high number of planning fees received, even though the economy has not continued to recover to the extent which the 3 year Business Plan forecast but the number of applications has increased. The annual income target for non-statutory Pre-Application Fees was met in Q1 and income has continued to remain at consistent levels.	Continue to monitor Planning Fee levels in 18/19. Pressure has been addressed in 18/19 budget.
Minor Variances	0.158	0.181	0.023	(0.006)	Minor variances.	Continue to monitor committed expenditure and reduce/remove expenditure where possible
Access						
Greenfield Valley	0.286	0.279	(0.007)	(0.031)	Vacancy savings and reduced zero hours contracts	Service review within Countryside is currently being undertaken
Minor Variances	1.015	0.985	(0.030)	(0.013)	Minor variances.	Continue to monitor committed expenditure and reduce/remove expenditure where possible
Shared Services						
Minor Variances	0.177	0.151	(0.027)	(0.009)	Minor variances.	Continue to monitor committed expenditure and reduce/remove expenditure where possible
Strategy						
Minor Variances	0.833	0.799	(0.034)	(0.013)	Minor variances.	Continue to monitor committed expenditure and reduce/remove expenditure where possible
Management Strategy	0.338	0.440	0.102	0.106	Balance of Business Planning Efficiencies for Staffing	Continue to monitor committed expenditure and reduce/remove expenditure where possible
Total Planning & Environment	4.887	5.132	0.245	0.256		

Final Outturn Report
Council Fund Variances

OUTTURN - SUMMARY

Service	Revised Budget (£m)	Projected Outturn (£m)	Variance (£m)	Last Month Variance (£m)	Cause of Major Variance	Action Required
Education & Youth						
Inclusion & Progression	6.844	7.082	0.238	0.320	Variance largely relating to Out of County placements £0.323m. Offset by other minor underspend variances from across the service area £0.085m.	Continue close monitoring arrangements and updates following moderation meetings.
Integrated Youth Provision	1.347	1.257	(0.091)	(0.069)	Various underspends across service area. Largely relating to delays in recruitment.	
School Improvement Systems	1.807	1.726	(0.081)	(0.066)	Minor variances from across service area. Largely relating to Early Entitlement, reduction in applications for setting payments.	
Business Change & Support	0.377	0.371	(0.006)	0.005	Minor variances from across service area.	
School Planning & Provision	0.584	0.528	(0.056)	0.009	Refinancing of expenditure against late WG Capital Grant resulting in favourable movement on service area.	
Total Education & Youth	10.959	10.964	0.004	0.199		
Schools						
	88.745	88.745	(0.000)			
People & Resources						
HR & OD	2.029	2.252	0.223	0.212	Due to partial achievement of business planning efficiency and loss of income contribution from Wrexham Occupational Health services.	Service delivery options are being considered for the Occupational Health Service and a pressure to reflect this has been included in the 2018/19 budget.
Corporate Finance	2.044	2.160	0.116	0.217	This is due to the role-out of manager self service and the operating model review taking longer than planned.	Progress the structural review.
Minor Variances				0.000		
Total People & Resources	4.073	4.412	0.340	0.429		
Government						
Legal Services	0.688	0.690	0.002	0.026	Minor variances.	
Democratic Services	1.972	1.940	(0.031)	0.008	Minor variances.	
Internal Audit	0.443	0.368	(0.075)	(0.072)	The underspend is due to in-year vacancies.	
Procurement	0.168	0.270	0.102	0.107	Due to a conscious decision to no longer pursue supplier income for registration onto the Councils payment portal.	This pressure is included in the 2018/19 budget.
ICT	4.342	4.365	0.023	0.028	Minor variances.	
Total Government	7.613	7.634	0.021	0.096		
Organisational Change 1						
Public Libraries & Arts, Culture & Events	0.768	0.700	(0.069)	(0.008)	Aura Leisure and Libraries Ltd was established on 1st September. This was delayed by 2 months due to a range of queries in 3 separate responses from the Financial Conduct Authority (FCA) in registering the company. These issues are now resolved.	
Museums	0.028	0.046	0.018	(0.000)	Minor variances.	
County Archives	0.286	0.287	0.000	0.000	Minor variances.	
Leisure	4.539	4.670	0.131	0.087	Aura Leisure and Libraries Ltd was established on 1st September. This was delayed by 2 months due to a range of queries in 3 separate responses from the Financial Conduct Authority (FCA) in registering the company. These issues are now resolved.	
Total Organisational Change 1	5.621	5.702	0.081	0.078		

Final Outturn Report
Council Fund Variances

OUTTURN - SUMMARY

Service	Revised Budget (£m)	Projected Outturn (£m)	Variance (£m)	Last Month Variance (£m)	Cause of Major Variance	Action Required
Organisational Change 2						
Administrative Buildings	1.403	1.336	(0.067)	(0.091)	£0.067m estimated efficiencies predominantly from the rationalisation of County Hall.	
Property Holdings	0.066	(0.017)	(0.083)	(0.069)	£0.071m Repair and Maintenance (R&M) efficiencies and NDR savings achieved. £0.009m additional income. Other minor variances.	
Property Asset And Development	0.446	0.372	(0.074)	(0.089)	£0.066m in year salary savings. Other minor variances	
CPM & Design Services	0.463	0.405	(0.057)	(0.113)	Additional income above target.	
Industrial Units	(1.153)	(1.174)	(0.022)	0.065	Additional income from Power stations higher than anticipated.	
Minor Variances	1.050	1.057	0.007	0.012		
Total Organisational Change 2	2.274	1.979	(0.295)	(0.284)		
Chief Executive	2.926	2.805	(0.121)	(0.128)	In-year vacancy savings and underspend on specialist budgets such as sustainable development, Your Community/Your Council and public relations.	
Central and Corporate Finance	25.157	20.735	(4.423)	(4.021)	<p>An underachievement on the income target of £0.407m.</p> <p>Support Services recharge, has resulted in a shortfall of £0.051m due to a reduction in overall operating costs.</p> <p>County Hall car parking income shortfall of £0.064m.</p> <p>Reduced audit fees, underspend of £0.112m.</p> <p>Social Services one off in year underspend of £1.608m held centrally to mitigate any in year overspends; £0.513m resulting from remaining pressure budgeted in 17/18. no longer required, £0.500m due to funding being secured from the Regional Integrated Care Fund, a revenue grant allocated on a one off basis. An additional £0.595m of Welsh Government funding for Social Care has been confirmed.</p> <p>Pension fund underspend of £0.707m due to surplus of budget for increase in contributions.</p> <p>Apprentice Tax Levy underspend of £0.098m.</p> <p>Auto Enrolment, numbers are less than estimated which gives a favourable in year variance of £0.488m.</p> <p>Windfall income an underachievement of £0.106m.</p> <p>Centrally held inflation £0.254m, one off in year underspend.</p> <p>Carbon Reduction Scheme, underspend of £0.070m reduced allowances purchased.</p> <p>£1.422m underspend due to a change in the Minimum Revenue Provision policy.</p> <p>£0.289m underspend on the Central Loans and Investment Account.</p> <p>Minor underspend variances of £0.003m</p>	<p>Work is continuing to identify areas of opportunity to generate income. A pressure has been included in the 2018/19 budget which will partially mitigate this. Budget pressures and efficiencies have been included to address these within the 2018/19 budget.</p> <p>None - impact on 18/19 has been reflected in budget</p> <p>Efficiency in 18/19 budget for part of this. Continue to review. Auto enrolment - continue to review, to assess the impact in 2018/19.</p> <p>Keep under review as part of 18/19. MRP reflects change of policy approved by Council. CLIA due to year end position on loans and investments.</p>
Grand Total	255.156	253.049	(2.107)	(1.531)		

2017/18 Efficiencies Final Outturn - Under or Over Achieved

Portfolio	Original Efficiency	Revised Efficiency	(Under)/Over Achievement
	2017/18 £(m)	2017/18 £(m)	2017/18 £(m)
People & Resources			
Finance - Implementation of Collaborative Planning Software to finance to improve and automate our processes thus enabling workforce efficiencies. Phased roll out of new finance model.	0.270	0.160	(0.110)
Review of Human Resources & Organisational Design operating model and job roles and various other efficiencies.	0.148	0.052	(0.096)
DBS recharges	0.058	0.025	(0.033)
Total People & Resources	0.476	0.237	(0.239)
Governance			
ICT - Reduction in management, staff and non pay costs.	0.350	0.310	(0.040)
Total Governance	0.350	0.310	(0.040)
Social Services			
Develop alternative approaches to in house day services and work opportunity schemes.	0.250	0.111	(0.139)
Total Social Services	0.250	0.111	(0.139)
Organisational Change 1			
Alternative Delivery Models	0.415	0.335	(0.080)
Total Organisational Change 1	0.435	0.355	(0.080)
Community & Enterprise			
Council Tax Reduction Scheme.	0.200	0.825	0.625
Total Community & Enterprise	0.200	0.825	0.625
Streetscene & Transportation			
Develop energy production at landfill.	0.100	0.000	(0.100)
Review subsidised bus routes.	0.350	0.000	(0.350)
Total Streetscene & Transportation	0.450	0.000	(0.450)
Planning & Environment			
Staffing - management restructure.	0.125	0.062	(0.063)
Self financing for Public Protection Services.			
- Animal & Pest Control.			
- Licencing Charging.	0.030	0.000	(0.030)
Increase in planning fees (15% WG increase) and applications	0.015	0.000	(0.015)
Increase in number of planning applications	0.035	0.000	(0.035)
Total Planning & Environment	0.205	0.062	(0.143)
Total 2017/18 Budget Efficiencies		100	8.433
Total Projected 2017/18 Budget Efficiencies Underachieved		6	0.466
Total Projected 2017/18 Budget Efficiencies Achieved		94	7.967

Movements on Council Fund Unearmarked Reserves

	£m	£m
Total Reserves as at 1 April 2017	10.953	
Less - Base Level	(5.769)	
Total Reserves above base level available for delegation to Cabinet		5.184
Less – allocation from the Contingency Reserve to support initial set up costs and final technical support for the Community Asset Transfer (CAT) of Holywell Leisure Centre and Alternative Delivery Model (ADM) agreed in 2016/17		(0.050)
Less – allocation from the Contingency Reserve to provide financial support to meet in-year budget pressures in 2017/18 for regional economic structures and support for events		(0.052)
Less – allocation from Contingency Reserve for contingency against any financial issues arising as a result of implementing different service delivery methods		(0.250)
Less – allocation from the Contingency Reserve for invest to save projects (of which £0.550m has been allocated to fund the digital strategy).		(0.900)
Less – allocation from the Contingency Reserve to fund the contribution towards the detailed development of the Economic Growth Bid		(0.050)
Less – allocation from the Contingency Reserve to a ring-fenced reserve to meet any unforeseen emergency remediation and support costs		(0.050)
Add – projected outturn underspend		2.107
Add – Amount released from earmarked reserves as agreed by Council as part of 2018/19 budget		1.990

Total Contingency Reserve as at 31st March 2018		7.928
Less – amount committed as part of balancing 2018/19 budget		(1.945)
Less – One off contribution to Schools agreed at Council on 1 March 2018		(0.460)
Total Contingency Reserve available for 2018/19		5.523

Final Outturn Report

Service	Revised Budget (£m)	Projected Outturn (£m)	Variance (£m)	Last Month Variance (£m)	Cause of Major Variance
Housing Revenue Account					
Income	(32.269)	(32.349)	(0.080)	(0.103)	The underspend of £0.080m consists of the following pressures. £0.073m reflects the decision to delay implementation of Service Charges to 1st April 2018 (from January 2018) to allow more time for full consultation. £0.038m relates to the loss of income on garages following refurbishments and demolition. £0.071m relates to delays in the handover of new properties compared to the estimated dates in the original business plan. £0.073 relates to the void costs on water/sewer charges not collected. The pressures above have been alleviated by the following savings. £0.282m relates to a reduction in the contribution towards the provision for bad debts. £0.063m relates to Council Tax credits.
Capital Financing - Loan Charges	7.545	7.043	(0.501)	(0.059)	The underspend of £0.501m consists of a pressure of £0.075m relating to the support services charge for Corporate Management and Democratic Representation. This has been built into the Business Plan for future years. An underspend of £0.560m relates to a reduction in the interest charge for HRA borrowing. This is because interest rates have remained low since the Brexit referendum. Borrowing costs have also been minimised through efficient treasury management and the HRA has borrowed less than originally anticipated. An underspend of £0.016m relates to a reduction in the minimum revenue payment (MRP). This is calculated based on the total HRA borrowing at 31st March 2017 which was slightly lower than assumed in the budget.
Estate Management	1.633	1.572	(0.061)	(0.056)	£0.062m relates to vacancy savings for posts which have been deleted in the 2018/19 Business Plan. £0.001m relates to minor variances.
Landlord Service Costs	1.386	1.404	0.017	0.026	Minor Variance
Repairs & Maintenance	8.559	7.794	(0.765)	(0.794)	The underspend of £0.765m includes a pressure of £0.058m relating to increased costs for Fleet damage to vehicles. An underspend of £0.216m relates to staffing costs. An underspend of £0.598m relates to subcontractor spend. This expenditure is reflected in the capital budget. The remaining £0.009m relates to minor variances.
Management & Support Services	2.273	2.057	(0.216)	(0.063)	The underspend of £0.216m consists of the following savings. £0.041m relates to the underspend on SLA contributions towards other services within the council. £0.045m relates to an underspend on software. £0.043m relates to an underspend on insurance premiums for the HRA stock. £0.053m relates to VAT rebate for capital works. £0.010m relates to a reduction in the recharge for printing.
Capital Expenditure From Revenue (CERA)	10.863	12.248	1.385	0.675	The planned overspend of £1.385m relates to an increase in the contribution from revenue towards capital costs. This increase is possible because of decreased costs elsewhere in the HRA. Contributing towards the capital budget from revenue reduces the requirement to borrow.
HRA Projects	0.046	0.263	0.217	0.338	The overspend of £0.217m consists of a pressure of £0.225m relating to SHARP pre-development costs which were approved by Cabinet in March 2017. Costs were incurred to carry out site investigation works prior as part of site viability. The costs relate to schemes which will not progress of schemes which were not approved by 31st March 2018. The overspend above had been partially mitigated by minor savings of £0.008m.
Contribution To / (From) Reserves	(0.035)	(0.031)	0.004	0.035	Minor Variance
Total Housing Revenue Account	(0.000)	0.000	0.000	0.000	



CABINET MEETING

Date of Meeting	Tuesday 17th July 2018
Report Subject	Capital Programme Monitoring 2017/18 (Outturn)
Cabinet Member	Leader of the Council and Cabinet Member for Finance
Report By	Corporate Finance Manager
Type of Report	Operational

EXECUTIVE SUMMARY

The report summarises changes made to the Capital Programme during the last quarter of 2017/18.

The total Capital Programme at outturn is £59.143m, a net decrease of £0.279m compared to Month 9 (£59.422m). This change is made up as follows:-

- Increases in the programme of £2.836m (Council Fund £2.159m, Housing Revenue Account £0.677m);
- Offset by Carry Forward to 2018/19 of £1.289m approved by Cabinet at Month 9;
- Offset by Carry Forward to 2018/19 of £1.826m of late Welsh Government grant funded expenditure.

Actual outturn was £57.380m. This indicates an apparent underspend of £1.763m, however this entire amount is the subject of requests for carry forward into 2018/19.

The outturn position on funding was an overspend of £0.068m against confirmed resources. This is because the Council received late Welsh Government grant funding which was used, in part, to replace funding from revenue, which created an underspend against revenue budget in 2017/18. The Council will now fund an equivalent amount of capital expenditure in 2018/19 from capital receipts.

RECOMMENDATIONS

(1)	Cabinet are requested to approve the overall report.
(2)	Cabinet are requested to approve the carry forward adjustments set out at 1.12 – 1.15.

