

Public Document Pack

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Prif Swyddog (Llywodraethu)



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To: Cllr Richard Jones (Chair)

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

6 January 2023

Dear Sir/Madam

NOTICE OF HYBRID MEETING
CORPORATE RESOURCES OVERVIEW & SCRUTINY COMMITTEE
THURSDAY, 12TH JANUARY, 2023 at 10.00 AM

Note: All Members are invited to attend for agenda item 6

Yours faithfully

Steven Goodrum
Democratic Services Manager

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

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

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

A G E N D A

1 **APOLOGIES**

Purpose: To receive any apologies.

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

Purpose: To receive any Declarations and advise Members accordingly.

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

Purpose: To confirm as a correct record the minutes of the meeting on 15 December 2022.

4 **ACTION TRACKING** (Pages 15 - 18)

Report of Democratic Services Manager -

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

5 **FORWARD WORK PROGRAMME** (Pages 19 - 26)

Report of Democratic Services Manager -

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

6 **MEDIUM TERM FINANCIAL STRATEGY AND BUDGET 2023/24 - WELSH LOCAL GOVERNMENT PROVISIONAL SETTLEMENT** (Pages 27 - 44)

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

Purpose: The purpose of the report is to 1) update on the key headlines and financial impacts of the Welsh Local Government Provisional Settlement 2) provide feedback from the series of specific Overview & Scrutiny Committees 3) update on changes and risks to the additional budget requirement for the 2023/24 financial year and 4) update on the work being undertaken on the range of budget solutions available to the Council in order to set a legal and balanced budget.

7 MID-YEAR PERFORMANCE MONITORING REPORT (Pages 45 - 130)

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

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

8 REVENUE BUDGET MONITORING 2022/23 (MONTH 8) (Pages 131 - 152)

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

Purpose: To provide Members with the Revenue Budget Monitoring 2022/23 (Month 8) Report and Significant Variances.

9 SOCIAL VALUE PROGRESS UPDATE (Pages 153 - 172)

Report of Chief Officer (Social Services) - Cabinet Member for Finance, Inclusion, Resilient Communities including Social Value and Procurement

Purpose: To provide Members with performance data on the social value generated in Flintshire for the reporting periods and a progress update on work undertaken and planned in relation to the broader social value work programme.

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

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CORPORATE RESOURCES OVERVIEW & SCRUTINY COMMITTEE **15 DECEMBER 2022**

Minutes of the Corporate Resources Overview & Scrutiny Committee of Flintshire County Council held as a hybrid meeting on Thursday, 15 December 2022

PRESENT: Councillor Richard Jones (Chairman)

Councillors: Bill Crease, Chris Dolphin, Alasdair Ibbotson, Gina Maddison, Allan Marshall, Vicky Perfect, Kevin Rush, Sam Swash and Linda Thomas

SUBSTITUTES: Councillors: Rob Davies (for Jason Shallcross) and Glyn Banks (for Bernie Attridge)

ALSO PRESENT: Councillors Marion Bateman and Helen Brown attended as observers

CONTRIBUTORS: Councillor Ian Roberts (Leader and Cabinet Member for Education, Welsh Language, Culture and Leisure), Councillor Christine Jones (Deputy Leader of the Council and Cabinet Member for Social Services and Wellbeing), Councillor Dave Hughes (Deputy Leader and Cabinet Member for Streetscene and the Regional Transport Strategy), Councillor Paul Johnson (Cabinet Member for Finance, Inclusion & Resilient Communities), Councillor Billy Mullin (Cabinet Member for Governance and Corporate Services), Chief Executive, Chief Officer (Governance), Corporate Finance Manager, Strategic Finance Managers, Corporate Manager (Capital Programme and Assets), Corporate Manager (People and Organisational Development)

For minute number 58

John Gittins, H.M. Senior Coroner for North Wales East and Central

For minute number 59

Chief Officer (Social Services) and Senior Manager (Safeguarding and Commissioning)

For minute number 61

Customer Contact Service Manager

IN ATTENDANCE: Democratic Services Manager and team

52. DECLARATIONS OF INTEREST

None.

53. MINUTES

The minutes of the meeting held on 17 November 2022 were approved, as moved and seconded by Councillors Bill Crease and Linda Thomas, subject to rewording of the Chair's comments on the joint-funded care item (minute 45).

RESOLVED:

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

54. ACTION TRACKING

The Democratic Services Manager presented an update on actions arising from previous meetings and advised that a response to the query on joint-funded care packages had been circulated just prior to the meeting.

The recommendation was moved by Councillor Linda Thomas and seconded by Councillor Kevin Rush.

RESOLVED:

That the Committee notes the progress which has been made.

55. FORWARD WORK PROGRAMME

The Democratic Services Manager presented the current forward work programme for consideration and advised that the mid-year performance report would also be brought to the next meeting. He agreed to review the format of the document with regard to submission deadlines.

Following advice from the Chief Officer (Governance) on the Chair's request for a report on the Well Fed initiative, it was agreed that the Chair would liaise with officers and the Chair of the Community & Housing Overview & Scrutiny Committee to decide where this was best allocated.

On that basis, the recommendations were moved and seconded by Councillors Bill Crease and Kevin Rush.

RESOLVED:

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

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

Exclusion of the press and public was moved and seconded by Councillors Bill Crease and Vicky Perfect.

In response to a question from Councillor Alasdair Ibbotson, the Chief Officer (Governance) clarified that the entire item would need to be discussed in closed session due to the nature of the information contained in the report and appendix, and the potential for wider discussion on any further proposals.

RESOLVED:

That the press and public be excluded from the meeting as the following item was considered to be exempt by virtue of paragraph 15 of Part 4 of Schedule 12A of the Local Government Act 1972 (as amended).

57. BUDGET 2023/24 - STAGE 2

The Corporate Finance Manager introduced a report on the latest position for the Council Fund Revenue Budget 2023/24 following receipt of the Welsh Local Government Provisional Settlement (LGPS) and formal budget setting process.

Stage 1 of the budget process had established a robust baseline of cost pressures across portfolios which were shared at Member briefing sessions. As part of Stage 2, Overview & Scrutiny Committees were now being invited to rigorously review cost pressures contributing to the additional budget requirement in their respective portfolios together with options for portfolio cost reductions. Members were reminded that the latest position reported to Cabinet in November advised that remaining risks could potentially increase the additional budget requirement to around £32m. Given the scale of the potential budget gap, all services had been tasked with identifying options to manage their services with a reduced budget. As well as having oversight of budget reduction options for all portfolios, the Committee was invited to review solutions within Corporate Services and Assets and to identify any further areas of cost efficiency to be explored.

The Corporate Finance Manager advised that the indicative settlement for Flintshire was an increase of circa £19.5m (8.4%) which, although above the national average, was only likely to meet around 50% of the Council's cost pressures. The implications and the remaining risk areas were being reviewed to provide a verbal update to Cabinet on 20 December prior to formal reporting in January. An updated position will be reported to Corporate Resources Overview & Scrutiny Committee on 12 January alongside feedback from all Overview & Scrutiny sessions and would be open to all Members. Final budget proposals including the setting of council tax would follow in February.