REPORT DETAILS

1.00	EXPLAINING THE OUTTURN CAPITAL PROGRAMME MONITORING POSITION- 2017/18																																																																																																				
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1.01	The Council approved a Council Fund (CF) capital programme of £19.435m and a Housing Revenue Account (HRA) capital programme of £27.744m for 2017/18 at its meeting of 14 th February, 2017.																																																																																																				
1.02	For presentational purposes the capital programme is shown as a whole, with sub-totals for the CF and HRA. In reality the HRA programme is ring fenced and can only be used for HRA purposes.																																																																																																				
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1.03	Table 1 below sets out how the programme has changed during 2017/18. More detailed cumulative information relating to each Portfolio is provided in Appendix A:-																																																																																																				
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1.04	<p>Carry Forward from 2016/17</p> <p>Carry forward sums from 2016/17 to 2017/18, totalling £3.589m (CF £3.589m, HRA £0.000m), were approved as a result of the quarterly monitoring reports presented to Cabinet during 2016/17.</p>																																																																														
1.05	<p>Changes during this period</p> <p>Changes during this period have resulted in a net increase in the programme total of £2.836m (CF £2.159m, HRA £0.677m). A summary of the changes, detailing major items, is shown in Table 2 below:-</p> <p>Table 2</p> <table border="1"> <thead> <tr> <th colspan="3">CHANGES DURING THIS PERIOD</th> </tr> <tr> <th></th> <th>Para</th> <th>£m</th> </tr> </thead> <tbody> <tr> <td colspan="3">COUNCIL FUND</td> </tr> <tr> <td colspan="3">Increases</td> </tr> <tr> <td>Highways - WG Grant Funding</td> <td>1.06</td> <td>1.427</td> </tr> <tr> <td>Information Technology - Equipment Purchase</td> <td>1.08</td> <td>0.423</td> </tr> <tr> <td>Highways - Introduction of funding to match expenditure</td> <td>1.07</td> <td>0.407</td> </tr> <tr> <td>Private Sector Renewal - WG Grant Funding</td> <td>1.06</td> <td>0.363</td> </tr> <tr> <td>Secondary Schools - Equipment Purchase</td> <td>1.08</td> <td>0.348</td> </tr> <tr> <td>Contaminated Land - Introduction of Grant Funding</td> <td>1.07</td> <td>0.221</td> </tr> <tr> <td>Other Aggregate Increases</td> <td>1.07</td> <td>1.325</td> </tr> <tr> <td></td> <td></td> <td>4.514</td> </tr> <tr> <td colspan="3">Decreases</td> </tr> <tr> <td>Leisure Centres - Reduction in borrowing as schemes reprofiled</td> <td>1.07</td> <td>(1.490)</td> </tr> <tr> <td>Waste CCP Grant - Reduction in use to match expenditure</td> <td>1.07</td> <td>(0.400)</td> </tr> <tr> <td>Other Aggregate Decreases</td> <td></td> <td>(0.465)</td> </tr> <tr> <td></td> <td></td> <td>(2.355)</td> </tr> <tr> <td>Total</td> <td></td> <td>2.159</td> </tr> <tr> <td colspan="3">HRA</td> </tr> <tr> <td colspan="3">Increases</td> </tr> <tr> <td>Other Aggregate Increases</td> <td>1.07</td> <td>2.528</td> </tr> <tr> <td></td> <td></td> <td>2.528</td> </tr> <tr> <td colspan="3">Decreases</td> </tr> <tr> <td>Other Aggregate Decreases</td> <td>1.07</td> <td>(1.851)</td> </tr> <tr> <td></td> <td></td> <td>(1.851)</td> </tr> <tr> <td>Total</td> <td></td> <td>0.677</td> </tr> </tbody> </table>	CHANGES DURING THIS PERIOD				Para	£m	COUNCIL FUND			Increases			Highways - WG Grant Funding	1.06	1.427	Information Technology - Equipment Purchase	1.08	0.423	Highways - Introduction of funding to match expenditure	1.07	0.407	Private Sector Renewal - WG Grant Funding	1.06	0.363	Secondary Schools - Equipment Purchase	1.08	0.348	Contaminated Land - Introduction of Grant Funding	1.07	0.221	Other Aggregate Increases	1.07	1.325			4.514	Decreases			Leisure Centres - Reduction in borrowing as schemes reprofiled	1.07	(1.490)	Waste CCP Grant - Reduction in use to match expenditure	1.07	(0.400)	Other Aggregate Decreases		(0.465)			(2.355)	Total		2.159	HRA			Increases			Other Aggregate Increases	1.07	2.528			2.528	Decreases			Other Aggregate Decreases	1.07	(1.851)			(1.851)	Total		0.677
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1.06	<p>Late on in the final quarter the Council was allocated additional WG grant funding amounting to £1.826m - Road Refurbishment Grant £1.427m, Period Poverty £0.036m and Intermediate Care Fund (ICF) £0.415m. Of the ICF allocation £0.052m was used to address an in-year overspend, leaving a balance of £0.363m to be carried forward.</p> <p>Part of the Grant Condition letters from the relevant WG officials state:-</p> <p>“I recognise that the allocation is coming very late in the year for you to make the necessary arrangements to spend within this financial year. Therefore I would encourage you to use the allocation in the best way you can now and commit to using a matching sum in the 2018/19 financial year to address the issues for which the allocation was made.”</p> <p>Because this funding was used to replace the Council’s resources it resulted in a reduced need to fund capital expenditure from revenue (CERA) leading to a reduced revenue spend for the relevant Portfolios. Further information can be found in the Revenue Budget Monitoring 2017/18 (Outturn) report elsewhere on this agenda.</p>
1.07	<p>During the final quarter of the year there are a number of adjustments made to schemes that are funded from grants, revenue contributions to fund capital expenditure (CERA) and prudential borrowing, reflecting the need to re-profile funding between financial years to align expenditure incurred with the relevant funding source. This is the case with the majority of the movements above, including the HRA.</p>
1.08	<p>During the year Portfolios will have purchased equipment which in accounting terms is classed as capital expenditure. Portfolios have revenue budgets to fund the costs which are charged over the useful life of the equipment. An option appraisal to assess the best funding method is undertaken comparing leasing with prudential borrowing. Prudential borrowing was the most suitable option for various items purchased during 2017/18 which has been added to the capital programme at outturn. These items comprised IT equipment (both corporate and in schools), lighting at Theatr Clwyd and Ice Rink equipment at Deeside Leisure Centre.</p>
1.09	<p>Capital Expenditure compared to Budget</p> <p>Outturn expenditure, across the whole of the capital programme was £57.380m. The breakdown of expenditure is analysed in Table 3, along with the percentage spend against budget. This shows that 97.02% of the budget has been spent (CF 94.00%, HRA 100.00%). Corresponding figures for Outturn 2016/17 were 96.25% (CF 93.14%, HRA 100.00%).</p>

1.10 The table also shows an underspend (pending carry forward adjustments) of £1.763m on the Council Fund and a break even position on the HRA.

Table 3

EXPENDITURE	Revised Budget	Outturn Expenditure	Percentage Spend v Budget	Variance Budget v Outturn (Under)/Over
	£m	£m	%	£m
Chief Executives	0.044	0.043	96.92	(0.001)
People & Resources	0.233	0	0.00	(0.233)
Governance	1.188	1.120	94.29	(0.068)
Education & Youth	8.642	8.542	98.84	(0.100)
Social Care	0.497	0.417	83.99	(0.080)
Community & Enterprise	6.134	6.134	99.99	(0.000)
Planning & Environment	1.015	0.932	91.83	(0.083)
Transport & Streetscene	8.273	8.273	100.00	0.000
Organisational Change 1	1.469	1.105	75.20	(0.364)
Organisational Change 2	1.876	1.042	55.56	(0.834)
Council Fund Total	29.371	27.608	94.00	(1.763)
Disabled Adaptations	0.712	0.712	100.01	0.000
Energy Schemes	0.292	0.291	99.75	(0.001)
Major Works	2.628	2.629	100.02	0.001
Accelerated Programmes	0.868	0.868	99.99	(0.000)
WHQS Improvements	17.692	17.692	100.00	(0.000)
SHARP Programme	7.580	7.580	100.01	0.000
Housing Revenue Account Total	29.772	29.772	100.00	0.000
Programme Total	59.143	57.380	97.02	(1.763)

1.11 Details of the variances for individual programme areas are listed in Appendix B, which includes the reasons, and remedial actions which may be required, where those variances exceed +/- 10% of the revised budget. In addition, where carry forward into 2018/19 has been identified, this is also included in the narrative.

Carry Forward into 2018/19

1.12 During the quarter carry forward of £1.763m (all CF) has been identified which reflects reviewed spending plans across all programme areas; these amounts can be split into 2 areas, those required to meet the cost of committed programme works and/or retention payments in 2018/19 and Corporate provisions that are allocated as requested and approved.

1.13 The Corporate provisions are as follows:-

- Health & Safety - A sum set aside for urgent health and safety works for which no other funding is available;

- Headroom - A sum set aside for urgent works for which no other funding is available; and
- Community Asset Transfers - Community groups have a number of years to draw down their funding once approved. These sums are set aside to ensure that funds are available when called upon.

1.14

A breakdown is provided in Table 4 below, whilst additional information can be found in Appendix B.

Table 4

OUTTURN CARRY FORWARD - ANALYSIS		
	£m	£m
Contractually Committed		
Theatr Clwyd	0.001	
Governance	0.068	
Primary Schools	0.037	
Secondary Schools	0.018	
Special Education	0.045	
Learning Disability	0.010	
Childrens Services	0.070	
Engineering	0.083	
Leisure Centres	0.254	
Libraries	0.110	
Administrative Buildings	0.079	0.775
		0.775
Corporate Allocations		
Health & Safety Works	0.123	
Headroom	0.110	
Community Asset Transfers	0.755	0.988
		1.763
Total		1.763

1.15

If approved, this will bring the total Carry Forward from 2017/18 into 2018/19 to £7.705m (£3.589m in 2016/17). Whilst this is a significant increase on the previous year (13.03% of the total programme as against 5.44% in 2016/17), there are a number of significant items which have contributed to this:-

- Late WG grants - £1.826m;
- Glanrafon LD day centre - £1.725m;
- Sandycroft HRC site - £1.000m; and
- CATS - £0.755m

A breakdown of this amount by Portfolio is summarised in Table 5 below:-

Table 5

CARRY FORWARD INTO 2018/19	Previously Reported						Outturn £m	Total £m
	Month 4 £m	Month 6 £m	Month 9 £m	Reversed £m	WGGrants £m	Sub Total £m		
Chief Executives		0.035	0.053			0.088	0.001	0.089
People & Resources						0	0.233	0.233
Governance						0	0.068	0.068
Education & Youth			0.249		0.036	0.285	0.100	0.385
Social Care	1.725					1.725	0.080	1.805
Community & Enterprise					0.363	0.363		0.363
Planning & Environment	0.550	0.031				0.581	0.083	0.664
Transport & Streetscene	0.055	0.376	1.000	(0.013)	1.427	2.845		2.845
Organisational Change 1						0	0.364	0.364
Organisational Change 2		0.055				0.055	0.834	0.889
Council Fund	2.330	0.497	1.302	(0.013)	1.826	5.942	1.763	7.705
Housing Revenue Account	0	0	0	0	0	0	0	0.000
TOTAL	2.330	0.497	1.302	(0.013)	1.826	5.942	1.763	7.705

Funding of 2017/18 Approved Schemes

1.16

The actual outturn position was a deficit of £0.068m, as shown in Table 6 below:-

Table 6

FUNDING OF APPROVED SCHEMES - OUTTURN		
	£m	£m
Capital Receipts as at 31/03/18		(11.261)
Carry Forward previously approved	5.942	
Outturn Carry Forward	1.763	7.705
		(3.556)
Allocated to 2018/19 Budget:		
Shortfall in 2017/18 to 2019/20 budget	3.187	
Funding for Final Settlement reduction	0.236	
Surplus as at Month 9	0.201	3.624
Funding - (Available)/Shortfall		0.068

1.17 The reason for the small negative closing balance is that whilst those schemes which were to be funded from CERA had a positive in year revenue effect, it means that the capital expenditure in 2018/19 will need to be met from the available capital receipts balance. Despite this, funding is now in place for all schemes approved as part of the 2017/18 budget round, including the allocations for 2018/19 and 2019/20.

2.00	RESOURCE IMPLICATIONS
2.01	Financial implications - As set out in the body of the report.
2.02	Personnel implications - None directly as a result of this report.

3.00	CONSULTATIONS REQUIRED / CARRIED OUT
3.01	No consultation is required as a direct result of this report.

4.00	RISK MANAGEMENT
4.01	There are no risks associated with the information contained herein related to capital outturn.

5.00	APPENDICES
5.01	Appendix A: Capital Programme - Changes during 2017/18

5.02	Appendix B: Variances
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6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	<p>Capital Programme monitoring papers 2017/18.</p> <p>Contact Officer: Andrew Elford Accountant</p> <p>Telephone: 01352 702291</p> <p>E-Mail: andrew.j.elford@flintshire.gov.uk</p>

7.00	GLOSSARY OF TERMS
7.01	<p>Budget Re-profiling: Capital schemes are very dynamic and a number of factors can influence their timing and funding. Budget re-profiling assures that the correct resources are available in the correct accounting period to finance the actual level of expenditure.</p> <p>Capital Expenditure: Expenditure on the acquisition of non-current assets or expenditure which extends the useful life of an existing asset</p> <p>Capital Programme: The Council's financial plan covering capital schemes and expenditure proposals for the current year and a number of future years. It also includes estimates of the capital resources available to finance the programme.</p> <p>Capital Receipts: Receipts (in excess of £10,000) realised from the disposal of assets.</p> <p>Carry Forward: Carry forward occurs when schemes due to be completed in a given financial year are delayed until a subsequent year. In this case the relevant funding is carried forward to meet the delayed, contractually committed expenditure.</p> <p>CERA: Capital Expenditure charged to Revenue Account. The Council is allowed to use its revenue resources to fund capital expenditure. However the opposite is not permissible.</p> <p>Council Fund (CF): The fund to which all the Council's revenue and capital expenditure is charged.</p>

Housing Revenue Account (HRA): The fund to which all the Council's revenue and capital expenditure relating to its housing stock is charged.

MRA: Major Repairs Allowance. A general capital grant from WG for HRA purposes.

Non-current Asset: A resource controlled (but not necessarily owned) by the Council, from which economic benefits or service potential are expected to flow to the Council for more than 12 months.

Section 106: Monies are received from developers/contractors pursuant to Section 106 of the Town & Country Planning Act 1990. These sums are available for use once the relevant terms of the individual agreement have been met. The monies are most commonly used for educational enhancement, play areas, highways and affordable housing.

Target Hardening: Measures taken to prevent unauthorised access to Council sites.

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

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

APPENDIX A

CAPITAL PROGRAMME - CHANGES DURING 2017/18

	Original Budget 2017/18	Carry Forward from 2016/17	Previously Reported		Changes (Current)	Revised Budget 2017/18
			Changes	Carry Forward to 2018/19		
	£m	£m	£m	£m	£m	£m
Council Fund :						
Chief Executives						
Clwyd Theatr Cymru	0.100	0	0	(0.088)	0.032	0.044
	0.100	0.000	0.000	(0.088)	0.032	0.044
People & Resources						
Headroom	0.250	0.010	(0.150)	0	0	0.110
Corporate Finance - H & S	0	0.143	0	0	(0.020)	0.123
	0.250	0.153	(0.150)	0.000	(0.020)	0.233
Governance						
Information Technology	0.620	0.145	0	0	0.423	1.188
	0.620	0.145	0.000	0.000	0.423	1.188
Education & Youth						
Education - General	0.250	0.032	(0.278)	0	0	0.004
Primary Schools	1.173	0.077	(0.307)	(0.008)	0.108	1.043
Schools Modernisation	5.952	0.072	0.046	0	(0.445)	5.625
Secondary Schools	0.417	0.027	0.910	(0.069)	0.348	1.633
Special Education	0	0.245	0.300	(0.208)	0	0.337
	7.792	0.453	0.671	(0.285)	0.011	8.642
Social Care						
Partnerships & Performance	0	0	0.023	0	0.054	0.077
Learning Disability	2.045	0	0	(1.725)	0	0.320
Children's Services	0.100	0	0	0	0	0.100
	2.145	0.000	0.023	(1.725)	0.054	0.497
Community & Enterprise						
Urban / Rural Regeneration	0	0	0.120	0	0.204	0.324
Affordable Housing	3.548	0	0	0	0.148	3.696
Private Sector Renewal/Improv't	1.496	0	0.460	(0.363)	0.521	2.114
	5.044	0.000	0.580	(0.363)	0.873	6.134
Planning & Environment						
Closed Landfill Sites	0	0.250	0	(0.250)	0.221	0.221
Engineering	0	0.631	0	(0.331)	0.039	0.339
Energy Services	0	0	0.048	0	0.057	0.105
Rights of Way	0	0	0.055	0	0.022	0.077
Townscape Heritage Initiatives	0	0.130	0.050	0	0.093	0.273
	0.000	0.000	0.153	(0.581)	0.432	1.015

CAPITAL PROGRAMME - CHANGES DURING 2017/18

	Original Budget 2017/18	Carry Forward from 2016/17	Previously Reported		Changes (Current)	Revised Budget 2017/18
			Changes	Carry Forward to 2018/19		
	£m	£m	£m	£m	£m	£m
Transport & Streetscene						
Waste - CCP Grant	1.000	0	0.877	(1.000)	(0.400)	0.477
Highways	1.110	0.448	3.365	(1.497)	1.834	5.260
Local Transport Grant	0	0	2.199	0	0.313	2.512
Solar Farms	0	0.372	0	(0.348)	0	0.024
	2.110	0.820	6.441	(2.845)	1.747	8.273
Organisational Change 1						
Leisure Centres	0.404	0	1.964	0	(1.490)	0.878
Play Areas	0	0	0.398	0	0.073	0.471
Libraries	0.120	0	0	0	0	0.120
	0.524	0.000	2.362	0.000	(1.417)	1.469
Organisational Change 2						
Administrative Buildings	0.600	0.302	0.050	(0.055)	0.024	0.921
Community Asset Transfers	0.250	0.705	0	0	0	0.955
	0.850	1.007	0.050	(0.055)	0.024	1.876
Housing Revenue Account :						
Disabled Adaptations	1.030	0	0	0	(0.318)	0.712
Energy Schemes	0.500	0	(0.150)	0	(0.058)	0.292
Major Works	1.472	0	0.020	0	1.136	2.628
Accelerated Programmes	0.450	0	0.200	0	0.218	0.868
WHQS Improvements	16.588	0	(0.070)	0	1.174	17.692
SHARP Programme	7.704	0	1.351	0	(1.475)	7.580
	27.744	0.000	1.351	0.000	0.677	29.772
Totals :						
Council Fund	19.435	3.589	10.130	(5.942)	2.159	29.371
Housing Revenue Account	27.744	0.000	1.351	0.000	0.677	29.772
Grand Total	47.179	3.589	11.481	(5.942)	2.836	59.143

CHIEF EXECUTIVES

Capital Budget Monitoring 2017/18 - Outturn

Programme Area	Total Budget	Outturn	Variance (Under)/ Over	Variance %age	Variance Prev Qtr	Cause of Variance	Action Required	Comments
	£m	£m	£m	%	£m			
Clwyd Theatr Cymru	0.044	0.043	(0.001)	(3)	(0.053)	Carry Forward - Retention monies due	Request approval to move funding of £0.001m to 2018/19	
Total	0.044	0.043	(0.001)	(3)	(0.053)			

PEOPLE & RESOURCES

Capital Budget Monitoring 2017/18 - Outturn

Programme Area	Total Budget	Projected Outturn	Variance (Under)/ Over	Variance %age	Variance Prev Qtr	Cause of Variance	Action Required	Comments
	£m	£m	£m	%	£m			
Corporate Finance - Health & Safety	0.123	0.000	(0.123)	(100)	0.000	Carry Forward - Unspent Corporate Provision	Request approval to move funding of £0.123m to 2018/19	
Headroom	0.110	0.000	(0.110)	(100)	0.000	Carry Forward - Unspent Corporate Provision	Request approval to move funding of £0.110m to 2018/19	
Total	0.233	0.000	(0.233)	(100)	0.000			

Variance = Budget v Projected Outturn

GOVERNANCE

Capital Budget Monitoring 2017/18 - Outturn

Programme Area	Total Budget £m	Projected Outturn £m	Variance (Under)/ Over £m	Variance %age %	Variance Prev Qtr £m	Cause of Variance	Action Required	Comments
Information Technology	1.188	1.120	(0.068)	(6)	0.000	Carry Forward - Projects to complete in early 2018/19	Request approval to move funding of £0.068m to 2018/19	
Total	1.188	1.120	(0.068)	(6)	0.000			

Variance = Budget v Projected Outturn

EDUCATION & YOUTH

Capital Budget Monitoring 2017/18 - Outturn

Programme Area	Total Budget £m	Projected Outturn £m	Variance (Under)/ Over £m	Variance %age %	Variance Prev Qtr £m	Cause of Variance	Action Required	Comments
Education - General	0.004	0.005	0.001	15	0.000			
Primary Schools	1.032	0.995	(0.037)	(4)	(0.008)	Carry Forward - Sum to cover retention payments	Request approval to move funding of £0.037m to 2018/19	
Schools Modernisation	5.625	5.625	0.000	0	0.000			
Secondary Schools	1.644	1.626	(0.018)	(1)	(0.033)	Carry Forward - Sum to cover retention payments	Request approval to move funding of £0.018m to 2018/19	
Special Education	0.337	0.291	(0.046)	(14)	(0.208)	Carry Forward - Covers retention payments and ongoing rolling programme, some schemes to complete early 2018/19	Request approval to move funding of £0.045m to 2018/19	
Total	8.642	8.542	(0.100)	(1)	(0.249)			

Variance = Budget v Projected Outturn

SOCIAL CARE

Capital Budget Monitoring 2017/18 - Outturn

Programme Area	Total Budget £m	Projected Outturn £m	Variance (Under)/ Over £m	Variance %age %	Variance Prev Qtr £m	Cause of Variance	Action Required	Comments
Partnerships & Performance	0.077	0.077	(0.000)	(1)	0.000			
Learning Disability	0.320	0.310	(0.010)	(3)	0.000	Carry Forward - Delays in the construction phase of the project, majority of spend now in 2018/19	Request approval to move funding of £0.010m to 2018/19	
Children's Services	0.100	0.031	(0.069)	(69)	0.000	Carry Forward - Phase 2 of the project now due to complete in 2018/19	Request approval to move funding of £0.070m to 2018/19	
Total	0.497	0.417	(0.080)	(1)	0.000			

Variance = Budget v Projected Outturn

COMMUNITY & ENTERPRISE

Capital Budget Monitoring 2017/18 - Outturn

Programme Area	Total Budget £m	Projected Outturn £m	Variance (Under)/ Over £m	Variance %age %	Variance Prev Qtr £m	Cause of Variance	Action Required	Comments
Urban / Rural Regeneration	0.324	0.324	(0.000)	(0)	0.017			
Affordable Housing	3.696	3.696	0.000	0	0.000			
Private Sector Renewal / Improvement	2.114	2.114	0.000	0	0.004			
Total	6.134	6.134	0.000	0	0.021			

Variance = Budget v Projected Outturn

PLANNING & ENVIRONMENT

Capital Budget Monitoring 2017/18 - Outturn

Programme Area	Total Budget £m	Projected Outturn £m	Variance (Under)/ Over £m	Variance %age %	Variance Prev Qtr £m	Cause of Variance	Action Required	Comments
Closed Landfill Sites	0.221	0.221	0.000	0	0.222			
Engineering	0.339	0.255	(0.084)	(25)	0.000	Carry Forward - Works at Flour Mill were scheduled for completion by 31 March, 2018, however works have exceeded the initial 6 week programme and will now complete early May, 2018	Request approval to move funding of £0.083m to 2018/19	
Energy Services	0.105	0.106	0.001	1	0.001			
Rights of Way	0.077	0.077	0.000	0	0.000			
Townscape Heritage Initiatives	0.273	0.273	(0.000)	(0)	0.065			
Total	1.015	0.932	(0.083)	(8)	0.288			

Variance = Budget v Projected Outturn

TRANSPORT & STREETSCENE

Capital Budget Monitoring 2017/18 - Outturn

Programme Area	Total Budget £m	Projected Outturn £m	Variance (Under)/ Over £m	Variance %age %	Variance Prev Qtr £m	Cause of Variance	Action Required	Comments
Waste Services - Collaborative Change Programme (CCP)	0.477	0.477	(0.000)	(0)	(1.000)			
Highways	5.260	5.262	0.002	0	0.016			
Local Transport Grant	2.512	2.511	(0.001)	(0)	0.000			
Solar Farms	0.024	0.024	(0.000)	(1)	0.013			
Total	8.273	8.273	0.000	0	(0.971)			

Variance = Budget v Projected Outturn

ORGANISATIONAL CHANGE 1

Capital Budget Monitoring 2017/18 - Outturn

Programme Area	Total Budget £m	Projected Outturn £m	Variance (Under)/ Over £m	Variance %age %	Variance Prev Qtr £m	Cause of Variance	Action Required	Comments
Leisure Centres	0.878	0.624	(0.254)	(29)	0.000	Carry Forward - This is an ongoing programme previously approved by Cabinet, the unspent allocation is required to complete the works	Request approval to move funding of £0.254m to 2018/19	
Play Areas	0.471	0.471	(0.000)	(0)	0.000			
Libraries	0.120	0.010	(0.110)	(92)	0.000	Carry Forward - This is an ongoing programme previously approved by Cabinet, the unspent allocation is required to complete the works	Request approval to move funding of £0.110m to 2018/19	
Total	1.469	1.105	(0.364)	(25)	0.000			

Variance = Budget v Projected Outturn

ORGANISATIONAL CHANGE 2

Capital Budget Monitoring 2017/18 - Outturn

Programme Area	Total Budget £m	Projected Outturn £m	Variance (Under)/ Over £m	Variance %age %	Variance Prev Qtr £m	Cause of Variance	Action Required	Comments
Administrative Buildings	0.921	0.842	(0.079)	(9)	0.000	Carry Forward - £0.035m for ongoing Target Hardening works. £0.044m to complete delayed works at Theatr Clwyd	Request approval to move funding of £0.079m to 2018/19	
Community Asset Transfers	0.955	0.200	(0.755)	(79)	0.000	Carry Forward - Unspent Corporate Provision	Request approval to move funding of £0.755m to 2018/19	
Total	1.876	1.042	(0.834)	(44)	0.000			

Variance = Budget v Projected Outturn

HOUSING REVENUE ACCOUNT

Capital Budget Monitoring 2017/18 - Outturn

Programme Area	Total Budget	Projected Outturn	Variance (Under)/ Over	Variance %age	Variance Prev Qtr	Cause of Variance	Action Required	Comments
	£m	£m	£m	%	£m			
Disabled Adaptations	0.712	0.712	0.000	0	0.000			
Energy Services	0.292	0.291	(0.001)	(0)	0.000			
Major Works	2.628	2.629	0.001	0	0.500			
Accelerated Programmes	0.868	0.868	(0.000)	(0)	0.100			
WHQS Improvements	17.692	17.692	(0.000)	(0)	(0.100)			
SHARP	7.580	7.580	0.000	0	(0.600)			
Total	29.772	29.772	0.000	0	(0.100)			

Variance = Budget v Projected Outturn

SUMMARY

Capital Budget Monitoring 2017/18 - Outturn

Programme Area	Total Budget £m	Projected Outturn £m	Variance (Under)/ Over £m	Variance %age %	Variance Prev Qtr £m	Cause of Variance	Action Required	Comments
Chief Executive's	0.044	0.043	(0.001)	(3)	(0.053)			
People & Resources	0.233	0.000	(0.233)	(100)	0.000			
Governance	1.188	1.120	(0.068)	(6)	0.000			
Education & Youth	8.642	8.542	(0.100)	(1)	(0.249)			
Social Care	0.497	0.417	(0.080)	(16)	0.000			
Community & Enterprise	6.134	6.134	0.000	0	0.021			
Planning & Environment	1.015	0.932	(0.083)	(8)	0.288			
Transport & Streetscene	8.273	8.273	0.000	0	(0.971)			
Organisational Change 1	1.469	1.105	(0.364)	(25)	0.000			
Organisational Change 2	1.876	1.042	(0.834)	(44)	0.000			
Sub Total - Council Fund	29.371	27.609	(1.763)	(6)	(0.964)			
Housing Revenue Account	29.772	29.772	0.000	0	(0.100)			
Total	59.143	57.381	(1.763)	(3)	(1.064)			

Variance = Budget v Projected Outturn

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CORPORATE RESOURCES OVERVIEW AND SCRUTINY

Date of Meeting	Thursday, 12 July 2018
Report Subject	Revenue Budget Monitoring 2018/19 (Interim)
Cabinet Member	Leader of the Council and Cabinet Member for Finance
Report Author	Corporate Finance Manager
Type of Report	Operational

EXECUTIVE SUMMARY

The purpose of this report is to provide Members with the Revenue Budget Monitoring 2018/19 (Interim).

RECOMMENDATIONS

1	That the committee considers and comments on the Revenue Budget Monitoring 2018/19 (Interim) Report. Any specific matters for attention will be noted and reported verbally to the Cabinet when it considers the report.
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REPORT DETAILS

1.00	EXPLAINING THE REVENUE BUDGET MONITORING POSITION 2018/19 (INTERIM)
1.01	The Revenue Budget Monitoring 2018/19 (Interim) Report will be presented to Cabinet on Tuesday 17 July 2018. A copy of the report is attached as Appendix A to this report.

2.00 RESOURCE IMPLICATIONS

2.01	As set out in Appendix A; Revenue Budget Monitoring 2018/19 (Interim).

3.00	CONSULTATIONS REQUIRED / CARRIED OUT
3.01	None required.

4.00	RISK MANAGEMENT
4.01	As set out in Appendix A; Revenue Budget Monitoring 2018/19 (Interim).

5.00	APPENDICES
5.01	Appendix A; Revenue Budget Monitoring 2018/19 (Interim).

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	None required. Contact Officer: Sara Dulson, Finance Manager Telephone: 01352 702287 E-mail: sara.dulson@flintshire.gov.uk

7.00	GLOSSARY OF TERMS
7.01	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. Budget: a statement expressing the Council's policies and service levels in financial terms for a particular financial year. In its broadest sense it includes both the revenue budget and capital programme and any authorised amendments to them.



CABINET

Date of Meeting	Tuesday, 17 July 2018
Report Subject	Revenue Budget Monitoring 2018/19 (Interim)
Cabinet Member	Leader of the Council and Cabinet Member for Finance
Report Author	Corporate Finance Manager
Type of Report	Operational

EXECUTIVE SUMMARY

This interim report is the first revenue budget monitoring report of 2018/19. The report provides information on the progress of achieving planned efficiencies against the targets set and reports by exception on significant variances which may impact on the financial position in 2018/19.

This initial revenue monitoring update does not provide the level of detail which will follow in later Revenue Budget Monitoring Reports, the first being the Month 4 which will be reported to Cabinet on 25 September 2018 but does highlight the high level risks affecting financial projections that will need to be closely monitored throughout the year.

RECOMMENDATIONS

1	Cabinet is recommended to note the report.
2	To approve a contribution from the Contingency Reserve to offset the funding reduction for the Minority Ethnic Achievement Grant (MEAG) (paragraph 1.21).

REPORT DETAILS

1.00	REVENUE BUDGET MONITORING 2018/19 (INTERIM REPORT)
1.01	<p>As in previous years, during the early part the 2018/19 financial year Corporate Finance resources have been dedicated to the closure of the accounts for 2017/18 to ensure that the statutory deadline for completion of the draft statement of accounts by the end of June is achieved. Full detailed budget monitoring will commence following this deadline and pending the resumption of full monthly reporting an interim report is presented at the end of month 2, reporting by exception only. For information the draft Statement of Accounts are to be presented to the Audit Committee on 11 July 2018, and the 2017/18 revenue final outturn report is included on the agenda for this Cabinet Meeting.</p>
1.02	<p>Work has already been undertaken to review the progress and risks within this report to identify any emerging pressures or unachieved efficiencies which may impact on the latest MTFS forecast for 2019/20 and this will continue throughout the year.</p>
1.03	<p>Although at an early stage in the financial year, the initial net impact of the emerging risks and variances as detailed in the report is that expenditure is projected to be £1.619m lower than budget. It should be noted that this figure only includes significant variances as specified, and does not reflect a complete projected outturn position. The first detailed monitoring of all risks and variances will be reported to Cabinet on 25 September 2018.</p>
1.04	<p>The 2018/19 budget includes £5.511m of efficiencies from Portfolio Business Planning and Corporate Financing.</p> <p>Achievement of these efficiencies will be measured each month and reported within the monthly revenue budget monitoring report and a target of 95% has been set.</p> <p>At this stage it is projected that the full amount of efficiencies will be achieved although a more detailed analysis will be included within the Month 4 Revenue Budget Monitoring Report and subsequent reports. It should be noted this position could change throughout the year.</p>
1.05	<p>Budget planning, monitoring and management is tightly controlled by accountable Service Managers and Finance Managers from the outset. Cabinet members are also fully involved in their respective portfolio areas.</p>

1.06	<p>Members were made aware when setting the budget that there were a number of risks that would need to be kept under close review and an update on these are included together with other emerging risks that have been identified within Portfolios. There are also some positive variations that mitigate some of these risks as detailed within the report.</p>
1.07	<p>Areas that are considered as a high risk of financial volatility will be reviewed as part of the monthly monitoring process and the implications considered as part of the Councils forecasting over the medium term. Though considered in detail throughout the report the areas of particular concern include:</p> <ul style="list-style-type: none"> • Out of County Placements • Social Services for Children • Residential Care for Adults • Recycling income • Potential Grant Reductions • Schools <p>Details of these areas are included in the paragraphs below.</p>
1.08	<p>Pay negotiations for National Joint Council (NJC) staff were concluded earlier in the year with an overall increase of 2% for staff on grades over point 19 and higher increases for lower grades ranging from 3.7% to 9.1%. The budget for 18/19 included pay inflation at 1% with the risk of a higher pay award recognised as part of the 18/19 budget. Work is underway to calculate the impact on the Council fund (non schools) which will be included in the first detailed monitoring report as a request to be funded from the contingency reserve.</p> <p>The impact for the HRA is anticipated to be in the region of £0.080m which it is anticipated can be met from vacancy savings within the service.</p>
1.09	<p><u>Out of County Placements; £1.263m overspend</u></p> <p>There is a projected overspend of £0.630m in Social Services Children's Services which is based on current clients and packages which is likely to be subject to variation during the year. This projection includes externally provided placement costs for 60 children, some of which lie within Flintshire's geographic boundary.</p> <p>There is the potential for this to impact on future years, however due to the volatility in this area it is difficult to forecast accurately. There is also a contingency sum of £0.300m within the projection which is intended to cover the net additional costs of further new placements, ending placements and changes in placement costs.</p> <p>There is a projected overspend of £0.633m within Education & Youth Inclusion Services which is based on current clients and packages, this is also likely to be subject to variation during the year.</p>

1.10	<p><u>Social Services</u></p> <p><u>Children's Services - Family Placement; £0.220m overspend</u></p> <p>There is a projected overspend of £0.220m within this service due to the current demands on the service from additional fostering placements which in some cases wherever practical are a more cost effective and appropriate solution than an out of county placement. The main pressure areas are payments to foster carers and agencies, special guardianship payments, and Christmas supplements.</p>
1.11	<p><u>Children's Services - Professional Support; £0.230m overspend</u></p> <p>There is a projected overspend of £0.230m within this service. Most of this relates to an under provision of budget for the ongoing need to support child protection issues via the Victim Contact team.</p>
1.12	<p><u>Older People - Provider Services (Contribution to North East Wales Community Equipment Store (NEWCES)); £0.141m underspend</u></p> <p>There is a projected in year underspend of £0.141m following renegotiation with our NEWCES partners. This recurring saving has been earmarked for use as part of the funding strategy for the Council's new extra care facilities, however due to the expected delay in the opening of the new Llys Raddington, Flint extra care facility until September 2018, the planned budget virement to establish the required full year budget for the new facility need not take place until 2019/20.</p>
1.13	<p><u>Older People - Provider Services - Resources & Regulated Services; £0.130m underspend</u></p> <p>There is a projected in year underspend of £0.130m due to the expected delay in opening of the new Llys Raddington, Flint extra care facility which is not now expected to be open until September 2018.</p>
1.14	<p><u>Mental Health Services - Residential Placements; £0.609m overspend</u></p> <p>There is a projected overspend of £0.609m on Mental Health residential placements, which reflects the established pressure of £0.333m as reflected in the 2017/18 final outturn plus a further four new placements to date in the current financial year.</p>
1.15	<p><u>Streetscene & Transportation</u></p> <p><u>Brown Bin Waste Charges; £0.100m underspend</u></p> <p>Following the rollout of charges for Brown Bin Waste collection from 1st April 2018, income is projected to exceed the £0.800m income target by £0.100m due to the number of residents subscribing to the charge.</p>

1.16	<p><u>Car Parking Charges; £0.100m overspend</u></p> <p>Increased charges were implemented in all car parks from the 21st May with the exception of Flint which went live a week later with charges being in place within the town for the first time. The fee increase calculations were based on a full year effect so this slight delay, together with the initial lower uptake in increased charges is likely to result in a an overall income shortfall against the £0.450m increased target of £0.100m.</p>
1.17	<p><u>Integrated Transport Unit (ITU); £0.280m overspend</u></p> <p>There is a pressure of £0.280m due to the additional transport costs of pupils from John Summers High School transferring to Connah's Quay High School, Buckley Elfed and the Mold Campus. The part year pressure was met from the Education Transition budget in 2017/18.</p>
1.18	<p><u>HRC Site Rationalisation; £0.050m overspend</u></p> <p>Due to delays from negotiations with the land owner, the opening of the new Rockcliffe HRC site is now likely to take place in September with the development of the site continuing at pace. However, the additional running costs of continuing to operate two existing sites in Flint and Connah's Quay up to the opening is estimated at £0.050m.</p>
1.19	<p><u>Recycling Income; £0.188m overspend</u></p> <p>The Council are in an existing contract for plastic recycling until September 2018 but following the media coverage regarding China (lead market) earlier this year, the income rate has already dropped from £95/tonne to a capped £50 per tonne resulting in a projected income reduction of £0.042m. It is possible that the market could drop to zero or worse and the Council may then have to pay for disposal, which would mean further costs and complete loss of income for plastics.</p> <p>In addition, with regard to Paper and Card, the Council is currently in an extension period of the main contract with the rate reviewed on an ongoing basis with 6,250 tonnes of mixed card/paper being collected per annum. Market rates are already dropping for these materials and the contractor indicates that the rates are likely to continue to fall. It is anticipated that income loss on both paper and card could be as much as £0.146m in 2018/19. This has been a very fast moving impact and unfortunately, the scale of the reduction was not known during the planning stages of the 2018/19 budget.</p>
1.20	<p>Planning & Environment</p> <p><u>Development Management, Building Control; £0.100m overspend</u></p> <p>The Building (Local Authority Charges) Regulations 2010 made new provision authorising local authorities (LAs) in England and Wales to fix their own charges in a scheme. The principles in the charges regulations require authorities to achieve full cost recovery on their building regulation chargeable</p>

	<p>work, meaning any deficit at the end of the financial year is mitigated by the use of a reserve and any surplus is transferred into reserve.</p> <p>For 2018/19 Building Control have reviewed and revised their Fees and Charges and have implemented a 5% increase with effect from 1 April. In previous years, fee income shortfalls have resulted in the Building Control Trading Account Reserve balance being drawn down and not augmented. The available reserve to support the service and fund any potential deficit to bring the Trading Account to a neutral position is currently less than £0.015m.</p>
1.21	<p>Education & Youth</p> <p><u>Minority Ethnic Achievement Grant (MEAG)</u></p> <p>The MEAG has been withdrawn by the Welsh Government from 2018/19. To continue this valuable service at the same level, a pressure of £0.174m will be incurred due to the loss of this grant funding.</p> <p>Recently Welsh Government have announced £1.2m nationally to mitigate the impact of the withdrawal in 2018/19 and we are awaiting information for Flintshire's funding allocation.</p> <p>It is requested that any shortfall between the allocation from Welsh Government and the loss of grant is met through the Contingency Reserve in 2018/19.</p>
1.22	<p>Schools</p> <p>There are a number of financial risks associated with schools. Six out of eleven secondary schools in Flintshire are in a deficit position (the cumulative total of this deficit is currently £1.6m).</p> <p>The teacher's pay award is yet to be agreed nationally, if there is no additional funding from Government to cover the cost of an increase there will be a significant financial impact on schools.</p> <p>The NJC pay award has had a disproportionate effect on Special Schools because of the high number of support staff employed and this has been identified as a cost pressure.</p>
1.23	<p>Governance</p> <p><u>Customer Services; £0.100m overspend</u></p> <p>There is a projected overspend of £0.100m within Customer Services which has arisen due to an unachieved efficiency which was included within the 2016/17 budget. This target has been met in the past through use of one off vacancy savings, however scope for this to occur this financial year appear limited. Options to mitigate this overspend will be considered during the year.</p>