The Chief Executive, Chief Officer (Governance), Corporate Finance Manager, Corporate Manager (People and Organisational Development) and Corporate Manager (Capital Programme and Assets) gave a detailed presentation covering the cost pressures within Corporate Services and Assets as follows:

- Purpose and Background
- Reminder of the Council's Budget Position
- Corporate Cost Pressures / Budget Reductions / Past Efficiencies:
 - Governance
 - People and Resources
 - Assets
 - Chief Executive

- Central and Corporate
- Next Steps

Following the presentation, officers and Cabinet Members responded to questions and comments raised by the Committee. As requested by Councillor Alasdair Ibbotson, the Corporate Manager (Capital Programme and Assets) agreed to provide the Committee with further information on agricultural assets which had contributed towards the cost pressure.

Councillor Dave Hughes expressed his thanks to the Leader of the Council and the Chief Executive for their efforts in respect of the positive indicative settlement and suggested that the Committee may wish to do so formally, along with the Welsh Government (WG) Finance and Local Government Minister. He thanked the Corporate Finance Manager and his team for their valuable work.

Councillor Ian Roberts said that the outcome on the settlement was attributable to the efforts of all officers and Members across the Council. He gave assurance that work would continue with the Welsh Local Government Association to request a review of the funding formula.

The Chairman commented on the impact of consequential funding passported through from the UK Government to WG. He welcomed the improved settlement on which the Committee had made written representations and referred to the current consultation period.

It was clarified by the Corporate Finance Manager that despite the positive settlement, Flintshire's funding allocation per capita remained ranked 20th out of the 22 Welsh authorities.

Whilst the Chief Executive welcomed the provisional settlement, he reminded Members of the 2.4% indicative settlement figure for 2024/25 (as part of a three year settlement, this being year three).

The recommendations, which reflected the debate, were moved and seconded by Councillors Bill Crease and Chris Dolphin.

RESOLVED:

- (a) That having reviewed the Corporate Services and Assets cost pressures, comments on ICT Cyber Security be reported to Cabinet;
- (b) That having reviewed the Corporate Services and Assets options to reduce budgets, comments on Connects Centres be reported to Cabinet; and
- (c) That there are no areas of cost efficiency to be explored further.

At this point, there was a brief adjournment before the following items.

58. WORK OF THE CORONER'S OFFICE

The report of the Chief Officer (Governance) provided background to the role of the Coroner for North Wales (East and Central) and the work undertaken on behalf of councils in Conwy, Denbighshire, Wrexham and Flintshire.

The Chair invited John Gittins, H.M. Senior Coroner for North Wales East and Central to give his annual presentation including the following:

- History of the Coroner
- The North Wales (East and Central) (Coroner's District) Order 2012
- Independent Judicial Officer funded by local authorities
- A very privileged position
- Statistics 2021
- Support
- The Law / The Crossroads / Investigation / The Inquest
- Powers of Coroner - Schedule 5 / Consequences
- Prevention of future deaths
- Recent notable cases
- Ongoing matters
- The Court
- Other jobs and responsibilities

The presentation set out the wide range of powers and responsibilities held by the Coroner, accompanied by examples of cases which highlighted the need to balance humanity with the duty to investigate.

In response to questions, John Gittins provided clarification on a range of matters including his judicial role, the impact of publicised cases across the UK and cemetery provision.

Following discussion, the Democratic Services Manager agreed to share contact details for the Coroner's office with the Committee.

Councillor Paul Johnson suggested that the annual update on the work of the Coroner could be better accommodated in an informal workshop to which all Members could benefit. The suggestion was welcomed by John Gittins.

On behalf of the Committee, the Chairman thanked Mr. Gittins for his attendance and detailed presentation. He moved the suggestion for a workshop along with the recommendation in the report, and was seconded by Councillor Alasdair Ibbotson.

RESOLVED:

- (a) That the Committee thanks the Coroner for his work and receives further reports on an annual basis; and

- (b) That the annual presentation on the work of the Coroner be held in an all-Member workshop in future.

59. JOINT FUNDED CARE PACKAGES - UPDATE REPORT

The Chief Officer (Social Services) and Senior Manager (Safeguarding and Commissioning) presented an update on progress with the outstanding debt with Betsi Cadwaladr University Health Board (BCUHB) in respect of the delivery of NHS Continuing Health Care (CHC) packages in Flintshire.

Work was continuing through agreed actions, escalations and meetings to resolve any delays in the processing of outstanding invoices raised by the Council for payment by BCUHB. As at 6 December 2022, £0.835m of CHC invoices were outstanding, some of which were due to be paid in the next few weeks. The remaining £0.441m were unresolved invoices to be taken forward for resolution through independent arbitration at the suggestion of the Executive Director of Finance for BCUHB. Since publication of the report, further progress had helped to reduce the amount of long-term debt to £0.251m.

In response to questions from Councillor Alasdair Ibbotson, the terms of the independent arbitration process were clarified by officers and Councillor Christine Jones spoke about her involvement and the reporting mechanism.

Councillor Paul Johnson welcomed the update and thanked Council officers and BCUHB colleagues for their joint efforts to reach this position.

On further updates, the Chief Officer (Social Services) suggested that the next report be brought in February 2023 to allow time for the arbitration process. It was agreed that the Chairman would liaise with the Democratic Services Manager to schedule accordingly.

The Chairman welcomed the progress made since the item was first raised. He asked that the next update indicate whether outstanding invoices were new or historical and that the list shared at the previous meeting be updated and circulated to show the latest position.

The Senior Manager provided a breakdown of the approximate dates and values of current outstanding invoices.

The recommendation was moved by Councillor Bill Crease and seconded by Councillor Sam Swash.

RESOLVED:

That the Committee notes the progress made on the proactive budget management of outstanding invoices raised by the Council for payment by Betsi Cadwaladr University Health Board.

60. REVENUE BUDGET MONITORING 2022/23 (MONTH 7)

The Strategic Finance Manager introduced the report on the 2022/23 month 7 position for the revenue budget monitoring for the Council Fund and Housing Revenue Account (HRA) prior to consideration by Cabinet.

On the Council Fund, the projected year-end position - without new actions to reduce cost pressures and/or improve the financial return on efficiency planning and cost control - was an operating deficit of £0.094m (excluding the impact of the pay award to be met from reserves), leaving a contingency reserve balance of £4.055m at year-end after taking into account the impact of pay awards.

An update was given on eligibility for Welsh Government (WG) Hardship Funding claims and the current level of Covid-19 Emergency Reserves (as a safeguard against the continuing impacts of the pandemic). Significant movements across portfolios from month 6 were summarised including carry-forward requests in Housing & Communities. The tracking of in-year risks reported the impact of pay awards following confirmation of the teachers' pay award at 5%.

On the HRA, projected in-year expenditure of £3.321m higher than budget would leave a closing un-earmarked balance of £3.153m, which was above the recommended guidelines on spend.

On the Council Tax Reduction Scheme, Councillor Alasdair Ibbotson requested information on the scale of overpayments owed, together with the expected and actual recovery rates.

The recommendation was moved and seconded by Councillors Bill Crease and Linda Thomas.