1.24	<p>Central & Corporate Finance</p> <p><u>Minimum Revenue Provision (MRP); £1.400m underspend</u></p> <p>The Council has adjusted its method of calculating the MRP repayment in 2017/18 which has reduced the annual amount payable. This reduction is not included in the 2018/19 budget and £1.400m is anticipated as an in-year underspend.</p>
1.25	<p><u>Pension; £0.682m underspend</u></p> <p>There was a significant underspend on the pension contribution account in 2017/18 and early analysis suggests that this will also be the case in 2018/19. The impact of the pay award and other factors will be assessed in detail in advance of the first detailed monitoring report.</p>
1.26	<p><u>Auto enrolment; £0.270m underspend</u></p> <p>Budget set aside and held centrally for anticipated increase in employer's superannuation costs due to auto enrolment. To date this increase is not as high as originally anticipated. This mostly is affected by relief workers and the monthly hours they work. Potential efficiency to be assessed as part of MTFS.</p>
1.27	<p><u>Carbon Reduction Commitment (CRC); £0.296m underspend</u></p> <p>The CRC scheme closes in 2019. In previous years allowances were over purchased and currently there is a credit balance in the environment agency account. The CRC budget for 18/19 is £0.380m and it is estimated that only £0.085m of this budget will be required to purchase allowances in 18/19.</p>
1.28	<p><u>Income Generation; £0.200m overspend</u></p> <p>There is a shortfall against the income budget of approximately £0.200m, with options to raise additional income being considered and pursued as part of the follow up work from the recent Member workshop.</p>
1.29	<p><u>VAT Rebate; £1.940m underspend</u></p> <p>Flintshire County Council have successfully claimed a VAT rebate on some sporting exemptions. Historically there was doubt as to whether Local Authorities could be classified as an eligible body for the purpose of exemption from certain sporting activities. However, following a legal challenge against HMRC by another Local Authority and it was ruled that Local Authorities were eligible for this exemption. An early estimate indicates that the Council will receive £1.940m from this rebate on a one-off basis.</p>
1.30	<p>The emerging risks and issues identified in 1.09 – 1.29 are the significant</p>

	items that have been raised at this early stage in the year. A full detailed budget monitoring position will be reported for the first quarter of the year to Cabinet in September.
1.31	<p><u>UNEARMARKED RESERVES</u></p> <p>The final level of Council Fund Contingency Reserve brought forward into 2017/18 was £5.134m as detailed in the 2016/17 outturn report elsewhere on this agenda (subject to Audit).</p>

2.00	RESOURCE IMPLICATIONS
2.01	The Budget Monitoring Report reflects the planned use of the financial resources of the Council for the current financial year and details the variations occurring to date.

3.00	CONSULTATIONS REQUIRED / CARRIED OUT
3.01	None Required.

4.00	RISK MANAGEMENT
4.01	As identified within the main body of the report.

5.00	APPENDICES
5.01	None.

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	<p>None required</p> <p>Contact Officer: Sara Dulson Finance Manager</p> <p>Telephone: 01352 702287</p> <p>E-mail: sara.dulson@flintshire.gov.uk</p>

7.00	GLOSSARY OF TERMS
7.01	Budget: a statement expressing the Council's policies and service levels

in financial terms for a particular financial year. In its broadest sense it includes both the revenue budget and capital programme and any authorised amendments to them.

Council Fund: the fund to which all the Council's revenue expenditure is charged.

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

Housing Revenue Account: the Housing Revenue Account (HRA) is a local authority account showing current income and expenditure on housing services related to its own housing stock. The account is separate from the Council Fund and trading accounts and is funded primarily from rents and government subsidy.

Intermediate Care Fund: Funding provided by Welsh Government to encourage integrated working between local authorities, health and housing.

Projected Outturn: projection of the expenditure to the end of the financial year, made on the basis of actual expenditure incurred to date.

Reserves: these are balances in hand that have accumulated over previous years and are held for defined (earmarked reserves) and general (general reserves) purposes. Councils are required to regularly review the level and purpose of their reserves and to take account of the advice of the Chief Finance Officer.

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.

Underspend: when referring to expenditure the actual expenditure incurred is less than budget. Shown as a –ve. When referring to income the actual income achieved exceeds the budget. Shown as a –ve.

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.

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CORPORATE RESOURCES OVERVIEW AND SCRUTINY COMMITTEE

Date of Meeting	Thursday, 12 July 2018
Report Subject	Strategic Equality Plan Annual Report 2016/18 and Welsh Language Annual Monitoring Report 2017/18
Cabinet Member	Cabinet Member for Corporate Management and Assets
Report Author	Chief Executive
Type of Report	Operational

EXECUTIVE SUMMARY

The purpose of this report is to present both the annual Strategic Equality Plan Annual Report 2016/18 (Appendix 1) and Welsh Language Annual Monitoring 2017/18 (Appendix 2).

All devolved public authorities in Wales are required by the public sector equality duties (PSED) of the Equality Act 2010 to identify and publish equality objectives and produce a Strategic Equality Plan (SEP), every four years, and report on progress.

The Council has a statutory duty to publish an annual report setting out how it has met the Welsh Language Standards (WLS). The Standards which the Council has to comply with are set out in a Compliance Notice. These are unique to each organisation and specify what the organisations are expected to implement in Welsh and by when they are required to comply.

This report provides an overview of progress to complying with the Equality Act and Welsh Language Standards and identifies areas for improvement.

RECOMMENDATIONS

1	That the Committee considers and reviews the annual reports.
2	The Committee notes area of progress and areas for improvement.

REPORT DETAILS

1.00	EXPLAINING THE STRATEGIC EQUALITY PLAN AND WELSH LANGUAGE ANNUAL REPORTS
1.01	<p>Strategic Equality Plan</p> <p>The Equality Act 2010 placed a specific duty on public bodies which requires them to :-</p> <ul style="list-style-type: none"> • draw up a strategic equality plan • prepare and publish equality objectives • publish objectives to address pay differences • produce an annual report by 31 March each year. <p>The aim of these duties is to ensure the delivery of positive outcomes for people with protected characteristics through evidenced based objectives. The protected characteristics are; age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.</p>
1.02	<p>The equality objectives set out in the Strategic Equality Plan are:</p> <ul style="list-style-type: none"> • Reduce health inequalities • Reduce unequal outcomes in Education to maximise individual potential • Reduce inequalities in employment • Reduce inequalities in Personal Safety • Reduce inequalities in Representation and Voice • Reduce inequalities in access to information and services, buildings and the environment
1.03	<p>There have been some outstanding areas of achievement:</p> <p>Equality</p> <ul style="list-style-type: none"> • Continuing programme of physical alterations to schools enabling disabled pupils to fully access facilities • Publication of the Equal Pay Audit • A rolling programme of Disability Inclusion Training provided to Leisure Centre employees (now Aura) • Increasing the number of Dementia Friendly communities and businesses and number of Memory cafes established. <p>Welsh Language</p> <ul style="list-style-type: none"> • Social Services are implementing the “More than Just Words Framework” which places them in a strong position to comply with the Standards and deliver bilingual services. • Theatr Clwyd has been active in raising the profile of Welsh language throughout all their activities, including producing and co-producing

	<p>Welsh language shows.</p> <ul style="list-style-type: none"> • All Welsh medium schools achieved the Siarter Iaith Silver award for their increased use of Welsh in social settings and are now working towards Gold. • The Welsh in Education Strategic Plan is being updated and is an important strategy for increasing the number of pupils learning through the medium of Welsh and, over time, the pool of potential Welsh speaking employees • In 2017/18 just over 87% of employees completed the Welsh language skills audit, compared to 82% on March 31st 2017. Completion of the audit provides baseline data to inform a strategy for managers to plan how they will deliver bilingual services. Further initiatives to increase the response rate to the audit will be introduced over the next 12 months • The development of the Welsh Language Promotion Strategy with the support for community and business involvement as equal partners.
1.04	<p>An area of progress across both equality and Welsh language policy areas has been the development of an integrated impact assessment (IIA). This assessment provides an overview of direct impacts affecting different groups of people as well as the natural environment (biodiversity). These are the 3 statutory areas of assessment to be undertaken, but we have developed the assessment process to also consider other impacts such as health and poverty.</p> <p>In addition, because the assessment process is undertaken within CAMMS (the Council's performance and project management system), all the information is collated in one place and various aspects of data can be used for different purposes. This reduces duplication and also enables consideration of any wider compound implications which may be impacted by cumulative effects of differing options, for example, multiple effects on young people.</p> <p>This co-ordinated approach will enable a reduction to any negative impacts that have been identified.</p> <p>IAs are being used in a number of ways: firstly as part of the considerations for future operational efficiency options and also on specific stand-alone projects such as the Local Development Plan, ensuring that impacts have been identified, understood and considered.</p>
1.05	<p>Although there are positive areas of progress, some issues remain as areas for improvement:</p> <p>Equality</p> <ul style="list-style-type: none"> • Data collection – more systematic data collection of the profile of customers and analysis of the data across services is needed to be able to identify areas for improvement and measure progress and outcomes for protected groups. • More employees need to complete the Diversity Audit which will contribute towards the Workforce Information Report and Equal

	<p>Pay Audit.</p> <ul style="list-style-type: none"> • Only a small number of employees have completed the e-learning modules. Training on equality is a statutory requirement of the Public Sector Equality Duty for all employees. • Equality impact assessments need to be undertaken more systematically and robustly before decisions are made about service changes; this is being addressed through the use of a revised Integrated Impact Assessment (as referred to in 1.04). <p>Welsh Language</p> <ul style="list-style-type: none"> • More employees need to complete the Welsh language awareness training. This shows the link between Welsh language, good customer care and high quality services. • The results of the Welsh language skills audit show that less than 4% of employees are fluent Welsh speakers and approximately 37% employees have no Welsh skills. This profile will need to change over time to increase the number of Welsh speaking employees and reduce the number of employees without any knowledge of the Welsh language. This will support the Council to deliver bilingual services and meet the needs of Welsh speaking customers. • More take-up is needed of the Welsh language training courses provided by the Council, to help change the profile of the Council's Welsh speakers. • Promotion of the use of Welsh in the Council (both as a business and as a place to socialise) • Welsh language impact assessments need to be systematically included within consultations and decision-making.
1.06	<p>There have been four complaints relating to Welsh language during 2017/18, compared to 15 complaints received during 2016/17. They relate to telephone calls, the website and social media. Various methods of communication are being considered to promote employees' responsibilities.</p>
1.07	<p>Next Steps</p> <ul style="list-style-type: none"> • A mid-year report on the areas for improvement will be considered by Cabinet. • Relevant actions from the SEP will be incorporated into CAMMS, the Council's performance management system to facilitate easier reporting and monitoring. • Workforce communications will be published to increase the number of employees who complete the e-learning modules for equality and Welsh language. • Increased awareness and support for internally-provided Welsh Language training courses to encourage managers and employees to improve take-up. • Completion of the integrated impact assessment tool during decision making • Regular communications regarding compliance with and celebration

	of the Welsh Language Standards will be cascaded to the workforce.
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2.00	RESOURCE IMPLICATIONS
2.01	A training programme is required to ensure employees have the skills and knowledge to meet these statutory duties. A budget for equalities and Welsh language training is held by the Learning and Development Team.

3.00	CONSULTATIONS REQUIRED / CARRIED OUT
3.01	Equality Representatives and relevant officers were consulted in order to update both the action plans and provide information for the annual monitoring reports.

4.00	RISK MANAGEMENT
4.01	<p>The purpose of the SEP is to ensure the Council is meeting its statutory duty to promote equality, eliminate discrimination and foster good community relations for people who live in, work and visit Flintshire. Promoting equality and reducing discrimination will contribute to addressing poverty experienced by people across all protected groups.</p> <p>Meeting the Welsh Language Standards will promote equality for Welsh speakers in service delivery and for Council Welsh speaking employees. They will ensure that the Council considers the impact of policies and decisions on both Welsh speakers and the Welsh language to promote positive impact and eliminate/reduce negative impact.</p> <p>Actions are being taken as described in the body of the report to ensure that awareness of the Standards and their compliance is supported.</p>

5.00	APPENDICES
5.01	Appendix 1 Strategic Equality Plan Annual Report 2016/18 Appendix 2 Welsh Language Annual Monitoring Report 2017/18

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	<p>Strategic Equality Plan 2016/2020</p> <p>Welsh Language Compliance Notice</p> <p>Contact Officer: Fiona Mocko, Strategic Policy Advisor Telephone: 01352 702122</p>

7.00	GLOSSARY OF TERMS
7.01	<p>CAMMS: an integrated planning, risk management and Programme / project management and reporting system.</p> <p>Compliance Notice: specifies the exact Welsh Language Standards that each organisation should have to comply with and also the date by which they are required to comply with a standard.</p> <p>Diversity Audit: is the collection and analysis of information on the profile of customers and employees, for example, people’s age range, disability, gender reassignment, ethnic group, religion or belief, sex and sexual orientation to identify actual or potential inequalities.</p> <p>Equality impact assessments: is the process to identify the impact of a proposal/decision/policy/initiative on people with protected characteristics</p> <p>Integrated impact assessments: an Integrated Impact Assessment (IIA) is a way to look at how a proposal could affect communities and if different groups within the community will be affected differently. It takes into consideration impacts on the environment, equality, health and Welsh language.</p> <p>More Than Just Words Framework: Welsh Government Framework to strengthen Welsh language services in health, social services and social care.</p> <p>Protected characteristics: 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>PSED: 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>Welsh In Education Strategic Plan: the Council’s plan setting out how it will support, expand and promote Welsh-medium education within the whole community, increasing the number and percentage of pupils receiving Welsh-medium education in compliance with the Welsh Government’s ‘Welsh-Medium Education Strategy’ of developing learners who are fully bilingual.</p> <p>Welsh Language Measure: Welsh Language (Wales) Measure 2011: confirms the official status of Welsh, creates a new system of placing duties</p>

on bodies to provide services through the medium of Welsh and creating the post of Language Commissioner with enforcement powers.

Welsh Language Scheme: previous policy stating the Council's commitment to the Welsh language, this includes an action plan setting out how it plans to deliver bilingual services. The Standards have replaced Schemes.

Welsh Language Standards: specific standards of conduct in relation to the Welsh language.

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Flintshire County Council

Strategic Equality Plan Annual Report April 2016 - March 2017 and April 2017 - March 2018

We can provide this information in alternative formats or in
your own language

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Strategic Equality Plan

Annual Report 2016-2017 and 2017-2018

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Executive Summary

This is the first annual report for Flintshire County Council's Strategic Equality Plan 2016-2020. It sets out the progress we made to achieve our equality objectives which we first set out in 2012 and updated in 2016 to reduce inequalities experienced by people with protected characteristics.

We have continued to undertake initiatives to meet the general equality duty as well as work to the objectives set out in the Strategic Equality Plan. We have worked well with other public bodies in North Wales and have developed regional equality objectives. By meeting our own equality objectives we will contribute to the regional equality objectives. In addition to setting regional equality objectives, we have worked with our colleagues to develop a co-ordinated approach to encouraging victims to report hate crime has been taken across North Wales.

There have been improvements in services; there are three Dementia Friendly communities in Flintshire, and four other communities are now applying for this status. There are 38 Dementia Friendly businesses, and 10 memory cafés in Flintshire.

We recognise that we may have had some successes but we still need to make progress, especially in the areas of equality monitoring and impact assessments. We are integrating the 2016-2020 Strategic Equality Plan within CAMMS, the Council's performance management system which will enable us to monitor progress more efficiently.

Colin Everett
Chief Executive

Councillor Billy Mullin
Cabinet Member for Corporate
Management

Strategic Equality Plan Annual Report 2016-2017 and 2017-2018

1. Introduction

1.1 This is the first annual report for the Council's [Strategic Equality Plan](#) (SEP); it covers the period April 2016 to March 2018. The report sets out progress to meet the equality objectives provides a summary of achievements during the past four years.

1.2 The Equality Act 2010 introduces a general public sector duty to

- (a) eliminate discrimination, harassment, and victimisation;
- (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.

1.3 The protected characteristics as defined by the Equality Act are:

Age	Disability
Gender Reassignment	Marriage and Civil Partnership
Pregnancy and Maternity	Race
Religion and Belief	Sex
Sexual Orientation	

The Council's commitments to the Welsh language treating English and Welsh language on the basis of equality are set out in the [Welsh Language Compliance Notice](#). The action we have taken to meet our statutory responsibilities for Welsh language are covered in a separate [report](#).

The specific equality duties also require public bodies to:-

- publish objectives to address pay differences
- publish a statement setting out the steps it has taken or intends to take to meet the objectives and how long it expects to take to meet each objective
- produce an annual report by 31 March each year, which will include specified employment information, including information on training and pay
- engage with people from protected groups
- assess impact of new and revised policies on people from protected groups
- publish and use equality information

The purpose of the equality objectives is to reduce specific areas of inequality which were identified using both qualitative and quantitative evidence. The Council has also worked with the other public bodies across North Wales to identify **regional equality objectives**. The regional and local equality objectives and the evidence base used to identify the objectives can be found [here](#).

1.4 Alongside the [SEP](#) the Council’s work on equality is supported by a [Diversity and Equality policy](#) , and Plain Language Guide and delivered as part of various Council documents such as the Council Plan and Customer Strategy.

2. Progress





2.1 The Council’s equality objectives and Strategic Equality Plan were published in April 2016. This is the first annual report and baseline data is still being collated. Many of the objectives are evidenced by data; the more relevant data that is collated, the better the analysis and improved target setting to reduce inequalities experienced by employees and customers.





2.2 The action plan to meet the SEP is provided in Appendix 1; this also highlights the progress made to meet each action.







2.3 Progress has been made to ensure the diversity profile of employees is captured to meet the employment duty of the Equality Act; and the workforce information report has been published; available [here](#).









2.4 A self assessment has been undertaken to review progress made during the first year of the Plan. The following table sets out how we assessed our performance towards achieving our local objectives. These objectives are described in terms of “progress” made toward delivering them and “confidence” in achieving the objectives.





PROGRESS RAG Status Key		OUTCOME RAG Status Key	
R	Limited Progress - delay in scheduled activity; not on track	R	Low - lower level of confidence in the achievement of outcome(s)
A	Satisfactory Progress - some delay in scheduled activity, but broadly on track	A	Medium - uncertain level of confidence in the achievement of the outcome(s)
G	Good Progress - activities completed on schedule, on track	G	High - full confidence in the achievement of the outcome(s)





Equality Objective: Reduce Health inequalities		
Action areas	Progress	Outcomes
Improve health outcomes for protected groups		
Minimise the impact of substance misuse on individuals, their families and communities in the Council		

Equality Objective: Reduce unequal outcomes in Education to maximise individual potential		
Action areas	Progress	Outcomes
Reduce the gap in educational attainment levels between different groups at all key stages		
Ensure pupil feel safe at school		

Equality Objective: Reduce Inequalities in Employment		
Action areas	Progress	Outcomes
Identify and address any inequalities within pay, recruitment, retention, training and promotion processes		
Ensure employees receive equality training to equip them with skills and knowledge to meet the Equality Act 2010		
Support protected groups gain and maintain employment		

Equality Objective: Reduce inequalities in personal safety		
Action areas	Progress	Outcomes
Raise awareness of hate crime		
Raise awareness of safeguarding		
Address high repeat instances of domestic abuse and enable victims of domestic abuse to remain in their own homes		
Develop domestic abuse refuge for males to reduce the inequality in provision in North Wales		

Equality Objective: Reduce inequalities in Representation and Voice		
Action areas	Progress	Outcomes
Increase the diversity of the profile of people who participate in public life and representative bodies		
Improve representation of protected groups in consultation activities and equality impact assessments		

Equality Objective: Reduce inequalities in access to information, services, buildings and the environment		
Action areas	Progress	Outcomes
Promote and increase use of Language Line across all services when dealing with customers where language barriers may result in information not being clearly understood by either parties		
Improve access to services, transport, the built environment and open spaces which the Council provides or manages		

3. Additional activities - Meeting the General Duties

2016/17

3.1 This section sets out the progress made to date under the general duty. Some of the achievements cover all of the three parts of the general duty

3.2 Eliminate discrimination, harassment, and victimisation

Activities and Outcomes

- Three Dementia Friendly communities, 38 Dementia Friendly Businesses and 10 memory cafés established in Flintshire.
- Library employees have received 'Dementia Friendly' training, as well as the HR Team and other Teams from Council services.
- We worked with Bangor University to train care, domestic and auxiliary workers in 12 care homes in how to have creative conversations with people with dementia. 16 care home providers and nine activity providers are using the Dementia Friendly Facebook page.
- Six schools became Dementia Friends
- We also developed an Early Onset Peer Support service with people living with dementia
- Encouraged people to report hate incidents resulting in the number of reports increasing

- Physical alterations were made to schools:
 - 16 out of 84 schools are now fully accessible whilst the remaining schools have had other features altered to increase accessibility
 - Four primary and one high school are having substantial alterations to improve sanitary conditions for disabled pupils including extensions to one school to create an accessible toilet plus changing facilities or extensive internal remodelling
 - Ramped access is being installed to the front entrance to two primary schools and an additional ramp installed to a specific area at Flint High school to increase access to the science block and Design and technology block
 - Handrails have been installed to a number of stepped access points at three primary schools
 - Internal door alterations made to allow access to Performing Arts at one high school

These alterations are important, enabling disabled pupils to access the whole school curriculum and supporting them to achieve their potential.

- The Council participates in the White Ribbon Campaign to raise awareness of violence against women, resulting with increased reports of domestic abuse. Male colleagues in Streetscene services also participated in raising awareness.
- During 2016/17 there were lower incidents of domestic abuse repeat victimisation. 14.3% of high risk repeat victims were referred to the Flintshire Multi agency risk assessment conference (MARAC) indicating a 6% point reduction from the previous year.

3.3 Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it

Activities and Outcomes

- The average number of days taken to complete a Disabled Facilities Grant (DFG) for children has improved. During the year we achieved an average of 249 days compared with 455 in 2015/16. DFG's for adults have taken an average of 248 days compared with 293 in 2015/16.
- To promote fairness and encourage the recruitment and retention of disabled people, we achieved the 'Disability Confident Employer' award.
- Equality Impact Assessments are undertaken on new and revised policies and major decisions and have been integrated into the Council's performance and project management system.
- Wates Residential, Flintshire's development partner for the Strategic Housing and Regeneration Programme (SHARP), created 12 apprenticeship opportunities during 2016/17, as part of the community benefit clause in their contract with the Council.
- A core funding agreement in place with North Wales Deaf Association, now Centre for Sign-Sight- Sound, to provide British Sign Language interpreters for Deaf people who use the Council's services.
- A contract is in place with Language Line for the provision of telephone interpretation and document translation. Face to Face interpreters are also available if needed.
- The Fostering and Adoption Service undertake a series of targeted initiatives involving the Lesbian Gay and Bisexual (LGBT) community to increase the number of LGB foster parents. These initiatives included:-
 - using the rainbow flag on promotional material and encouraging LGBT foster parents
 - attending Encompass (the local LGBT community group)

3.4 Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Activities and Outcomes

- We raise the Trans Flag annually on 20 November to commemorate the Transgender Day of Remembrance in memory of all Trans* people who have lost their lives to Transphobic violence.
- Raised the Rainbow flag during February 2017 to celebrate Lesbian, Gay, Bisexual, Transgender (LGBT) History Month and promote information to raise awareness of LGBT issues through workforce news items and social media
- A contract is in place with Language Line for the provision of telephone interpretation and document translation. Face to Face interpreters are also available if needed.
- The Council is working with partner agencies and supporting Refugees as part of the Home Office Syrian Refugees Resettlement Scheme.

- The Flintshire Buddy Project provides a bespoke service offering one to one support, where necessary for children and young people to participate in their local playscheme during the summer.
- The PALS (Play and leisure Support) Project – provides a bespoke service for children and young people up to the age of 25 years to provide one to one support for children and young people with disabilities to participate in play, the arts, recreational, cultural, sporting and other social opportunities.

2017/18

3.5 Eliminate discrimination, harassment, and victimisation

Activities and Outcomes

- Promoted “Time to Talk Day” to raise awareness about Mental Health with employees and members of the public
- The Traveller Education service provides support and advice to teachers in mainstream schools to encourage the development of a ‘Traveller friendly’ ethos.
- Supported the preparation of resources for mainstream teachers and advice on planning for Traveller learners.
- Developed written documentation to support schools in the inclusion of Traveller pupils – Traveller leaflet.
- Provided training and workshops for schools on Traveller culture and ‘Traveller friendly schools.’
- Theatr Clwyd has been working closely with the Youth Service to develop an interactive workshop, using live performance, to explore the issues arising from Sexual Consent. In a safe and supportive environment, young people will be exploring what makes a healthy relationship, the effects of alcohol and drugs on decision making, and finally, how the law works in relation to Consent. This workshop is being delivered in both English and Welsh in secondary schools in Flintshire.
- Promoted the Welsh Government’s Domestic Abuse e-learning training to ensure all employees complete this module to raise their awareness and understanding of domestic abuse. Champions are available across the Council who individual employees can approach for support.
- Agreed a Corporate Safeguarding Policy which encompasses Modern Slavery
- Delivered training on safeguarding to raise employees’ awareness of safeguarding issues and to ensure they know how to make a report.
- Included safeguarding and modern slavery within the commissioning process.

3.6 Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it

Activities and Outcomes

- Two accessible changing facilities, two ramps and accessible internal doors have been installed at a secondary school.
- Fully accessible changing facilities are now in place in an additional three primary schools and a secondary schools.
- Adaptations in other schools include improving toilet facilities, installing hand rails and ramps and increasing the number of Blue Badge Holders car parking spaces.
- Promoted awareness of internet safety to young people through schools and to older people.
- Provided training for employees who work in Leisure to increase understanding about the barriers that Lesbian, Gay, Bisexual and Transgender (LGBT) people face when accessing sport, and potential solutions for greater inclusion.
- Offered a variety of sports opportunities to disabled people including Wheelchair Basketball.
- Provided training for sports coaches to increase their awareness of disability.
- Supported the preparation of resources for mainstream teachers and advice on planning for Traveller learners.
- Bespoke timetables and alternative curriculum projects are provided for Travellers at Key Stages 1 and 2 (whole day and afternoon groups aimed and building self-esteem and social awareness). Projects have included raising money for the homeless, working with the wardens at Wepre Park and work with the fire service.
- 66% of Traveller children who attended school for specific periods achieved the core subject indicators, which is an increase from previous years. The All Wales average for Irish Travellers is 61.9%, and for Gypsies is 53.7%.
- Invested in the Council's Traveller site to improve facilities.
- We continued to provide support to Syrian Refugees.

3.7 Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Activities and Outcomes

- Raised the Rainbow flag and posted social media messages to celebrate LGBT History Month.
- Supported preparation of resources for mainstream teachers and advice on planning for Traveller learners.
- Promoted hate crime week through social media and through information to our workforce.
- Promoted diversity and equality in the local community at the Flintshire Diversity Festival.
- Promoted the end Violence Against Women campaign (White Ribbon) during November.

- Produced a draft Trans policy for schools, and included feedback from LGBT young people in the development of the policy.

3.8 Hate Crime

There were 62 reports of hate incidents in Flintshire in the period 2016/17 and 123 reports during 2017/18. The incidents were classed as follows:-

Type of incident	2015/16	2016/17	2017/18
Racially motivated	33	37	84
Homophobic	6	6	26
Disability Related	6	9	8
English/Welsh language	0	0	0
Transphobic	0	1	0
Gypsy/Traveller	0	2	4
Gender	0	0	1
Religious	4	6	5
Other	0	1	3
Total	49	62	123

The total number of reports of hate crime increased during 2016/17 and 2017/18. There was a significant increase during 2017/18, specifically in the number of reports of racially motivated related hate crime. Racially motivated hate crime remains the most reported type of hate crime. The initiatives to promote reporting may have resulted in more people coming forward to report hate crime. The members of North Wales Public Sector Equality Network (NWPSSEN) have worked together to encourage reporting of hate crime during Hate Crime Awareness week. The Council also published tweets and face book messages alongside other public bodies. These messages were republished during Trans Remembrance Day (November 2016) and Lesbian, Gay, Bisexual and Transgender History month (February 2017) respectively. It is still felt that hate crime is under reported across North Wales; action will continue to encourage reporting. There has also been an increased reporting of racist and religiously motivated hate crime nationally following terrorist attacks in the United Kingdom.

4. Collating information and engagement

4.1 Systems have been developed to capture and monitor the profile of our customers by protected characteristic. As there is not a single shared system to collate the data, Portfolios and services have developed their own systems. However, not all protected characteristics are captured on each system and there is insufficient data currently available for detailed analysis across the majority of services. It is an ongoing action to improve data capture across services.

Categories used to collate diversity data are taken from the [Census 2011](#) where this information is available. However, data on all protected characteristics is not captured through the Census, for example, Transgender and sexual orientation. As some communities have relatively low numbers which make statistical analysis difficult, the results of national research and reports are used.

4.2 Other sources of information are available from [Infobase Cymru](#) which provides access to a wide range of data locally and nationally on Wales, Data Cymru and regional and national research and reports.

4.3 Research has been undertaken for the North Wales Public Sector Equality Network (NWPSEN), a network of all North Wales public bodies' Equality Officers, to help identify the inequalities experienced by protected groups. This [information](#) is available for use by services.

4.4 NWPSEN developed an exemplar equality monitoring form with a Top Ten Tips Guidance note. This helps ensure consistency amongst the equality monitoring categories used by public bodies across North Wales and will contribute to more effective benchmarking.

4.5 Qualitative data is collated through other means such as surveys and focus groups and through engagement with local groups such as the Council's employee networks and with community groups:

- Flintshire Deaf Forum
- Flintshire Disability Forum
- Flintshire Youth Forum
- Faith contacts
- Older Peoples Forum
- North Wales Regional Equality Network
- School's Councils
- Stonewall Cymru
- Unique transgender group
- 50 plus Action Group

Officers attend meetings with community groups to identify issues at an early stage, receive feedback and views on any initiatives and involve them in equality impact assessments.

4.6 Despite the challenges in collating data, improvements have been made to our processes. We now:

- Record the ethnic details of Social Service users. This is now a mandatory field on the Social Services client database, PARIS.
- Monitor the profile of tenants, homelessness applicants and people on the housing waiting lists. These have been included in the Housing Improvement Plan.
- Record the profile of school pupils and school attainment levels.
- Promote through Leisure Services the "What's it Got To Do With You" Stonewall leaflets to encourage customers to complete the monitoring forms

4.7 Using information to meet the general duty

The profile of customers/service users is compared against the profile of the community to identify areas of over/under representation or under achievement which enables services to set targets for improvement.

Using data in this way helps services to identify potential and actual areas of discrimination and also identify the opportunity to advance equality of opportunity through setting improvement targets which will be incorporated into the [SEP](#). This information has also been used to identify the [Council's local equality objectives](#).

Comparisons of satisfaction levels and complaints and information from focus groups is also used to identify any areas of potential and actual discrimination and areas of community tensions which in turn contribute to identifying opportunities for advancing equality and for fostering good relations.

4.8 Employment Information

The profile of the workforce and job applicants is monitored, the results for the period 1st April 2016 to March 31st 2017 and 1st April 2017 to March 31st 2018 can be found [here](#). Some of the data has been aggregated to ensure individuals cannot be identified. A full diversity profile of the workforce is published separately and includes information required by the specific duties of the Equality Act 2010.

Currently the Council is unable to record gender identity in iTrent (Human Resource Management System) against an individual's record. The Human Resource Operations Manager is exploring options to rectify this with the supplier and the Welsh Local Government Association is co-ordinating activity to address this as it affects more than one local authority.

All data on the HR system includes other protected characteristics. As further modules of the HR system are implemented and the fields populated additional reports will become available in the future, for example, grievances and disciplinary action and applications for training.

Qualitative information is gained through feedback from Trade Union representatives at the Joint Trade Union Consultative Committee and through the employee networks

Qualitative and quantitative information is used to inform equality impact assessments on HR policies and practices and to identify areas of potential/actual inequalities which require further investigation.

4.9 Equal Pay Review

The equal pay review is published on our website and is available [here](#). We are required to set an objective for pay. National research shows that the pay gap between men and women still exists. We have already completed a review of pay

to harmonise terms and conditions and have completed an annual Equal Pay Audit which is published on our website.

The Equal Pay Audit undertaken in 2016 indicated that overall the average salary across all grades for women was £18,437, and for men was £23,011 giving an overall gender pay gap of **19.88%**. The Audit completed in 2017 showed that overall the average salary for women across Grades A to Grade N) is **£19,038** and the average salary for males across all grades is **£23,385** giving an overall gender pay gap of **18.6%**.

5.0 Equality Impact Assessments (EIAs)

5.1 Equality and Welsh Language impact assessments (EIA) are one of the methods being used to mainstream equality and to support services identify specific equality targets. EIAs are undertaken on new or revised policies and practices.

5.2 Arrangements for assessing the impact of policies and practices

A template has been developed to capture the relevant information required for EIAs and this is supported by more detailed guidance. Workshops have been held in each Portfolio to support key officers undertaking EIAs. Portfolio Equality representatives provide additional support within each Portfolio. An EIA Quality Assurance group (comprising members representing different protected characteristics) has been set up to identify potential adverse impact and suggesting solutions. The group also acts as a “safety net” to ensure that the views of people from across the protected characteristics are considered. The aim is to ensure that the EIA process is robust and thorough and contributes to improvement in outcomes for both customers and employees. The equality impact assessment now incorporates Welsh language.

We have developed an integrated impact assessment to cover environment, equality, health, poverty and Welsh language impact assessments.

5.3 The following impact assessments were undertaken during 2016 /17 and 2017/18

2016/17	2017/18
Home Care Services Increased charges	Special Leave of Absence
Alternative Delivery model for Learning Disability Services	Schools review
Public Space Protection Order	Local Development Plan Preferred Strategy
Budget Proposals	Budget Proposals

6.0 Training

6.1 Details of how we promote understanding and knowledge about equality is set out in the [SEP](#). There are three e-learning packages:-

- Equality Act 2010
- Equality in the Workplace
- Equality and Welsh Language Impact Assessments

Diversity and equality is also included in

- Customer Services Award
- Institute of Leadership and Management (ILM) programme at all levels
- E-learning modules for new managers
- Induction workshops for new elected members

6.2 During 2016/17 in addition to the e-learning programmes, workshops were delivered on:-

- Cultural Awareness in Safeguarding Children
- Gypsy and Traveller culture
- Safeguarding Foreign National children- age assessments
- No Recourse to Public Funds- to understand what 'no recourse to public funds' means and to whom this applies
- Access to services for Economic Migrant workers
- Roma culture
- Train the Trainer "Dealing with LGBT bullying in schools" delivered by Stonewall Cymru

During 2017/18 the following training was provided:

- Child Sexual Exploitation
- Disability awareness training for employees working in Leisure Services.
- LGBT Awareness- To increase understanding about the barriers that Lesbian, Gay, Bisexual and Transgender (LGBT) people face when accessing sport, and potential solutions for greater inclusion. This was provided by LGBT Sports Cymru.
- Modern Slavery- provided to employees in Public Protection to enable them to recognise the signs of modern slavery.
- Prevent- provided by North Wales Police to public facing employees to ensure they understand extremism and radicalisation, can identify signs and know how to make a report.
- Safeguarding awareness- half day workshop and a half day interactive theatre style workshop. To increase awareness of safeguarding issues and ensure employees recognise the signs and know how to make a report.
- Trans-awareness- e-learning module- to increase awareness of issues facing the Trans community and understand how to develop Trans inclusive services.

7.0 Procurement

7.1 Details of how equality is embedded into the procurement process is set out in the [SEP](#). Furthermore, the Council includes community benefit clauses within contracts over £1 million; contracts of £10,000 include an element of community benefits in the scoring methods. As this work develops it may have the potential to contribute to the achievement of the equality objectives.

8.0 Conclusion

8.1 This report outlines the progress the Council is making to meet both the general and specific public sector equality duties. It is however clear that collating some data to monitor progress has been challenging. Priorities over the next two years will be to:

- increase the number of employees who complete the equality e-learning modules and complete the diversity audit.
- review actions and measures as there has been difficulty in accessing some measures as they are published by external organisations.
- incorporate actions into the performance management system, CAMMS to ensure that there is more effective monitoring of progress to meeting the objectives.
- put in place an electronic system to capture reports of identity based bullying in schools.
- ensure equality impact assessments are undertaken robustly.
- review the management of interpretation and translation services

Thank you for reading our Strategic Equality Plan Annual Report 2016/17 and 2017/18.

Views and suggestions for our annual report are welcome.