RESOLVED:

That having considered the Revenue Budget Monitoring 2022/23 (Month 7) report, the Committee confirms that there are no specific issues to be raised with Cabinet.

61. PUBLIC SERVICES OMBUDSMAN FOR WALES (PSOW) ANNUAL LETTER 2021-22 AND COMPLAINTS AGAINST FLINTSHIRE COUNTY COUNCIL DURING THE FIRST HALF OF 2022-23

The Chief Officer (Governance) introduced the report to share the Public Services Ombudsman for Wales (PSOW) Annual Letter which summarised the Council's performance on complaints investigated during 2021-22.

The Customer Contact Service Manager said that the increase in new complaints made against the Council in 2021/22 reflected the trend nationally, the majority of which had been closed due to being out of jurisdiction, premature or closed after initial consideration by the PSOW. She highlighted the impact of duplicated complaints and advised that steps to encourage use of the Council's

complaints procedure helped to reduce the number of premature complaints to the PSOW. An update was given on progress with the mandatory training programme and a review of the Managing Customer Contact Policy. An overview of complaints against Council services between 1 April to 30 September 2022 indicated a steady improvement in complaint performance across all portfolios.

On actions being taken to further improve complaints handling, Councillor Bill Crease welcomed the development of a toolkit for schools and elected Members on how to manage unacceptable behaviour on social media.

Councillor Alasdair Ibbotson suggested that future updates reflect the proportion of upheld complaints against the Wales average and that a breakdown be included to show complaints on perceived service failings and those relating to access to services/delayed responses. The Customer Contact Service Manager agreed to include more detail in future annual reports to the Committee.

In response to a request to show the number of complaints per capita for authorities across Wales, the Chairman referred to the appendix to the PSOW Letter which indicated that Flintshire had the second highest number of complaints per 1000 residents in 2021/22.

The Chairman commented on the number of complaints against the Council in comparison with the Welsh average, and the service receiving the most complaints received which reflected the national trend. On performance for the first half of 2022/23, he acknowledged that Planning, Environment & Economy was a front-line service and impacted by staffing issues but felt that response times to complaints should be monitored for improvement.

In responding to comments, the Customer Contact Service Manager highlighted the reduction in the number of Flintshire cases with PSOW intervention and the high percentage of complaints made to the PSOW which were closed at the assessment stage.

The recommendations, as amended, were moved and seconded by Councillors Bill Crease and Linda Thomas.

RESOLVED:

- (a) That the Committee notes the annual performance of the Council in respect of complaints made to the Public Services Ombudsman for Wales during 2021-22;
- (b) That the Committee notes the 2022-23 half year performance of the Council in respect of complaints made to services in line with its complaints procedure;
- (c) That the Committee supports the actions outlined in paragraph 1.15 to improve complaints handling across the Council; and

- (d) That the requested analysis data be shared with the Committee for future reports.

62. CONSULTATION ON THE FLINTSHIRE AND WREXHAM PUBLIC SERVICES BOARD (PSB) DRAFT WELL-BEING PLAN 2023-28

The Chief Executive presented the draft Flintshire and Wrexham Well-being Plan for 2023-28 which sets out the local well-being objectives and accompanying actions to be taken in collaboration with Public Services Board (PSB) partner organisations. Copies of the draft Plan were being shared with statutory consultees as part of the consultation period ending on 5 February 2023.

In highlighting the importance of the objectives to improve outcomes for all, Councillor Paul Johnson encouraged Members to participate in the consultation.

The Chairman suggested that the sentence under the heading ‘Communities - prosperity and fairness’ could be re-worded for clarity. He encouraged Members of the Committee to copy him in, if submitting comments via email to corporatebusiness@flintshire.gov.uk. Alternatively, Members were able to respond through the Democratic Services Manager.

The recommendation was moved and seconded by Councillors Bill Crease and Kevin Rush.

RESOLVED:

That the Committee notes the draft Flintshire and Wrexham Well-being Plan for 2023-28 and consultation period.

63. MEMBERS OF THE PRESS IN ATTENDANCE

None.

(The meeting started at 10am and ended at 2.15pm)

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Chairman

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CORPORATE RESOURCES OVERVIEW & SCRUTINY COMMITTEE

Date of Meeting	Thursday 12 th January 2023
Report Subject	Action Tracking
Report Author	Democratic Services Manager
Type of Report	Operational

EXECUTIVE SUMMARY

The report shows the action points from previous meetings of the Corporate Resources Overview & Scrutiny Committee and the progress made in completing them. The majority of the requested actions have been completed. Any outstanding will be reported back to the next monthly meeting.

RECOMMENDATIONS

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

1.00	EXPLAINING THE ACTION TRACKING REPORT
1.01	In previous meetings, requests for information, reports or actions have been made. These have been summarised as action points. Following the meeting of the committee in July 2018, it was recognised that there was a need to formalise such reporting back, as 'Matters Arising' is not an item which can feature on an agenda.
1.02	This paper summarises those points and where appropriate provides an update on the actions resulting from them. The Action Tracking details are attached in appendix 1.
2.00	RESOURCE IMPLICATIONS
2.01	The creation of the Action Tracking report increases workflow but should provide greater understanding and efficiency.

3.00	IMPACT ASSESSMENT AND RISK MANAGEMENT
3.01	Not applicable.

4.00	CONSULTATIONS REQUIRED / CARRIED OUT
4.01	In some cases, action owners have been contacted to provide an update on their actions.

5.00	APPENDICES
5.01	Appendix 1 – Corporate Resources OSC Action Points.

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

7.00	CONTACT OFFICER DETAILS
7.01	Contact Officer: Steven Goodrum, Democratic Services Manager Telephone: 01352 702320 E-mail: Steven.Goodrum@flintshire.gov.uk

8.00	GLOSSARY OF TERMS
8.01	None.

ACTION TRACKING FOR THE CORPORATE RESOURCES OVERVIEW & SCRUTINY COMMITTEE

Meeting Date	Agenda item	Action Required	Action Officer(s)	Action taken	Status
15.12.2022	5. Forward Work Programme	Review the format of the Appendix with regard submission deadlines.	Steven Goodrum	Column removed as it was for internal use.	Completed
15.12.2022	6. Budget 2023/24 - Stage 2	To provide the Committee with further information on agricultural assets which had contributed to the cost pressure.	Damian Hughes	Information being collated ready for distribution.	Open
15.12.2022	7. Work of the Coroner's Office	To arrange an all-Member workshop for the Coroner to present about his role and work.	Steven Goodrum	Arrangements are being made.	Open

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CORPORATE RESOURCES OVERVIEW & SCRUTINY COMMITTEE

Date of Meeting	Thursday 12 th January 2023
Report Subject	Forward Work Programme
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.

RECOMMENDATIONS

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

REPORT DETAILS

1.00	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? 6. Is the issue of public or Member concern?
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2.00	RESOURCE IMPLICATIONS
2.01	None as a result of this report.

3.00	IMPACT ASSESSMENT AND RISK MANAGEMENT
3.01	Not applicable.

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

5.00	APPENDICES
5.01	Appendix 1 – Draft Forward Work Programme.

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	None.

7.00	CONTACT OFFICER DETAILS
7.01	<p>Contact Officer: Steven Goodrum, Democratic Services Manager Telephone: 01352 702320 E-mail: Steven.Goodrum@flintshire.gov.uk</p>

8.00	GLOSSARY OF TERMS
8.01	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.

CORPORATE RESOURCES OVERVIEW & SCRUTINY FORWARD WORK PROGRAMME
CURRENT FWP

Date of meeting	Subject	Purpose of Report/Presentation	Scrutiny Focus	Responsible/Contact Officer
<p>Thursday 9th February, 2023</p> <p style="text-align: center;">Page 21</p>	<p>Revenue Budget Monitoring 2022/23 (Month 9) and Capital Programme Monitoring 2022/23 (month 9)</p>	<p>To provide Members with the Revenue Budget Monitoring 2022/23 (Month 9) Report and the Capital Programme 2022/23 (Month 9) Report and Significant Variances.</p>	<p>Performance monitoring</p>	<p>Corporate Finance Manager</p>
	<p>Council Plan 2022-23 Mid-Year Performance Reporting</p>	<p>To review the levels of progress in the achievement of activities and performance levels identified in the Council Plan.</p>	<p>Performance monitoring</p>	<p>Chief Executive</p>
	<p>Delivering public services through outsourcing or shared services</p>	<p>To explore the financial benefits of outsourcing or sharing some Council services</p>	<p>Consultation</p>	<p>Corporate Manager, Corporate Property and Assets</p>
	<p>Employment and Workforce Quarterly Update (carried over from January)</p>	<p>This report covers strategic updates in addition to the quarterly workforce statistics and their analysis</p>	<p>Assurance</p>	<p>Corporate Manager, People and Organisational Development</p>
<p>Thursday 9th March, 2023</p>	<p>Revenue budget monitoring 2022/23 (month 10)</p>	<p>To provide the latest revenue budget monitoring position for 2022/23 for the Council Fund and Housing Revenue Account.</p>	<p>Performance monitoring</p>	<p>Corporate Finance Manager</p>
	<p>Local Government Finance Act 1992, Section 13A (Sub-</p>	<p>To review Flintshire County Council's policy on discretionary powers held by councils to discount or write-off the amount of Council</p>	<p>Policy review</p>	<p>Corporate Finance Manager</p>

CORPORATE RESOURCES OVERVIEW & SCRUTINY FORWARD WORK PROGRAMME

Date of meeting	Subject	Purpose of Report/Presentation	Scrutiny Focus	Responsible/Contact Officer
	section 1C) NEWydd Business Plan 2023/24	Tax payable on a case-by-case basis. To present the NEWydd Catering & Cleaning Ltd Business Plan 2023/24 for endorsement	Consultation	Corporate Manager, Corporate Property and Assets
	Joint Procurement Service Annual Report 2021/22	To receive a performance update report on the Joint Procurement Service with Denbighshire County Council.	Performance monitoring	Chief Officer (Governance)
Thursday 20th April, 2023 Page 22	Revenue budget monitoring 2022/23 (month 11)	To provide the latest revenue budget monitoring position for 2022/23 for the Council Fund and Housing Revenue Account.	Performance monitoring	Corporate Finance Manager
	Employment and Workforce Quarterly Update	This report covers strategic updates in addition to the quarterly workforce statistics and their analysis	Assurance	Corporate Manager, People and Organisational Development
Thursday 18th May, 2023	Revenue Budget Monitoring 2022/23 (Outturn) and Capital Programme Monitoring 2022/23 (Outturn)	To present the Revenue Budget Monitoring (Outturn) and Capital Programme Monitoring (Outturn) for 2022/23.	Performance monitoring	Corporate Finance Manager
Thursday 15th June, 2023	Revenue budget monitoring 2023/24 (month 1)	To provide the latest revenue budget monitoring position for 2023/24 for the Council Fund and Housing Revenue Account.	Performance monitoring	Corporate Finance Manager
	Council Plan 2022-23	To review the levels of progress in the	Performance	Chief Executive

CORPORATE RESOURCES OVERVIEW & SCRUTINY FORWARD WORK PROGRAMME

Date of meeting	Subject	Purpose of Report/Presentation	Scrutiny Focus	Responsible/Contact Officer
	Year-End Performance	achievement of activities and performance levels identified in the Council Plan.	monitoring	
Thursday 13th July, 2023	Revenue budget monitoring 2023/24 (month 2)	To provide the latest revenue budget monitoring position for 2023/24 for the Council Fund and Housing Revenue Account.	Performance monitoring	Corporate Finance Manager

CORPORATE RESOURCES OVERVIEW & SCRUTINY FORWARD WORK PROGRAMME

Item(s) to be scheduled:

Month	Item	Purpose of Report	Responsible / Contact Officer
February / March	Community Foundation in Wales Flintshire Funds Impact Report 2022	To share with Chief Officers Team and the Corporate Resources Overview and Scrutiny Committee the Flintshire Funds Impact Report 2022 which has been produced by the Community Foundation in Wales (CFIW).	Nicola McCann / Andrea Powell
September	North Wales Economic Ambition Board	To receive an update from the North Wales Economic Ambition Board.	TBC
TBC	North Wales Councils Regional Emergency Planning Service (NWCREPS) - Annual Report 2021/22	To receive an update on the preparedness of the Council to plan for emergencies and specific follow-up reports to any major local or regional emergency events to which the Council has had to respond.	Chief Executive
TBC	Community Safety Partnership Annual Report	This item fulfils the statutory requirement for the committee to hold an annual 'crime & disorder' scrutiny meeting.	Sian Jones
TBC	Flintshire Community Endowment Fund - Annual Report		Fiona Mocko

CORPORATE RESOURCES OVERVIEW & SCRUTINY FORWARD WORK PROGRAMME
REGULAR ITEMS

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

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CORPORATE RESOURCES OVERVIEW AND SCRUTINY COMMITTEE

Date of Meeting	Thursday, 12 th January 2023
Report Subject	Medium Term Financial Strategy and Budget 2023/24 – Welsh Local Government Provisional Settlement
Cabinet Member	Cabinet Member for Finance, Inclusion, Resilient Communities including Social Value and Procurement
Report Author	Corporate Finance Manager and Chief Executive
Type of Report	Strategic

EXECUTIVE SUMMARY

An update to the additional budget requirement for the 2023/24 financial year was reported to Cabinet and this Committee in November 2022. At that stage the additional budget requirement was estimated to be £32.448m and the cost pressures and initial cost reductions were referred to a series of specific Overview and Scrutiny meetings which were held from the 1st to 15th December 2022.

It was agreed that feedback from the range of overview and scrutiny committee meetings would be brought back to the committee (open to all members) together with an update on the impact on the overall budget position following the receipt of the Welsh Local Government Provisional Settlement 2023/24 on 14th December.

Appendix A includes a report that will be presented to Cabinet on 17th January and:

- 1) Updates on the key headlines and financial impacts of the Welsh Local Government Provisional Settlement
- 2) Provides feedback from the series of specific overview and scrutiny committees
- 3) Updates on changes and risks to the additional budget requirement for the 2023/24 financial year and
- 4) Updates on the work being undertaken on the range of budget solutions available to the Council to set a legal and balanced budget.