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Appendix 1 Strategic Equality Plan Action Plan 2016- 2020


Annual Report 2017/18



Objective 1 Reduce Health Inequalities					
Improve health outcomes for protected groups					
Task	Who	Date	Measure	Progress 2016/17	Progress 2017/18
Develop and implement action plan to reduce waiting times for children accessing mental health services	Team Manager Performance and Planning and Development Officer	To be confirmed	Number of Looked after Children (LAC) waiting to access the Children and Adolescent Mental Health Service (CAMHS)	Two children were waiting for assessment at the end of March, with a waiting time of less than 4 weeks.	Waiting times reduced but dependent on capacity in external agency
Explore alternative providers for children's mental health	Team Manager Performance and Planning and Development Officer	To be confirmed			
Incorporate need for health assessments within Foster Care training	Team Manager Performance and Planning and Development Officer	To be confirmed	% of health assessments for LAC in time scales	Performance for the year was at 61.5%. Remedial actions being taken by BCUHB have included standardisation of documentation and processes across	52.5% of health assessments were completed for LAC in time scales 






				North Wales. 	
Incorporate prompt registration with General Practitioner (GP) and dentist in PARIS (care assessment system)	Team Manager Performance and Planning and Development Officer	To be confirmed	% LAC Registered with GP 	98.7%	83% Quality Assurance process implemented
			% LAC registered with a dentist within 3 months of becoming registered 	74.2% of children were seen by a dentist within 3 months of becoming looked after	Data for 2017/18 not yet available.
Organise annual Trans awareness training to coincide with Trans remembrance day	Strategic Policy Advisor	annually	number of employees who attend Transgender awareness training	0 workshops were held in 2016/17 however e-learning was made available to employees, through Flintshire Academi e-learning portal. 	0 workshops were held in 2017/18 however e-learning was made available to employees, through Flintshire Academi e-learning portal. This was completed by 81 employees. 
Explore potential to provide training through e-learning	Strategic Policy Advisor	March 2017	Trans awareness e-	Trans awareness training now	Complete










			learning available	available through e-learning. 	
Develop e-learning module on Gypsy Traveller awareness	Gypsy and Traveller Liaison Officer	December 2017	% employees who complete Gypsy Traveller e-learning modules	The officer was appointed this year and a training package is currently being developed. 	Under development 
Provide annual Gypsy Traveller awareness training	Gypsy and Traveller Liaison Officer	Annually	% employees who attend Gypsy Traveller awareness training		
Implement Social Care Training Strategy	Workforce Development Manager	On going	The number of people supported to remain in their own home because of a home adaptation.	Training Strategy is under development 	Training Strategy is under development 
Implement Supporting People Commissioning Plan	Housing Support Co-ordinator	On going	% of care leavers, by protected characteristic, who have experienced homelessness during the year	To be confirmed	Complete 








Implement Dementia Friendly communities action plan	Planning and Development Officer	Complete	Number of events (and take-up) aimed at raising awareness of dementia across the county	To be confirmed	Action plan implemented. Ten Dementia cafes have been established and 56 businesses accredited as Dementia Friendly. 
Minimise the impact of substance misuse on individuals, their families and communities in the county					
Task	Who	Date	Measure	Progress 2016/17	Progress 2017/18
Minimise the impact of substance misuse on individuals , their families and communities in the county	Regional Substance Misuse Commissioning and Development Officer	To be confirmed	% waiting time of less than 20 days from referral to treatment	85.08% Overall, waiting times have been consistent throughout the year. The indicator shows the percentage of referrals achieving the waiting time of less than 20 days. This shows an improvement against our local target of 80%. 	90.27% 
Supporting those receiving treatment to complete substance misuse treatments	Regional Substance Misuse Commissioning and Development Officer	To be confirmed	% of completed substance misuse treatments	77.69% The number of completed treatments	79.27% 



				<p>provided to those with substance misuse problems has fluctuated throughout the year. The overall average for 2016/17 is 77.69% which is just below the 2015/16 rate of 78.91%.</p> <p></p>	
Objective 2 Reduce unequal outcomes in Education to maximise individual potential					
Reduce the gap in educational attainment levels between different groups at all key stages					
Task	Who	Date	Measure	Progress 2016/17	Progress 2017/18
Through Regional School Improvement Service (GwE) work to raise standards achieved by learners who are entitled to Free School Meals (FSM) by undertaking analysis of attainment across all key stages by gender and by FSM	Senior Manager School Improvement	Annual	Annual analysis % of children (by gender, ethnic background, FSM, LAC) for core subject indicator (CSI) at all key stages.	<p>FSM FP CSI 75.7% KS2 CSI 77.9% KS3 CSI 71.7%</p> <p>Sex Foundation Phase Boys 86.5% Foundation Phase Girls 92.9%</p>	Results not yet available





			% of learners entitled to FSM in achieving the Level 1 and Level 2 Indicator (Five GCSEs passes A* -C)	KS2 CSI Boys 88.2% KS2 CSI Girls 94% KS3 CSI Boys 86.8% KS3 CSI Girls 92.4% Profile of pupils achieving five GCEs Grade A* to C are provided in Appendix 4 	
Through GwE Challenge Advisors scrutiny of school improvement plans, ensure that schools are effectively targeting the use of the Pupil Deprivation Grant to support learners entitled to FSM to improve outcomes.	Senior Manager School Improvement.	Autumn Term 2016	% of learners entitled to FSM in achieving the Level 2 and Level 2 Indicator (Five GCSEs passes A* - C)	FSM FP CSI 75.7% KS2 CSI 77.9% KS3 CSI 71.7% 	Results not yet available
Ensure pupils feel safe at school					











Task	Who	Date	Measure	Progress 2016/17	Progress 2017/18
Promote Stonewall Train the Trainer course to encourage schools to send representatives	GwE Regional School Improvement Service	Annual	Number of teachers who attend training	18 Teachers and education services attended 	The training was not offered during 2017/18. Resources have been made available to schools. 
Draft Transgender Reassignment policy for schools	Healthy Schools Officer, Inclusion Officers, Children and Young People's Partnership	July 2018	Transgender Reassignment policy published on Moodle	Working group to develop policy established 	Draft policy shared with working group 
Involve and consult with Trans community on draft policy	Healthy Schools Officer, Inclusion Officers, Children and Young People's Partnership	On-going			
Draft Equalities Plan for schools	Healthy Schools Officer	Autumn Term 2016	All schools adopt updated policy	2016-2020 Strategic Equality Plan template provided to all schools. Monitoring is undertaken as part of healthy schools visits to determine if the SEP has been adopted and is reviewed regularly.	Complete 










					
Promote 'Respecting Others' guidance to schools	Healthy Schools Officer; Inclusion Officers; Children and Young Peoples' Partnership	To be confirmed	% of reports of identity based bullying taking place at schools	Awaiting new Welsh Government Guidance 	Awaiting new Welsh Government Guidance 
Organise annual conference "Respecting Others"	Healthy Schools Officer; Inclusion Officers; Children and Young Peoples' Partnership	To be confirmed	Conference organised	Awaiting new Welsh Government Guidance 	Awaiting new Welsh Government Guidance 
Objective 3 Reduce inequalities in employment					
Identify and address any inequalities within pay, recruitment, retention, training and promotion processes					
Task	Who	Date	Measure	Progress 2016/17	Progress 2017/18
Include equality plan as a standing agenda item at Performance Leads monthly meetings	Strategic Performance Lead	December 2016	Response rate to diversity audit improves	Complete 	Work is continuing to collate missing data 
Undertake annual workforce equality analysis of data in line with the PSED	Workforce Information Manager	Annually	Annual action plan and annual report published	On going 	Complete. Equal pay Audit published. 





Develop and implement action plan to address any potential or actual inequalities	Workforce Information Manager and Strategic Policy Advisor	Annually		On going 	Gender Reassignment monitoring now available on iTrent. Recruitment monitoring forms updated to reflect this. Missing diversity data continues to be captured. 
Publish annual workforce information report	Workforce Information Manager	Annually		Report available 	Report published. 
Ensure employees receive equality training to equip them with skills and knowledge to meet the Equality Act 2010					
Task	Who	Date	Measure	Progress 2016/17	Progress 2017/18
Promote equality training e-learning modules	Strategic Policy Advisor	September 2017	Communications plan developed and implemented	Complete 	Only 8 employees have completed the e-learning training. The training will be promoted widely during 2018/19, to increase completion rates.
Equality incorporated into appraisal	Strategic Policy Advisor	March 2018	Number of employees completing equality e-learning modules	In progress 	8 employees completed training 




Develop and implement training plan for employees to support them to meet equality duties	Strategic Policy Advisor	March 2017	number of equality related courses delivered and numbers of employees who attend number of complaints made by employees of discrimination and identity based bullying number of complaints of discrimination made by job applicants	Programme of training is available supported by four e-learning modules. 2 courses delivered: Finger Spelling Diversity and Equality Awaiting confirmation of data 	Only 8 employees completed training- targets to be set to increase the number of employees who complete the training. Less than 3 complaints made about discrimination by job applicants and less than 3 employees made complaints of bullying and harassment. 
Support protected groups gain and maintain employment					
Task	Who	Date	Measure	Progress 2016/17	Progress 2017/18
Develop and implement action plan to support care leavers gain employment and training opportunities	Team Manager Performance Planning and Development Officer	on going	% of all care leavers, by protected characteristic, who are in sustained	12 months after leaving care= 63% 24 months after leaving care = 81%	Data to be confirmed

			education, training or employment continuously for 12 months and 24 months after leaving care		
Objective 4 Reduce inequalities in personal safety					
Raise awareness of hate crime					
Task	Who	Date	Measure	Progress 2016/17	Progress 2017/18
Work with North Wales Public Sector Equality Network to develop and implement a joint communications plan to raise awareness of hate crime	Strategic Policy Advisor	Annually	Number of reports of hate crime by protected characteristic	62 	Figures not yet available from North Wales Police
			Initiatives to raise awareness of hate crime implemented	Plan developed and implemented 2016 with NWPSSEN 	Regional group established to monitor hate crime figures – to ensure hot spots are identified and initiatives taken to address areas of concern. 
Support Victim Support to provide hate crime awareness sessions to employees	Policy Advisor Equality and Cohesion	Annually	Number of employees who attend training	0 courses were delivered by Victim Support during 2016/17	0 courses delivered by Victim Support during 2017/18. Opportunities for delivering training

					through e-learning being explored. 
Implement Social Services Improvement Plan	Team Manager Performance and Planning and Development Officer	To be confirmed	% of people reporting that they feel safe.	National data not yet published	National data not yet published
Implement safeguarding training	Team Manager Performance and Planning and Development Officer	To be confirmed	% of adult protection reports where the risk has been managed.	98% 	Training implemented 
Implement early interventions/ preventative training	Team Manager Performance and Planning and Development Officer	To be confirmed	% of re-registrations of children on Child Protection Register (CPR).	4.7% 	1.8% 
			The average length of time of children on the CPR.	241 days 	298 days 
Raise awareness of Safeguarding					
Task	Who	Date	Measure	Progress 2016/17	Progress 2017/18
Develop safeguarding policy which includes Modern Slavery	Corporate Safeguarding Panel	September 2016	Policy published	Complete 	Complete- policy being implemented 







Identify organisational training needs relating to Safeguarding	Corporate Safeguarding Panel	September 2016	Training needs analysis undertaken	In progress 	Complete- updates provided at Corporate Safeguarding Panel 
Develop safeguarding training plan	Corporate Safeguarding Panel	September 2016	Training plan in place	In progress 	Under development 
Implement safeguarding training plan	Corporate Safeguarding Panel	January 2017	Number and % of employees who attend safeguarding training	To start from April 2017 	Safeguarding training delivering in October 2017, November 2017 and January 2018 
Address high risk repeat instances of domestic abuse and enable victims of domestic abuse to remain in their own properties					
Task	Who	Date	Measure	Progress 2016/17	Progress 2017/18
Encourage referral of high risk repeat instances of domestic abuse to MARAC	Public Protection Manager	Ongoing	% of high risk repeat victims of domestic abuse referred to MARAC	14.3% 	22.4% 
Home safe referral visits undertaken by the Neighbourhood Wardens	Anti-Social Behaviour Co-ordinator/Trading Standards Team Manager	Ongoing	Number of home referral visits	221 Home visits 	993 Target Hardening visits completed referred by a number of partner agencies. 193 Domestic abuse Home safe visits







					completed referred by a number of different partner agencies. 
Develop domestic abuse refuge for males to reduce the inequality in provision in North Wales					
Task	Who	Date	Measure	Progress 2016/17	Progress 2017/18
Develop domestic abuse refuge for males to reduce the inequality in provision in North Wales	Community Support Services Manager	To be confirmed	Number of referrals	Refuge now open and accepting referrals- 18 referrals received during 2016/17 	27 referrals received 
Objective 5 Reduce inequalities in Representation and Voice					
Increase the diversity of the profile of people who participate in public life and representative bodies					
Task	Who	Date	Measure	Progress 2016/17	Progress 2017/18
Deliver "What Matters" training to Social Services	Team Manager Performance and Planning and Development Officer	To be confirmed	% of people, by protected characteristic, reporting they felt involved in any decisions made about their care and support	National data not published	Training implemented 100% of the Social Services workforce trained. 
Improve representation of Protected groups in consultation activities and equality impact assessments					
Task	Who	Date	Measure	Progress 2016/17	Progress 2017/18






Implement new assessment framework for children and young people	Team Manager Performance and Planning and Development Officer	Complete	% of parents reporting that they felt involved in any decisions made about their child's care and support	National data not published	Framework implemented 
Implement new assessment framework for carers and training for carers	Team Manager Performance and Planning and Development Officer	To be confirmed	% of carers reporting they felt involved in designing the C and S plan for the person that they care for	National data not published	The new assessment framework is under development 
Develop easy and accessible procedures for people to complain when things go wrong.	Customer Services Team Leader	To be confirmed	Number and % of complaints of discrimination	The policy was launched in accordance with an All Wales model for complaints handling in the public sector. 1 complaint of discrimination during 2016/17.	0 complaints of discrimination 

Objective 6 Reduce inequalities in access to information and services, buildings and the environment

Promote and increase use of Language Line across all services when dealing with customers where language barriers may result in information not being clearly understood by either parties

Task	Who	Date	Measure	Progress 2016/17	Progress 2017/18
Promote and increase use of Language Line across all services	Customer Services Officer	April 2017	Number of requests for information in different languages and formats	9 requests for information in different languages 4 requests for information in formats 	171 requests for interpretation 
Develop standard wording for all key documents to promote that they are available in different formats	Strategic Policy Advisor	April 2017	Agreement of standard statement for wording for all public documents stating the information can be provided in different languages and formats	Complete 	Complete 
Deaf awareness training commissioned and delivered annually during Deaf Awareness week	Strategic Policy Advisor	Annually	Number and % employees attending training	6 employees attended finger spelling sessions delivered by North Wales Deaf Association 	Information provided for employees by North Wales Deaf Association, during Deaf Awareness Week. 

Develop joined up working with customer services teams within the Community and Enterprise portfolio to provide a consistent approach towards customer contact	Housing Strategy Officer	April 2016	Consistent information provided by all teams	Customer Relationship Management System now able to be accessed by officers in the Private Sector Housing Team. 	The Housing Asset Management and Housing Solutions Contact Centres merged in January 2018. The single Housing Contact Centre now provides a consistent approach when dealing with customer contact by telephone. 
Improve access to services, transport, the built environment and open spaces which the Council provides or manages					
Task	Who	Date	Measure	Progress 2016/17	Progress 2017/18
Guidance provided to key services to support them to undertake equality monitoring systematically	Strategic Policy Advisor and Performance Leads	December 2016	Equality monitoring undertaken systematically in Education, Housing and Social Services	Complete 	Complete 
Develop electronic toolkit for impact assessments	Strategic Policy Advisor	June 2017	Welsh Language and Equality impact assessments incorporated into the Council's	In progress 	System developed and implemented 

			Performance Management system		
Develop standard clauses for contracts to ensure compliance with equality duty and Welsh Language Standards	Strategic Policy Advisor / Legal Services	October 2016	Standards clauses for contracts and Service level Agreements in place	Welsh language clauses complete 	Equality clauses developed and available on Intranet 
Develop guidance for contractors, alternative delivery models (ADMS) and Community Asset Transfers (CAT) to support them to comply with the PSED and Welsh Language Standards	Strategic Policy Advisor	December 2016	Number of ADMs and CATs containing equality and Welsh language clauses	Guidance developed for Welsh language. Further guidance to be developed for equality. 	In progress 
Employees in customer facing posts to attend Transgender awareness training	Customer Services Officer	April 2017	Number and % employees who attend training	Training to be organised 	Training is available as an e-learning module. This will be promoted during the next 12 months. 
NEW Homes employees to attend Transgender awareness training	Housing Strategy Officer	April 2017	Number and % employees who attend training	Training to be organised 	40%. Two employees have attended the training. Two are scheduled to attend by

					end July 2018. One post is vacant. 
Employees with Gypsy Traveller responsibilities to attend relevant awareness training	Housing Strategy Officer	April 2017	number and % employees who attend training	Training course under development 	Training is still in development 
Prepare options to meet the assessed accommodation needs of the Traveller community	Customer Services Manager	April 217	Options identified	Options prepared 	The Council Traveller site is being redeveloped to provide a better standard of accommodation for the Gypsy Traveller community. Further work is being undertaken to inform the options. 
Ensure employees have skills and knowledge to meet needs of Refugees	Customer Support Manager	December 2017	Number of employees who attend training	Training to be organised 	Contract in place with British Red Cross whose staff have specialist skills and knowledge. Two Council employees who are managing the Refugee project have attended specialist training. 

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Appendix 2 Diversity Profile of school pupils

Primary school pupils

Ethnic Background	2016		2017	
	Total	%	Total	%
BME	384	2.8%	409	2.9%
White British	12612	90.5%	12684	90.4%
Any Other White Background	671	4.8%	763	5.4%
Information Not Obtained	6	0.00%	6	0.0%
Information Refused)	60	0.4%	48	0.3%
Not Recorded by School	210	1.5%	120	0.9%
Total	13943	100%	14030	100%

Secondary schools pupil

Ethnic Background	2016		2017	
	Total	%	Total	%
BME	183	1.9%	179	1.9%
White British	9053	95.1%	8883	94.8%
Any Other White Background	248	2.6%	272	2.9%
Information Not Obtained	8	0.1%	8	0.1%
Information Refused	31	0.31%	27	0.3%
Not Recorded by School	0	0.00%	0	0
Total	9523	100%	9369	100%

Appendix 3 Educational Achievement

Students achieving 5 GCSE's or more grades A*- C

By sex

	2016 /2017	
Sex	Not Achieved %	Achieved %
Female	26.76	73.24
Male	39.69	60.31
Grand Total	33.16	66.84

By ethnicity

	2016/ 2017	
Ethnicity	Not Achieved %	Achieved %
BME	15.38%	84.62%
Refused	33.33%	66.67%
White British	33.29%	66.71%
White Other	39.53%	60.47%
Grand Total	33.16%	66.84%

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Flintshire County Council Welsh Language Annual Report April 2017- March 2018

We can provide this information in alternative formats or in your own language
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Welsh Language Annual Report

2017/2018

Monitoring Report 2017- 2018

Executive Summary

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Appendices

Appendix 1 Welsh Language Skills Self Assessment Tool

Executive Summary

The Welsh Language Standards came into force on 30 March 2016 and the Council was required to comply with 146 Standards by this date. Further Standards came into force at a later date; totalling 171 in all. Many of the Standards that apply to the Council reflect the commitments in our previous Welsh Language Scheme and reflect our existing practice and commitments to Welsh language. This is the second Welsh Language Annual Monitoring Report, following the implementation of the Welsh Language Standards Compliance Notice and covers the period April 2017 to March 2018. It shows actions we have been taking to comply with the Standards and includes data we are required to publish.