RECOMMENDATIONS

1	That Corporate Resources Overview and Scrutiny Committee considers and comments on the latest budget position as set out in Cabinet report attached as Appendix A.
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REPORT DETAILS

1.00	EXPLAINING THE MEDIUM TERM FINANCIAL STRATEGY AND BUDGET 2023/24 – WELSH LOCAL GOVERNMENT PROVISIONAL SETTLEMENT
1.01	An update to the additional budget requirement for the 2023/24 financial year was reported to Cabinet and this Committee in November 2022. At that stage the additional budget requirement was estimated to be £32.448m and the cost pressures and initial cost reductions were referred to a series of specific Overview and Scrutiny meetings which were held from the 1 st to 15 th December 2022.
1.02	It was agreed that feedback from the range of overview and scrutiny committee meetings would be brought back to the committee (open to all members) together with an update on the impact on the overall budget position following the receipt of the Welsh Local Government Provisional Settlement 2023/24 on 14 th December.

2.00 RESOURCE IMPLICATIONS

2.01	As contained within the report to Cabinet of 17 th January which is attached.
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3.00 CONSULTATIONS REQUIRED / CARRIED OUT

3.01	As contained within the report to Cabinet of 17 th January which is attached.
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4.00 IMPACT ASSESSMENT AND RISK MANAGEMENT

4.01	As contained within the report to Cabinet of 17 th January which is attached.
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5.00 APPENDICES

5.01	Appendix 1: Cabinet Report - Medium Term Financial Strategy and Budget 2023/24 – Welsh Local Government Provisional Settlement
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6.00 LIST OF ACCESSIBLE BACKGROUND DOCUMENTS

6.01	None.
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7.00	CONTACT OFFICER DETAILS
7.01	Contact Officer: Gary Ferguson, Corporate Finance Manager Telephone: 01352 702271 E-mail: gary.ferguson@flintshire.gov.uk

8.00	GLOSSARY OF TERMS
8.01	As set out in the attached report.

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CABINET

Date of Meeting	Tuesday 17 th January 2023
Report Subject	Medium Term Financial Strategy and Budget 2023/24 – Welsh Local Government Provisional Settlement
Cabinet Member	Cabinet Member for Finance, Inclusion, Resilient Communities including Social Value and Procurement for Finance, Inclusion, Resilient Communities including Social Value & Procurement
Report Author	Corporate Finance Manager and Chief Executive
Type of Report	Strategic

EXECUTIVE SUMMARY

The purpose of the report is to:

- 1) Update on the key headlines and financial impacts of the Welsh Local Government Provisional Settlement
- 2) Provide feedback from the series of specific Overview and Scrutiny committees
- 3) Update on changes and risks to the additional budget requirement for the 2023/24 financial year and
- 4) Update on the work being undertaken on the range of budget solutions available to the Council to set a legal and balanced budget.

Cabinet received an update to the additional budget requirement for the 2023/24 financial year at its meeting on 22 November 2022. At that stage the additional budget requirement was estimated to be £32.448m and the cost pressures and initial cost reduction options were referred to a series of specific Overview and Scrutiny meetings which were held from the 1st to 15th December.

Appendix A provides detail of the main discussion points from this series of meetings.

The Welsh Local Government Provisional Settlement was received on 14th December as planned and this report updates on the key headlines and financial impacts in advance of the final stage of the formal budget setting process in February 2023.

The 2023/24 Provisional Settlement will contribute £19.568m towards the previously reported additional budget requirement of £32.448m with the remaining amount needing to be met from the other areas of the budget solutions included in the report.

A number of ongoing risks have been reported previously which will potentially impact further on the additional budget requirement including the level of provision for pay awards, uncertainty around the continuation of funding within the homelessness service and levels of demand for Out of County Placements – this report also updates on these risks.

A legal and balanced budget for 2023/24 will need to be recommended by Cabinet to Council once the work on the above issues has been concluded.

RECOMMENDATIONS

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

1.00	EXPLAINING THE COUNCIL FUND REVENUE BUDGET 2023/24
1.01	Cabinet received an update to the additional budget requirement for the 2023/24 financial year at its meeting on 22 nd November 2022. At that stage the additional budget requirement was estimated to be £32.448m and the cost pressures and initial cost reductions were referred to a series of specific Overview and Scrutiny meetings which were held from the 1 st to 15 th December 2022.
1.02	<p>The purpose of this report is to:</p> <ol style="list-style-type: none"> 1) Update on the key headlines and financial impacts of the Welsh Local Government Provisional Settlement 2) Provide feedback from the series of specific Overview and Scrutiny committees 3) Update on changes and risks to the additional budget requirement for the 2023/24 financial year and 4) Update on the work being undertaken on the range of budget solutions available to the Council in order to set a legal and balanced budget.

2.00	THE WELSH LOCAL GOVERNMENT PROVISIONAL SETTLEMENT
2.01	The Welsh Local Government Provisional Settlement was announced on 14 th December 2022 as planned with responses to the consultation on the settlement invited by the deadline of 2 nd February 2023. A summary of the key headlines is set out below.
2.02	<p>Standard Spending Assessment (SSA)</p> <p>The provisional SSA for 2023/24 is £348.552m which is an increase of 6.3% (£20.778m) on the SSA for 2022/23 of £327.774m.</p>
2.03	<p>Aggregate External Finance (AEF)</p> <p>The provisional AEF for 2023/24 is £251.747m which when compared to the adjusted 2022/23 AEF figure of £232.336m represents an <i>increase</i> of 8.4% (£19.411m) (All Wales average is an <i>increase</i> of 7.9 %).</p> <p>The provisional AEF represents a cash uplift of £19.568m (8.4%) over the 2022/23 AEF of £232.179m.</p>
2.04	<p>Transfers In/Out of the Settlement</p> <p>There are no transfers into or out of the settlement for the Council.</p>
2.05	<p>Funding Per Capita</p> <p>The Aggregate External Finance allocation provides an amount of £1,611 per capita compared to the Welsh average of £1,754 which places Flintshire 20th out of the 22 Welsh Councils (also 20th in 2022/2023)</p>
2.06	<p>Additional Funding (Floor)</p> <p>There is no additional 'floor' funding included this year to protect those councils who fall well below the Welsh average uplift.</p>
2.07	<p>Specific Grants</p> <p>Some details have been included for specific grants on an all-Wales basis which will need to be worked through in detail.</p> <p>We are still awaiting confirmation of the Sustainable Waste Management Grant.</p>
2.08	<p>Indicative Allocations for future years</p> <p>The Settlement included an update on the indicative all-Wales revenue allocation for 2024/25 which has increased by £169m to £5.69bn. This equates to an increase of 3.1% in 2024/25 compared with the previous indicative increase of 2.4%.</p>
	IMPACT OF THE SETTLEMENT ON THE BUDGET 2023/24
2.09	The Provisional Settlement is more than the indicative allocation due to a combination of consequential funding arising from recent UK Budget