An area of improvement is the increased number of employees who have completed the Welsh language skills assessment. Other notable areas of success include the achievement of Silver status of Siarter Iaith by all Welsh medium schools, who are working towards Gold status. The award is in recognition of their work to encourage the use of Welsh outside school. Services have also been active promoting the Welsh language, in particular Theatr Clwyd. The theatre has been active in raising the profile of Welsh language throughout all their activities, producing and co-producing Welsh language shows.

We recognise that we are making progress but there are still improvements to be made. We will strengthen the links between Welsh language and the Council's Council Plan to contribute towards mainstreaming Welsh language throughout the Council's functions. The incorporation of impact assessments within the Council's performance management system will contribute to effective monitoring of implementation of the new Welsh Language Standards.

Colin Everett
Chief Executive

Councillor Billy Mullin
Cabinet Member for Corporate
Management

Welsh Language Standards Annual Monitoring Report 2017-18

1. Introduction

- 1.1 Flintshire County Council has adopted the principle that in the conduct of public business and the administration of justice in Wales it will treat the Welsh and English languages on a basis of equality. The introduction of the Welsh Language Standards builds on this commitment.
- 1.2 The aim of the Standards is to
 - Improve the services Welsh speakers can expect to receive from organisations in Welsh.
 - increase the use people make of Welsh language services.
 - make it clear to organisations what they need to do in terms of the Welsh language.
 - ensure that there is an appropriate degree of consistency in terms of the duties placed on bodies in the same sectors.
- 1.3 The Welsh Language Commissioner (WLC) served Compliance Notices on the Council identifying the 171 Standards to which we must comply. Compliance Notices are unique to each organisation reflecting the linguistic profile of the local community and organisational capacity to meet the Standards. The WLC has the powers to investigate and take action against those organisations who fail to comply with the Standards. This includes imposing financial penalties for non-compliance.
- 1.4 The Council is required to publish an annual report by 30 June as set out in the Standards 158, 164 and 170. The full list of Standards with which we are required to comply is available [here](#). This report is also received annually by the Council's Cabinet on performance in relation to the Standards. A mid-year report on areas of improvement will also be reported to Cabinet. This report focuses on the period 1st April 2017 to 31st March 2018; it is the second annual report on the implementation of the Welsh Language Standards.
- 1.5 We have published a list of actions we have taken to comply with the Standards on our website.
- 1.6 The Chief Executive has overall responsibility for ensuring compliance with the Standards.

2. Compliance with Service Delivery Standards

- 2.1 To ensure that all employees are aware of the Service Delivery Standards we have been circulating information to managers and employees on a regular basis. Managers were asked to ensure their Services were compliant.
- 2.2 Specific guidance has been issued to employees for:
- Arranging meetings and events
 - Corporate Branding
 - Consultation and research
 - Dealing with telephone calls
 - Dealing with correspondence
 - Producing documents, certificates for the public
 - Public address systems
 - Reception services
 - Setting up email signatures
 - Signage
 - Social media, websites, self - service machines
 - Tenders and contracts
 - Using Welsh at work
- 2.3 Standard statements offering customers the opportunity to correspond in Welsh have been provided to employees, these are included on letter heads and documents. A standard statement welcoming correspondence in Welsh has now been included as a footer on emails which are sent externally.
- 2.4 Iaith Gwaith posters are on display in all reception areas, Welsh speaking employees and Welsh learners wear the Iaith Gwaith lanyards and/or badges. New employees who are Welsh speaking or Welsh learners are asked about their skill level when they have their photographs taken for their ID (Identification) cards. Welsh speakers and Welsh learners are then provided with Iaith Gwaith badges and lanyards.
- 2.5 The Council's website, Apps and self-service machines are bilingual as is the Council's Twitter page. The Council's Social Media Policy includes a requirement to comply with the Welsh Language Standards.
- 2.6 Members of the public who apply for courses run by the Council are asked their preferred language (Welsh or English) to assess the need for lessons to be provided through the medium of Welsh.
- 2.7 The Council's Contract Procedure Rules incorporates the Welsh Language Standards, this reminds commissioning officers of what they need to do to ensure compliance with the Standards. Sample clauses for contracts are published on the intranet.
- 2.8 A Complaints Procedure is already in place and has been amended to ensure it is compliant with the Welsh Language Standards. Complaints about Welsh language are set out in section six.
- 2.9 A Welsh language delegated leads network, with membership comprising representatives from each of the Council's portfolios, has been established.

The aim of this group is to champion Welsh language across the Council, promote the use of Welsh by employees, share good practice within their service and contribute to initiatives to increase the use of Welsh. This network is chaired by the Interim Chief Officer for Education and Youth.

- 2.10 We have developed a Welsh in the Workplace policy to increase the visibility and audibility of Welsh at work, encouraging employees to use Welsh with colleagues as well as with customers.
- 2.11 Agendas and minutes from Committee meetings are available in Welsh.

3. Compliance with Policy Making Standards

- 3.1 The equality impact assessment toolkit has been reviewed and amended to include Welsh language. This is now included within the corporate performance management system to ensure that progress in completing integrated impact assessments can be monitored more effectively.
- 3.2 Training will be provided to relevant employees on understanding and completing integrated impact assessments. The Council's Corporate Resources Scrutiny and Overview Committee will be considering the Integrated Impact Assessments at their July meeting.
- 3.3 Menter Iaith Fflint a Wrecsam attend the Equality Impact Assessment Stakeholder Group in which representatives of people with protected characteristics and Welsh speakers contribute to equality impact assessments as they are being undertaken.
- 3.4 Guidance on consultation and research, including Welsh language is available on the intranet. This has been promoted to employees, as has the requirement to comply with the Policy Making Standards.

4. Compliance with Operational Standards

- 4.1 The front page of the Council's intranet is now available in Welsh, and employees are welcomed by the splash page to view the front page in either English or Welsh. A designated page is available on the intranet to support Welsh speakers.
- 4.2 Employees and managers have been informed of the Operational Standards and the rights of employees.
- 4.3 Employees have been informed of their rights to receive personally addressed business through the medium of Welsh. This information is recorded on iTrent (human resource management system) and by managers. This is printed on employees' payslips ensuring the message reaches all employees and is included in the Induction checklist.
- 4.4 Cysgliad (Welsh grammar, spellchecker and dictionary) is available for employees. This is promoted at induction and employees are regularly reminded, through workforce news items, that they can request Cysgliad.

- 4.5 Resources to support Welsh learners and Welsh speakers are available on the intranet.
- 4.6 Instructions on how to set up laith Gwaith on email signatures, bilingual email addresses and bilingual out of office messages have been circulated to employees. Employees can also request to have the words “Siaradwr Cymraeg” or “Dysgwr Cymraeg” after their name on their email address, to show they are Welsh speakers or Welsh learners.
- 4.7 The Induction checklist includes the Welsh Language Standards and prompts managers to ensure that employees:
- complete the Welsh language skills assessment;
 - identify the need for any Welsh language training;
 - complete the e-learning Welsh language awareness module;
 - can access Cysgliad;
 - are provided with the laith Gwaith badge and lanyard if they are Welsh speaking or a Welsh learner;
 - set up their “out of office message” bilingually; and
 - set up a bilingual email address.
- 4.8 The following policies are published in Welsh:
- Attendance Management Policy
 - Benefits of Working at Flintshire County Council
 - Capability Policy
 - Corporate Safeguarding Policy
 - Disclosure and Barring Service Policy
 - Dignity at Work Policy
 - Diversity and Equality Policy
 - Flexible Working application form
 - Flexible Working Hours Policy
 - Foster for Flintshire Policy
 - Health and Safety Policy

Requests for annual leave and sickness absence are made electronically, a Welsh version of request forms are available.

All information from Occupational Health is bilingual.

- 4.9 A process to assess the linguistic skills required for new posts is in place. A method to record the number of posts that have been assessed as desirable or essential has been developed. The Council is required to report the number of new and vacant posts which were categorised as posts where:
- i) Welsh language skills were essential
 - ii) Welsh needed to be learnt when appointed
 - iii) Welsh desirable
 - iv) Welsh language skills were not necessary

The data for 2017/2018 is set out below. These are the actual number of post/positions which became vacant, a significant number of which will be for

the same job role i.e. Project Workers, Home Care Assistants, Cleaners, Catering Assistants.

Category	Number	
	2016/17	2017/18
i) Welsh language essential	17	8
ii) Welsh needed to be learnt when appointed	0	0
iii) Welsh desirable	9	40
iv) Welsh language skills not essential	277	185
TOTAL	294	233

4.10 Application forms for posts have been altered for job applicants to indicate whether they wish to use Welsh at interview.

4.11 We have assessed the Welsh language skills of employees (excluding those employed by schools). The results of the assessment show that 87.62% of employees have completed the audit. We will continue to take action to increase the number of employees who complete this audit. The breakdown of employees who have completed the audit is shown in Table 1.

Table 1: Number and percentage of employees who have completed the Welsh language skills audit between 31st March 2017 and 31st March 2018

	2017	2018
Portfolio	%	%
Chief Executives	100.00%	93.18%
Community and Enterprise	83.66%	88.55%
Education and Youth	81.41%	82.81%
Governance	100.00%	98.21%
Org Change 1	82.78%	86.36%
Org Change 2	75.97%	94.74%
People and Resources	100.00%	98.20%
Planning and Environment	85.31%	90.53%
Social Services	78.77%	91.42%
Streetscene and Transportation	72.55%	75.00%
FCC ACTUAL	82.43%	87.62%

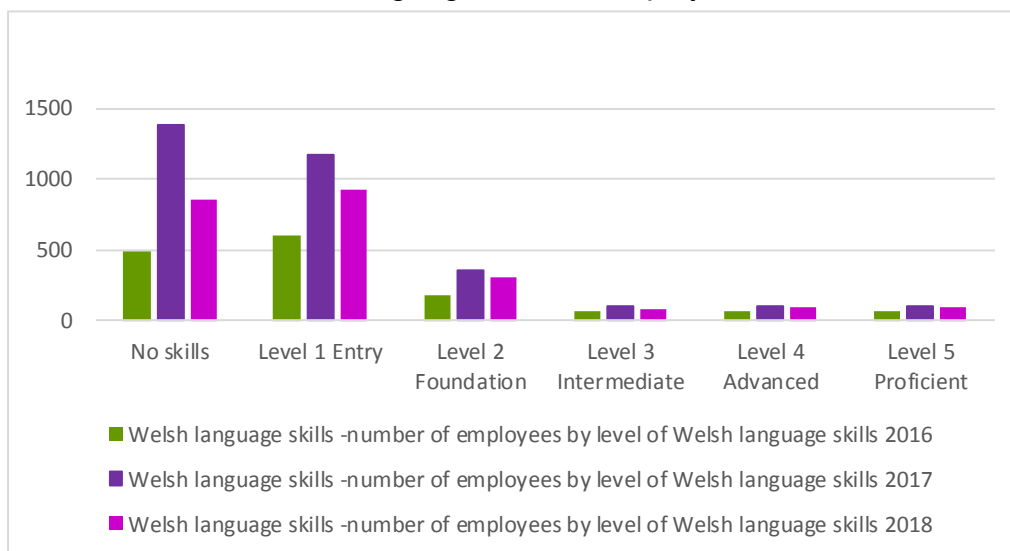
4.12 The results from Tables 2 and 3 set out the levels of employees' Welsh language skills. It shows that of the 87.62% employees who completed the skills audit, 36.28% of employees do not have any Welsh language skills, compared to 37% of employees who stated that they did not have any Welsh skills in 2017. The number of employees who state they are fully proficient has decreased from 108 employees in 2017 to 91 in 2018, but as a percentage of the workforce has increased from 3.60% to 3.83%. Just under 40% of employees assess themselves at level 1 Entry level – "some Welsh skills".

Language skills are assessed at five levels, the description of each level is set out in Appendix 1. The portfolios providing more direct customer services show a greater number of percentage of employees with higher skill levels.

Table 2: The number and percentage of employees and level of Welsh language Skills at 31 March 2017.

Portfolio	Level 0 (None)		Level 1 (Entry)		Level 2 (Foundation)		Level 3 (Intermediate)		Level 4 (Advanced)		Level 5 (Fully proficient)	
	No	%	No.	%	No.	%	No.	%	No	%	No	%
Chief Executives	8	0.93	12	1.29	9	2.93	4	4.44	3	3.16	5	5.49
Community and Enterprise	138	15.99	128	13.72	38	12.38	18	20.00	12	12.63	14	15.38
Education and Youth	52	6.03	88	9.43	39	12.70	11	12.22	10	10.53	12	13.19
Governance	37	4.29	49	5.25	14	4.56	3	3.33	4	4.21	3	3.30
Org Change 1	14	1.62	30	3.22	11	3.58	1	1.11	9	9.47	11	12.09
Org Change 2	13	1.51	17	1.82	3	0.98	1	1.11	1	1.05	1	1.10
People and Resources	41	4.75	77	8.25	26	8.47	7	7.78	9	9.47	4	4.40
Planning and Environment	50	5.79	61	6.54	16	5.21	7	7.78	14	14.74	5	5.49
Social Services	341	39.51	315	33.76	119	38.76	27	30.00	23	24.21	27	29.67
Streetscene and Transportation	169	19.58	156	16.72	32	10.42	11	12.22	10	10.53	9	9.89
Total	863	100.00	933	100.00	307	100.00	90	100.00	95	100.00	91	100.00

Table 3: Trend of Welsh language skills of employees as at 31st March 2016, 2017 and 2018.



5. Training

5.1 The Council provides Welsh language awareness training for employees. This is provided as an e-learning module. During 2017/18, 24 employees completed this training. In addition Welsh language skills training is available for employees. This is set out in Section 5.3.

5.2 We are required to report:

i) the number of employees who attended courses through the medium of Welsh.

ii) if a Welsh version of a course was offered – the number and % of employees who attended the Welsh version.

There is information on the Council's intranet pages to inform employees that if they wish to do any of the courses in Welsh to contact the Corporate Learning and Development Team. The Council has an informal agreement with Gwynedd County Council that we can arrange for employees to attend courses in Welsh with them.

Three employees attended a First Aid course held in the medium of Welsh in 2017/18.

5.3 Welsh language skills training

A variety of Welsh language skills training courses are provided, these include short courses for employees who have no knowledge of Welsh, to help them learn some basic expressions through to opportunities for fluent Welsh speakers to develop confidence and writing skills. There was a small increase in the number of employees who attended Welsh language skills training during 2017/18; 139 employees are now attending training.

Table 4: Number of employees attending Welsh language skills training

Level	2016/17		2017/18	
	Number	%	Number	%
Basic Language Skills	62	1.4%	48	1.06
Entry	34	0.75%	50	1.11
Foundation	20	0.37%	7	0.15
Intermediate	12	0.33%	23	0.51
Advanced	2	0.004%	1	0.02
Proficient	3	0.006%	10	0.22
Total	133	2.95%	139	3.08

5.4 All apprentices, who are not Welsh speakers, are required to complete NVQ level 2 Welsh during their first year and will progress to NVQ level 3 during their second year of their apprenticeship.

5.5 To encourage the use of Welsh in the workplace:

- employees who attend Welsh lessons also receive a dictionary in addition to access to Cysgliad

- external training providers have been asked to provide bilingual slides within their presentations such as Croeso/Welcome, Diolch/Thank you
- managers are being provided with book marks with a sample of expressions to use in meetings
- expressions to use in shops and cafes in Council premises are promoted during Su'mae Day
- "Welsh on the Wall" posters have been distributed to Council offices and placed on walls above photocopiers to encourage employees to learn useful phrases
- Panad a sgwrs conversation sessions are held monthly for Welsh learners; these are facilitated and supported by Welsh speaking employees.

5.6 We regularly undertake initiatives to promote awareness of Welsh language training and encourage use of Welsh in the workplace. We promoted a video profiling two senior managers talking about the importance of Welsh and providing bilingual services.

The videos are available to view here:

- Welsh speaking staff the benefits for services
- Why Welsh speaking staff are needed
- Is there a demand for Welsh speaking services?

6. Complaints

6.01 During 2017/18 we received four complaints, compared to 15 complaints during 2016/17. The complaints for 2017/18 are set out below and relate to the Service Delivery Standards.

Portfolio	Complaint	Relevant Standards	Outcome
Community and Enterprise	Customer's call to the Welsh telephone line not answered.	11, 15, 17	Apology provided to customer
Community and Enterprise	Customer's call to the Welsh telephone line not answered.	11, 15, 17	WLC investigated complaint-determined action to be implemented by the Council.
Chief Executive's	Tweets in English only on the Council's Welsh Twitter page	58	Standard phrases have now been translated
Customer Services	English on the Welsh page of the Council website.	52, 55	Under investigation by the WLC

7. Welsh language Promotion

- 7.1 We are working with our partners to develop a strategy to promote Welsh language across the county and to set targets for increasing the number of Welsh speakers. The More than just Words Framework and Welsh in Education Strategic Plan are key strategies supporting our work to promote the Welsh language.
- 7.2 Social Services are embedding Welsh language services and the Active Offer within their work. They actively seek to identify a person's home language in the assessment process and through implementing their action plan for the More than just Words / Mwy na Geiriau framework they are successfully raising the profile of Welsh language services with their employees and customers. Social Services has the highest number of Welsh speakers within their portfolio.
- 7.3 Llys Jasmine, an extra care scheme, actively promote Welsh culture, celebrating events such as Santes Dwynwen and the story of Gelert. The tenants also enjoy listening to various Welsh songs and hymns such as "Calon Lan", "Myfanwy", "Hen Wlad fy Nhadau" and "Pen, Ysgwyddau, Coesau, Traed".
- 7.4 We have received feedback from a service user and their family about the service provided by a Welsh speaking Social Worker in the Adult Services team. The individual and their family are fluent Welsh speakers and thanks to the Active Offer the Social Worker (a Welsh speaker) identified their language preference and conducted the whole assessment and care and support plan process through the medium of Welsh. This gave a much more detailed account of the individual's needs and also captured with more accuracy their personal outcomes.