	<p>announcements and the positive impact of data set adjustments used in the formula.</p> <p>Whilst the annual uplift in AEF is very helpful and welcome it does need to be noted that it only equates to around 60% of the estimated cost pressures identified for the Council. Therefore, there will still be some significant challenges to address when setting the budget for 2023/24 which will require a deal of urgent and prioritised work.</p>
	FEEDBACK FROM OVERVIEW AND SCRUTINY COMMITTEES
2.10	<p>Cabinet referred all cost pressures to a series of specific Overview and Scrutiny meetings which were held from the 1st to 15th December 2022 where the relevant Overview and Scrutiny Committee was requested to rigorously challenge all of the cost pressures and options for portfolio cost reductions identified. Each of the committees also received a complete list of all potential cost reductions for all portfolios for completeness, RAG (Red, Amber, Green) rated in order of deliverability and risk.</p> <p>The outcome of these meetings was that 1) all cost pressures were accepted and 2) there were no new cost reduction areas identified.</p> <p>Appendix A provides a summary of the main discussion points from this series of meetings.</p>
	CHANGES TO THE ADDITIONAL BUDGET REQUIREMENT
2.11	<p>North Wales Residual Waste Treatment Partnership (£0.303m)</p> <p>There is an estimated increase in expenditure of £1.092m for the partnership to reflect indexation for gate fees and haulage costs with this Council's additional contribution being £0.303m.</p>
2.12	<p>Social Care Workers Model (£0.179m)</p> <p>A revised grading model has been developed for social workers to address significant recruitment and retention issues within the service – it is anticipated that there will be an additional cost of £0.179m in 2023/24 to implement the model.</p>
2.13	<p>Capital borrowing costs (£0.060m)</p> <p>An increase in existing capital borrowing costs for 2022/2023 due to an update of the latest information and timelines.</p>
2.14	<p>Support Recharges to the HRA/CPF – Reduction of pressure (£0.040m)</p> <p>A reduction of £0.040m to the previously reported pressure of £0.280m due to further updates on actual costs.</p>

2.15	<p>Education Appeals Post – (0.027m)</p> <p>An additional post is required to provide support for the education appeals team which is experiencing additional demand with limited existing capacity within the team.</p>
2.16	<p>The impact of the above increases the additional budget requirement from £32.448m to £32.978m.</p>
	<p>ONGOING RISKS TO THE ADDITIONAL BUDGET REQUIREMENT</p>
2.17	<p>A number of ongoing risks have been reported previously which will potentially impact on the additional budget requirement and further detail is set out below:</p>
2.18	<p>Funding for Pay Awards</p> <p>It is now clear that the allocation provided for 2023/24 will need to cover in full the impacts of all pay awards (Teacher and Non Teacher).</p> <p>Predicting pay awards that are nationally agreed in the current economic climate is particularly difficult. However, as was the case this year any agreed pay award in excess of the Council’s budgeted provision will result in a reduction of our limited reserves in-year and also impact on the following year with the requirement to include in our budget on a recurring basis.</p> <p>The current assumed increase of 3.5% now appears low when compared to current market conditions and what other councils are providing for, therefore it is recommended that this assumption is revisited in advance of final budget setting in February 2023.</p>
2.19	<p>Homelessness</p> <p>The Council is continuing to experience high and increasing demand for temporary accommodation in order to meet its statutory obligations to accommodate families and persons that present themselves as homeless which is expected to continue. The Council has recently had confirmation on the continuation of specific grants for homelessness. The impact of the confirmed funding on the increasing demand for this service are currently being worked through and this remains a risk which will need to be assessed as part of the final budget setting.</p>
2.20	<p>Out of County Placements</p> <p>The position on Out of County Placements remains a risk with increasing numbers of placements presenting in the current financial year and this volatile position will need to be kept under close review.</p>
2.21	<p>School Transport</p> <p>Since the start of the Autumn school term, there have been a number of transport pressures emerging relating to increased costs in the provision of</p>

	<p>additional key service routes for Additional Learning Needs (ALN) and Pupil Referral Units (PRU).</p> <p>This is due to re-procurement increases and additional statutory provision as well as increased transport contractor costs due to fuel, insurance and driver costs etc.</p> <p>It is anticipated that these increased costs of around £0.200m in 2022/23 will continue into 2023/24.</p>
2.22	<p>Supreme Court Judgement – Harper Trust and Brazel</p> <p>The Council is currently assessing the outcome and likely implications of the recent Supreme Court Judgement of the above case which may have a financial impact, due to the potential for the amendment of holiday pay calculations for irregular hours workers and Term Time only employees. Early indications are that there will be no impact on the 2023/24 budget for the Term Time only element however the risk remains regarding a potential pressure for the irregular hours element which is still being assessed.</p>
2.23	<p>North Wales Fire and Rescue Levy (NWFRA)</p> <p>Consultation is underway on the levy uplift for the NWFRA which is expected to be concluded by the end of January 2023. There is a risk that the final uplift may be significantly more than we currently have included in the forecast.</p>
	<p>BUDGET SOLUTIONS</p>
2.24	<p>The options available to the Council to meet this significant additional budget requirement is summarised in the following paragraphs.</p>
2.25	<p>Government Funding - Aggregate External Finance (AEF)</p> <p>The Provisional Settlement has advised of an additional £19.568m and this is not expected to change significantly at the Final Settlement stage. Therefore, a combination of the remaining budget solutions will need to contribute to the remaining gap of £13.410m to ensure a legal and balanced budget (before any further impacts outlined in the report)</p>
2.26	<p>Efficiencies / Cost Reductions – Portfolios</p> <p>The options for cost reductions identified by Portfolios totalling £6.166m have now been considered by the relevant overview and scrutiny committee and have been risk assessed.</p> <p>Consideration will now need to be given as to which options are included in the final budget proposals taking into account risk and affordability.</p>

2.27	<p>Efficiencies / Cost Reductions – Corporate Financing</p> <p><u>Employers National Insurance</u></p> <p>The rate of National Insurance for employers and employee contributions has been reduced from November 2022 by 1.25%. The impact of this reduction is a positive benefit to the 2023/24 budget of £2.082m.</p> <p><u>Triennial Actuarial Review of the Clwyd Pension Fund</u></p> <p>The triennial review of the Clwyd Pension Fund is reaching its latter stages which will determine employer pension contributions for the next three years.</p> <p>Clwyd Pension Fund Committee agreed the Funding Strategy Statement at its meeting on 23rd November 2022 and individual results have now been shared with employing organisations as part of consultation.</p> <p>As the Fund is now more than 100% funded the outcome will make a significant positive contribution to the budget 2023/24 – 2025/26 and the profiling of this benefit over the three years is currently being considered.</p>
2.28	<p>Efficiencies / Cost Reductions– Schools</p> <p>Due to the remaining scale of the financial challenge across the Council there will still be a need to consider cost reductions from the delegated schools budget.</p> <p>The additional budget requirement includes school cost pressures totalling £9.5m at present. By way of context a 1% reduction in the delegated budget equates to around £1m.</p>
2.29	<p>Council Tax</p> <p>The level of Council Tax increase for 2023/24 will be a matter for full council when setting the budget in February and will be a consideration in conjunction with the conclusion of work on all of the other budget solution work streams. By way of context each uplift of 1% equates to £0.954m</p>
2.30	<p>Balances and Reserves</p> <p>The projected level of contingency reserve at Month 8 is £3.797m after meeting the in-year additional cost of the 2022/23 pay award and other agreed allocations.</p> <p>The Council also has an earmarked reserve of £2.4m from the additional Revenue Support allocation it received at the end of the 2022/23 financial year and it is recommended that this is transferred to the Contingency Reserve to enhance the level remaining.</p> <p>As always it will be important to maintain an adequate level of reserves to safeguard the Council against risks and other unforeseen events.</p>

2.31	<p>Planning over the Medium Term</p> <p>Welsh Government has updated its indicative allocations for the next two years to take account of the consequential arising from the UK Budget announcements in the Autumn.</p> <p>Whilst this is welcomed the indicative annual uplift in AEF for 2024/25 is still only 3.1% (increased from 2.4%) and will provide a significant challenge to meet the inevitable inflationary and demand impacts of Council Services.</p> <p>Therefore, it will be essential that decisions made as part of the budget for 2023/24 are considered in the context of the medium term position to build in resilience to meet the challenges of the inevitable cost pressures that will arise in subsequent years.</p>								
2.32	<p>SUMMARY AND CONCLUSIONS</p> <p>The 2023/24 Provisional Settlement will contribute £19.568m towards the previously reported additional budget requirement of £32.448m which is significantly in excess of the indicative allocation due to a combination of consequential funding arising from recent UK Budget announcements and the positive impact of data set adjustments used in the formula.</p> <p>As set out in the report this still only equates to around 60% of the identified cost pressures and the remainder will need to be met from the remaining budget solutions.</p> <p>With regards to next steps an assessment of the ongoing risks identified above needs to be concluded in conjunction with consideration of the other budget solutions:</p> <ul style="list-style-type: none"> - Portfolio Cost Reductions - Corporate Financing Reductions - Schools Cost Reductions - Council Tax Uplift <p>This report has been presented to Corporate Resources Overview and Scrutiny Committee on 12th January 2023 (open to all members) and feedback and comments will be provided verbally at the meeting.</p> <p>A legal and balanced budget for 2023/24 is scheduled to be recommended by Cabinet to Council on the 23rd February 2023.</p>								
2.33	<p>Budget Timeline</p> <table border="1" data-bbox="300 1776 1366 1928"> <thead> <tr> <th data-bbox="300 1776 686 1814">Date</th> <th data-bbox="686 1776 1366 1814">Event</th> </tr> </thead> <tbody> <tr> <td data-bbox="300 1814 686 1852">17 January 2023</td> <td data-bbox="686 1814 1366 1852">Cabinet – Budget Review</td> </tr> <tr> <td data-bbox="300 1852 686 1890">23 February 2023</td> <td data-bbox="686 1852 1366 1890">Cabinet and Council – Budget Setting</td> </tr> <tr> <td data-bbox="300 1890 686 1928">7 March 2022</td> <td data-bbox="686 1890 1366 1928">Welsh Government Final Budget/Settlement</td> </tr> </tbody> </table>	Date	Event	17 January 2023	Cabinet – Budget Review	23 February 2023	Cabinet and Council – Budget Setting	7 March 2022	Welsh Government Final Budget/Settlement
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7 March 2022	Welsh Government Final Budget/Settlement								

3.00	RESOURCE IMPLICATIONS
3.01	<p>Revenue: the revenue implications for the 2021/22 budget are set out in the report.</p> <p>Capital: there are no new implications for the approved capital programme for either the current financial year or for future financial years – the capital programme will be subject to a separate report</p> <p>Human Resources: there are no implications for additional capacity or for any change to current workforce structures or roles at this stage.</p>

4.00	IMPACT ASSESSMENT AND RISK MANAGEMENT														
4.01	<p>Ways of Working (Sustainable Development) Principles Impact</p> <table border="1"> <tr> <td>Long-term</td> <td>Negative – the absence of longer-term funding settlements from Welsh Government means that sustainable support for service delivery is challenging for the longer term. Sustainable funding from Welsh Government that provides additional funding for Indexation, Service demands and new legislation will provide a positive and sustainable position for the Council in the longer term.</td> </tr> <tr> <td>Prevention</td> <td>As above</td> </tr> <tr> <td>Integration</td> <td>Neutral Impact</td> </tr> <tr> <td>Collaboration</td> <td>Services continue to explore opportunities for collaboration with other services and external partners to support positive impacts.</td> </tr> <tr> <td>Involvement</td> <td>Communication with Members, residents and other stakeholders throughout the budget process.</td> </tr> </table> <p>Well-Being Goals Impact</p> <table border="1"> <tr> <td>Prosperous Wales</td> <td>Longer term funding settlements from Welsh Government that provide additional funding for indexation, service demands and new legislation will aid sustainability and support a strong economy that encourages business investment in the region. The opposite will be true if settlements are inadequate.</td> </tr> <tr> <td>Resilient Wales</td> <td>Continuation of services to support communities and social cohesion will have a positive impact. The opposite will be true if settlements are inadequate.</td> </tr> </table>	Long-term	Negative – the absence of longer-term funding settlements from Welsh Government means that sustainable support for service delivery is challenging for the longer term. Sustainable funding from Welsh Government that provides additional funding for Indexation, Service demands and new legislation will provide a positive and sustainable position for the Council in the longer term.	Prevention	As above	Integration	Neutral Impact	Collaboration	Services continue to explore opportunities for collaboration with other services and external partners to support positive impacts.	Involvement	Communication with Members, residents and other stakeholders throughout the budget process.	Prosperous Wales	Longer term funding settlements from Welsh Government that provide additional funding for indexation, service demands and new legislation will aid sustainability and support a strong economy that encourages business investment in the region. The opposite will be true if settlements are inadequate.	Resilient Wales	Continuation of services to support communities and social cohesion will have a positive impact. The opposite will be true if settlements are inadequate.
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Resilient Wales	Continuation of services to support communities and social cohesion will have a positive impact. The opposite will be true if settlements are inadequate.														

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

5.00	CONSULTATIONS REQUIRED/CARRIED OUT
5.01	Consultation has taken place with Portfolio Management Teams and the Chief Officer Team, The Finance Team, Cabinet Members, Group Leaders and Members and Scrutiny Committees.