The Social Worker also received personal feedback from the family about how positive the experience had been and they felt their loved one had been listened to and was engaged in the assessment process thanks to the use of Welsh.

- 7.5 The Welsh in Education Strategic Plan aims to:
- increase the number of pupils accessing Welsh medium education including early years education;
 - raise standards for all learners in the Welsh-medium sector (Welsh First Language and subjects taught through the medium of Welsh across the curriculum) and in the English-medium sector (where Welsh is taught and promoted as a second language).
- 7.6 Promoting Welsh to local businesses and in the community
Menter Iaith has been provided with funding to support the development of a Welsh Language Forum. We also provided financial support to hold an event in Flint to celebrate St David's Day. The Business Officer for Menter Iaith has also been invited to attend the Business network meeting with local businesses.

7.7 On Su'mae day we displayed posters on the television screens in Flintshire Connects and in Leisure Centres to encourage people to say something in Welsh. This was supported by messages being posted on Twitter and Facebook pages.

7.8 Theatr Clwyd offer a variety of activities which raise the visibility and audibility of Welsh:

- Introduced a bilingual playlist for Front of House music
- Offer varied programmes through the medium of Welsh including cinema, music and theatre
- As part of the Welsh Government Healthy Relationships Programme the Creative Engagement Team partnered with the Council's Integrated Youth Service to create and deliver an educational project on the challenging issues around Consent which is available in the Welsh language
- Offer half hour conversational Welsh lessons to our Bilingual Youth Theatre group "Cwmni 25" prior to the start of their weekly sessions
- Set up a Clwb Teulu for Welsh speaking families, Welsh learners and English speaking parents of children in Welsh language schools

8. Future Actions


8.1 Moving forward during 2018/19 we will continue to remind and support employees and managers about their responsibilities to meet the Welsh Language Standards.

We will work with our partners to encourage them to promote the Welsh language, thereby increasing the visibility and audibility of Welsh

8.2 During the next 12 months we will continue to focus on:

- ensuring 100% employees complete the Welsh language skills audit;
- increasing the number of employees who complete the Welsh language awareness e-learning module;
- reviewing the recruitment and selection process to increase the number of Welsh speaking job applicants;
- increasing the number of employees who have some basic Welsh language skills (approximately 36.28% employees report that they do not have any Welsh language skills);
- ensuring the Council's offices/workplaces are fully bilingual;
- raising the profile of Welsh language in the workplace and the community.

For further information please contact us on:

Tel:  01352 702131

Email:  corporatebusiness@flintshire.gov.uk

Appendix 1 WELSH LANGUAGE SKILLS SELF-ASSESSMENT TOOL

	LISTENING / SPEAKING	READING / UNDERSTANDING	WRITING
LEVEL 0	<ul style="list-style-type: none"> ● No appreciable ability 	<ul style="list-style-type: none"> ● No appreciable ability 	<ul style="list-style-type: none"> ● No appreciable ability
LEVEL 1	<p style="text-align: center;">I Can:</p> <ul style="list-style-type: none"> ● Pronounce Welsh words, place names, department names, etc. ● Greet and understand a greeting. ● Use basic every day words and phrases, e.g. thank you, please, excuse me, etc. ● Understand / pass on simple verbal requests of a routine / familiar / predictable kind using simple language, e.g. 'May I speak to...' ● State simple requests and follow up with extra questions / requests in a limited way 	<p style="text-align: center;">I Can:</p> <ul style="list-style-type: none"> ● Understand simple key words and sentences on familiar / predictable matters relating to my own job area, e.g. on signs, in letters. 	<p style="text-align: center;">I Can:</p> <ul style="list-style-type: none"> ● Fill in simple forms, note down simple information, e.g. date and venue of a meeting, Welsh address, etc.
LEVEL 2	<p style="text-align: center;">I Can:</p> <ul style="list-style-type: none"> ● Understand the gist of Welsh conversations in work ● Respond to simple job-related requests and requests for factual information ● Ask simple questions and understand simple responses ● Express opinions in a limited way as long as the topic is familiar ● Understand instructions when simple language is used 	<p style="text-align: center;">I Can:</p> <ul style="list-style-type: none"> ● Understand factual, routine information and the gist of non-routine information on familiar matters related to my own job area, e.g. in standard letters, leaflets, etc. 	<p style="text-align: center;">I Can:</p> <ul style="list-style-type: none"> ● Write short simple notes / letters / messages on a limited range of predictable topics related to my personal experiences or my own job area
LEVEL 3	<p style="text-align: center;">I Can:</p> <ul style="list-style-type: none"> ● Understand much of what is said in an office, meeting, etc. ● Keep up a simple conversation on a work related topic, but may need to revert to English to discuss / report on complex or technical information ● Answer predictable or factual questions ● Take and pass on most messages that are likely to require attention ● Offer advice on simple job-related matters 	<p style="text-align: center;">I Can:</p> <ul style="list-style-type: none"> ● Scan texts for relevant information ● Understand a fair range of job-related routine and non-routine correspondence, factual literature, etc. when standard language is used. 	<p style="text-align: center;">I Can:</p> <ul style="list-style-type: none"> ● Write a detailed / descriptive letter relating to my own job area, but will need to have it checked by a Welsh speaker ● Make reasonably accurate notes while someone is talking
LEVEL 4	<p style="text-align: center;">I Can:</p> <ul style="list-style-type: none"> ● Keep up an extended casual work related conversation or give a presentation with a good degree of fluency and range of expression but may need to revert to English to answer unpredictable questions or explain complex points or technical information ● Contribute effectively to meetings and seminars within own area of work ● Argue for/against a case 	<p style="text-align: center;">I Can:</p> <ul style="list-style-type: none"> ● Read and understand information fairly quickly as long as no unusual vocabulary is used and no particularly complex or technical information is involved 	<p style="text-align: center;">I Can:</p> <ul style="list-style-type: none"> ● Prepare formal letters of many familiar types such as enquiry, complaint, request and application ● Take reasonably accurate notes in meetings or straightforward dictation ● Write a report / document relating to my own job area, but will need to have it checked by a Welsh speaker
LEVEL 5	<p style="text-align: center;">I Can:</p> <ul style="list-style-type: none"> ● Advise on / talk about routine, non-routine, complex, contentious or sensitive issues related to own experiences ● Give a presentation/demonstration ● Deal confidently with hostile or unpredictable questions ● Carry out negotiations using complex / technical terms ● Give media interviews 	<p style="text-align: center;">I Can:</p> <ul style="list-style-type: none"> ● Understand complex ideas and information expressed in complex or specialist language in documents, reports correspondence and articles, etc. 	<p style="text-align: center;">I Can:</p> <ul style="list-style-type: none"> ● Write letters on any subject ● Write full / accurate notes of meetings while continuing to follow discussions and participate in them ● Write reports / documents with confidence but they may need to be checked for minor errors in terms of spelling and grammar



CORPORATE RESOURCES OVERVIEW AND SCRUTINY COMMITTEE

Date of Meeting	Thursday 12 th July 2018
Report Subject	Revenue consequences of major capital programme investments
Cabinet Member	Leader of the Council and Cabinet Member for Finance
Report Author	Corporate Finance Manager
Type of Report	Operational

EXECUTIVE SUMMARY

When considering the Capital Programme 2018/19 – 2020/21 at a special meeting of this Committee on 15 February a request was made for a report on the future revenue consequences of the proposed schemes.

A presentation was made to this Committee in May covering two major capital investment schemes and it was agreed to extend this to all of the major capital investment schemes included in the programme. The presentation detailed the direct and indirect impacts of the schemes and proposed that the model could be used to assess future potential capital schemes.

There will be an updated presentation at the meeting covering all major new capital schemes and the slides are attached as Appendix 1.

RECOMMENDATIONS

1	That Committee note and comment on the report.
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REPORT DETAILS

1.00	BACKGROUND
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1.01	When considering the Capital Programme 2018/19 – 2020/21 at a special meeting of this Committee on 15 February a request was made for a report on the future revenue consequences of the proposed schemes.
1.02	A presentation was made to this Committee in May covering two major capital investment schemes and it was agreed to extend this to all of the major capital investment schemes included in the programme. The presentation detailed the direct and indirect impacts of the schemes and proposed that the model could be used to assess future potential capital schemes.
1.03	<p>There will be an updated presentation at the meeting covering all major new capital schemes and the slides are attached as Appendix 1.</p> <p>The schemes now included are:</p> <ul style="list-style-type: none"> - Marleyfield Residential Home in Buckley – estimated capital cost of £2.382m during 2019/20 and 2020/21 (included in the presentation in May) - Glanrafon Day Care Centre, Queensferry – estimated capital cost of £3.680m during 2018-19 (included in the presentation in May) - Theatre Clwyd redevelopment – estimated capital cost of £1.330m split between 2018/19, 2019/20 and 20120/21 - North Wales Residual Waste Treatment Plant – estimated capital costs of £0.500m in 2018/19. - Relocation of offices to Ewloe – estimated capital cost of £1.900m in 2019/20 <p><i>Schools Investment Programme:</i></p> <ul style="list-style-type: none"> - Castell Alun School – estimated capital cost of £4.807m in 2018/19 2019/20 and 2020/21 - Glen Aber School – estimated capital cost of £0.924m in 2018/19 and 2019/20 - 21st Century Schools (Ysgol Pennyfford and Connah’s Quay High School) – estimated capital spend of £14.459m in 2018/19 and 2019/20.

2.00	RESOURCE IMPLICATIONS
2.01	The report details the resource implications of the revenue consequences of new capital schemes.

3.00	CONSULTATIONS REQUIRED / CARRIED OUT
3.01	None required.

4.00	RISK MANAGEMENT
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4.01	There is a risk that decisions regarding the approval of capital expenditure will be taken without a full understanding of the impact of those decisions on the revenue budget.
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5.00	APPENDICES
5.01	Appendix 1 – Presentation

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	<p>Report to Council in February 2108 seeking approval for the Capital Programme.</p> <p>Contact Officer: Paul Vaughan, Interim Finance Manager Technical Accounting Telephone: 01352 702219 E-mail: paul.vaughan@flintshire.gov.uk</p>

7.00	GLOSSARY OF TERMS
7.01	<p>Capital Expenditure - Expenditure on the acquisition of Non-current Assets or expenditure that extends the life or value of an existing asset.</p> <p>Capital Programme - The Council's financial plan covering capital schemes and expenditure proposals for the current year and a number of future years. It also includes estimates of the capital resources available to finance the programme.</p> <p>Capital Scheme - An individual capital project which is monitored and managed in isolation. The aggregate of all schemes comprises the Capital Programme.</p> <p>Non-current Assets (formerly known as Fixed Assets)- Tangible items which have a value to the Council over more than one year.</p> <p>Revenue Expenditure – Expenditure on the running costs of services which does not create or enhance assets.</p>

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Revenue Consequences of Major Capital Programme Investments Full and Updated Version

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**Appendix 1
Corporate Resources Overview and
Scrutiny Committee
15 July 2018**

Purpose

- » At the special meeting on 15 February a request was made for a report on the future financial impact of the capital programme on revenue budget
- » A presentation was made to the Committee in May which (a) set out a definition for the potential revenue impacts of major capital schemes and (b) modelled the impacts for two major schemes currently in development and included within the approved Capital Programme
- » The presentation was well received and it was agreed to extend the work to all major capital investment schemes in the 2018/19 capital programme

Impacts of Capital Spend on Revenue

- » **Direct costs**
- » Borrowing costs: interest payable and an increase to the Minimum Revenue Provision, held centrally.
- » Capital spend may be funded by a direct charge to revenue
- » Revenue running costs: an increase in costs of service delivery
- » **Direct benefits**
- » Revenue running costs: a reduction in costs of service delivery
- » Income generation: a scheme may result in increased income



Impacts of Capital Spend on Revenue

- » **Indirect impacts**
- » Cost avoidance of increased revenue expenditure
- » Facilitation of broader cost saving as one part of bigger change project

Scheme 1 – Marleyfield Care Home



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Marleyfield Revenue Impacts

Direct Costs

- » The direct additional cost pressure from additional employees, premises and running costs will be around £150k per year
- » No borrowing costs as this will not be funded from prudential borrowing (with an ICF capital investment of £1,209k)

Direct Benefits

- » One site provision will reduce the need for additional management saving £60k per year
- » Attraction of an ICF revenue subsidy of £373k per year
- » Economies of scale in other running costs from the provision of additional placements on one site (to be estimated)
- » Potential increase in availability of self funding placements (financial benefit to be based on demand)

Marleyfield Revenue Impacts

Indirect Benefits

- » Supports a direct provision model which (a) offers a sustainable service in a fragile market (b) offers quality provision to modern care standards and (c) helps suppress cost of placement rates in the independent sector through a presence in a competitive market of care provision
- » In-house provision is now estimated to be cheaper than external provision by around £5k per resident per year = £160k of cost avoidance per year
- » The scope for a greater number of effective re-ablements leading to significant reductions in long-term packages of care – early estimate of £57k per year on a sample of eight current cases

Scheme 2 – Glanrafon Day Care Centre



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Glanrafon Revenue Impacts

Direct Costs

- » No borrowing costs as this scheme will not be funded from Prudential Borrowing

Direct Benefits

- » Maintenance and energy costs reduction compared to the existing and dated facility (to be estimated)
- » Avoidance of the cost of a backlog of essential repairs on the existing facility of £280k

Glanrafon Revenue Impacts

Indirect Benefits

- » This facility will support the Alternative Development Model with HFT projected to save over £1.1m over 5 years against budget (with a full saving of £1.5m once an underlying annual overspend is factored in)
- » HFT as the provider will purchase/replace over time 'state of the art' specialist equipment thereby avoiding future costs of depreciation/replacement
- » Cost avoidance of 3 x potential Out of County Placements saving £54k per year
- » A reduction of 5 potential service users placed elsewhere saving £50k per year
- » Avoidance of high cost home care/respite packages which would be required in the absence of a day care facility (not estimated)

Scheme 3 – Theatr Clwyd



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Theatr Clwyd Revenue Impacts

Direct Costs

- » £1m minimum capital programme contribution to the refurbishment programme cost
- » In-year contribution of £330k to the feasibility study second phase costs as 25% of the total cost with the other 75% being funded by the Arts Council of Wales
- » There will be borrowing costs if Prudential Borrowing is drawn upon as a co-funding option
- » Possible need for enhanced annual revenue subsidy during the construction period as income targets will be affected by disruptions to business continuity

Theatr Clwyd Revenue Impacts

Direct Benefits

- » Leverage of capital grant of £5m from the Arts Council of Wales and potentially £20m+ from Welsh Government
- » Leverage of up to £2m of contributions from local, regional and national (trusts/foundations) fundraising

Indirect benefits

- » A sustainable and suitable facility to support the Theatr Clwyd business model and plan enabling achievement of financial and commercial targets
- » The potential of further reductions in the annual revenue subsidy of the Council based on the success of the business model and less reliance on subsidy

Scheme 4 – NWRWTP



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NWRWTP (*Parc Adfer*) Revenue Impacts

Direct Costs

- » Up to £0.5m of capital will be allocated to cross-fund a regional network of waste transfer stations for 'bulking up' waste ready for transportation to site. There are no borrowing costs as this is not funded from Prudential Borrowing.
- » The five-Council consortium have a service contract for the disposal of waste at site and have no capital responsibilities/liabilities for the facility construction
- » The consortium has had to meet the revenue costs of a long and complex procurement exercise. These have been subsidised by Welsh Government. As the lead authority Flintshire recharges its administrative costs

NWRWTP (*Parc Adfer*) Revenue Impacts

Direct Benefits

- » Reducing 'present net value' of 'gate fee' costs, year on year, through price indexation/inflation protection
- » Welsh Government annual 'gate fee' subsidy of £5.6M
- » Share of potential energy income (electricity and heat)

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Indirect benefits

- » Certainty of 'gate fee' costs in a volatile market
- » Contribution to recycling targets and supporting avoidance of Landfill Tax charges and potential Government penalties for failing to achieve targets
- » A Community Benefit Fund (£230k per annum)
- » Return of a valuable asset at contract close

Scheme 5 - Re-location to Ewloe



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Relocation to Ewloe Revenue Impacts

Direct Costs

- » No direct costs for moving to Unity House as costs are being found from dilapidation costs and existing budgets
- » Cost of demolishing County Hall phases 3-4 (£1.900m)
- » There will be borrowing costs if Prudential Borrowing is necessary

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Direct Benefits

- » Reduction in costs from paying for Phases 1-4 of County Hall and an empty Unity House and replacing and paying for Phases 1-2 of County Hall and an occupied Unity House
- » The costs of paying for an empty Unity House are £0.770m p.a.
- » Estimated one off efficiency in 2018/19 of £0.300m
- » Estimated £0.090m ongoing revenue efficiency

Relocation to Ewloe Revenue Impacts

Indirect Benefits

- » Utilising an empty building at Unity House that has been boarded up and is in a prominent location
- » Providing a refurbished and modern office environment for approximately 500 staff
- » Enabling development of the Mold County Hall campus site in the longer term



Scheme 6 - School Investment Programme

Ysgol Penyffordd

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Scheme 6 - School Investment Programme

Connah's Quay High School

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AWARDWINNING PROJECTS
Aberdeen | Warrington | London | Cardiff
ewa.co.uk

AP (00) 02 Building - Concept and Organisation
Draft submission for pre planning application
01/03/17

School Extension and Remodelling

Direct Costs

Direct Costs

- » Approved schemes at Ysgol Glan Aber, Bagillt (£0.997m) and Ysgol Castell Alun (£4.807m)
- » There will be borrowing costs if Prudential Borrowing is necessary

21st Century Schools Programme

Direct Costs

- » Approved schemes at Connah's Quay High School (£13.247m) and Ysgol Pennyford (£6.717m)
- » 21st Century Schools programme 50% funded by WG
- » There will be borrowing costs if Prudential Borrowing is necessary
- » Part of bigger development programme in two bands, Band A £64.2m Band B Programme £85.4m
- » Band B programme will be funded using new funding model 75% WG / 25% LA (through revenue budgets of both organisations)

Schools Investment Programme

Direct Benefits

- » Enabling 50%-75% external investment in Schools Investment Programme (21st Century Programme element)
- » Reduction in backlog maintenance costs (£0.283m Ysgol Pennyfford, £1.321m Connah's Quay High School)
- » Reduction in fixed costs associated with buildings and leadership focuses investment on learners
- » Reduction in split site arrangements

Schools Investment Programme

Indirect Benefits

- » Improving learner outcomes by ensuring that school buildings are effective in creating the conditions for learners to succeed.
- » Alignment with the Council's School Modernisation Strategy to ensure schools are fit for purpose
- » A more secure school estate
- » A school estate with reduced vandalism
- » Upgrading ICT provision and enabling new methods of curriculum delivery
- » Provision of appropriate capacity of school network

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