6.00	APPENDICES
6.01	Appendix A: Summary of discussion points from Overview and Scrutiny Committees

7.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
7.01	Cabinet Report 12 July 2022 Cabinet Report 20 September 2022 Cabinet Report 22 November 2022 Scrutiny Reports November/December 2022

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

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

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Key Themes from Overview & Scrutiny Committees whilst considering the Budget Setting 2023-24 (Stage 2) report – December, 2022

Information and Communication	<p>Appreciative of the work undertaken thus far and the transparent report. There is still a lot of work to be done. Communication of the issues to the workforce and to residents is important.</p> <p>Important to maintain confidentiality on proposals as discussed.</p>
Schools	<p>Grateful for the engagement we have had from head teachers and schools staff.</p> <p>Schools want to know what is happening and certainty is needed by schools and officers asap.</p> <p>We need to note school reserves are at their highest level but they can only be spent once. There will be difficult decisions for us all over the next few weeks and months and the earliest we know the better.</p> <p>Once we have the provisional settlement we will be able to give Members the options and information to make decisions to set a legal and balanced budget.</p>
Out of County Placements (OCP)	<p>Continuation of escalating costs. Concern that these will be higher than that included in the forecast and that there is likely to be an increase in the pressure as part of the final stages of the budget.</p> <p>To be kept under review as this is a very volatile and hard to predict budget. We are developing our in-house provision but this will take time to influence the OCP budget.</p> <p>The current position on OCP is an overspend of £1m but we cannot budget for every risk. However, we will need to assess the position in the final stages. The reason we need to keep some reserves is to mitigate against such risks.</p>
Cost Pressures	<p>Clarification given on a number of pressures across Portfolios.</p> <p>Need to prioritise wherever possible to balance off against efficiency options.</p>
Cost Reductions	<p>Reduction of budget proposals show that there is a considerable challenge for the Council in that we do not have any remaining “low hanging fruit” there are not many greens and a lot of ambers and reds.</p> <p>Full review given of options with many considered at this early stage for initial discussion as part of scrutiny process. Need to consider the longer term impacts.</p>

	<p>A number of discussions around the use of vacancies as part of efficiencies and the impact.</p> <p>Waste strategy options discussed and clarification on whether changes to service provision would require capital investment.</p> <p>Questions on whether fees could be increased in some areas – clarification given but some are statutory fees.</p> <p>Modern Apprentices efficiency and our ability to recruit.</p> <p>Reductions that benefit the budget are one part but need to consider impact and our ability to respond to a major incident (e.g. I.T).</p>
Reserves	<p>Need to reiterate the point on the importance of maintaining adequate reserves.</p> <p>We cannot budget for every risk so it is important we keep an adequate level of reserves to safeguard the Council against these.</p>
Provisional Settlement	<p>Clarification sought on what the settlement means for the efficiencies. This will be considered alongside everything else in the new year.</p> <p>The settlement is better than anticipated due to a combination of consequential funding arising from the UK Budget announcements and the positive impact of data set adjustments but there is still work to do.</p> <p>Regardless of the settlement for 23/24 we need to be mindful of the medium term position with the indicative uplift for 24/25 now being 3.1%</p>



CORPORATE RESOURCES OVERVIEW & SCRUTINY COMMITTEE

Date of Meeting	Thursday 12 th January, 2023
Report Subject	Mid-Year Performance Monitoring Report
Cabinet Member	Cabinet Member for Governance and Corporate Services including Health and Safety and Human Resources
Report Author	Chief Executive
Type of Report	Strategic

EXECUTIVE SUMMARY

The Council Plan 2022/23 was adopted by the Council in July 2022. This report presents the mid-year out-turn of progress against the Council Plan priorities identified for 2022/23 relevant to the Corporate Resources Overview & Scrutiny Committee.

This out-turn report for the 2022/23 Council Plan shows 59% of activities are making good progress. 70% of the performance indicators have met or exceeded their targets, 9% are being closely monitored and 21% are currently not meeting target.

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

RECOMMENDATIONS

1.	To support levels of progress and confidence in the achievement of priorities as at mid-year within the 2022/23 Council Plan.
2.	To endorse and support overall performance against 2022/23 Council Plan performance indicators as at mid-year.
3.	To be assured by explanations given for those areas of underperformance.

REPORT DETAILS

1.00	EXPLAINING THE PERFORMANCE AT MID-YEAR 2022/2023
1.01	The Council Plan performance report provides an explanation of the progress made towards the delivery of the priorities set out in the 2021/22 Council Plan. The narrative is supported by information on performance indicators and/or milestones.
1.02	This report is an exception-based report and concentrates on those areas of performance which are not currently achieving their target.
1.03	Monitoring our Performance Analysis of performance against the performance indicators is undertaken using the RAG status. This is defined as: <ul style="list-style-type: none">• RED - under-performance against target.• AMBER - where improvement may have been made but performance has missed the target.• GREEN - positive performance against target.
1.04	In summary our overall progress against activities is: Progress RAG <ul style="list-style-type: none">• We are making good (green) progress in 91 (59%) activities• We are making satisfactory (amber) progress in 53 (35%) activities• We are making limited (red) progress in 9 (6%) activities
1.05	There are no activities which show a red RAG status relevant to the Corporate Resources Overview & Scrutiny Committee.
1.06	Monitoring our Performance Analysis of performance against the performance indicators is undertaken using the RAG status. This is defined as: <ul style="list-style-type: none">• RED - under-performance against target.• AMBER - where improvement may have been made but performance has missed the target.• GREEN - positive performance against target.
1.07	Analysis of current levels of performance against target shows the following: <ul style="list-style-type: none">• 39 (70%) have achieved a green RAG status• 5 (9%) have an amber RAG status• 12 (21%) have a red RAG status

1.08	<p>The performance indicator (PIs) which showed a red RAG status for current performance against target, relevant to the Corporate Resources Overview & Scrutiny Committee is:-</p> <p>POVERTY Number of sessions provided Digital learning held a total of 99 sessions (Target 225 sessions)</p>
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2.00	RESOURCE IMPLICATIONS
2.01	There are no specific resource implications for this report.

3.00	IMPACT ASSESSMENT AND RISK MANAGEMENT
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3.01	<p>Ways of Working (Sustainable Development) Principles Impact</p> <table border="1"> <tr> <td>Long-term</td> <td rowspan="5">Throughout all the End of Year Monitoring Report there are demonstrable actions and activities which relate to all the Sustainable Development Principles. Specific case studies will be included in the Annual Performance Report for 2021/22.</td> </tr> <tr> <td>Prevention</td> </tr> <tr> <td>Integration</td> </tr> <tr> <td>Collaboration</td> </tr> <tr> <td>Involvement</td> </tr> </table> <p>Well-being Goals Impact</p> <table border="1"> <tr> <td>Prosperous Wales</td> <td rowspan="7">Throughout the Mid-Year Monitoring Report there is evidence of alignment with the Well-being Goals. Specific strategic and policy reports include impact and risk assessments.</td> </tr> <tr> <td>Resilient Wales</td> </tr> <tr> <td>Healthier Wales</td> </tr> <tr> <td>More equal Wales</td> </tr> <tr> <td>Cohesive Wales</td> </tr> <tr> <td>Vibrant Wales</td> </tr> <tr> <td>Globally responsible Wales</td> </tr> </table> <p>Council's Well-being Objectives The Council undertook a review of its Well-being Objectives during the development of the 2021/22 Council Plan and are currently being reviewed for the 2023-28 Council Plan. The updated set of Well-being Objectives are a more focused set of six. The Well-being Objectives identified have associated themes for which they resonate. See the full list below.</p> <table border="1"> <thead> <tr> <th>Theme</th> <th>Well-being Objective</th> </tr> </thead> <tbody> <tr> <td>Poverty</td> <td>Protecting people from poverty by supporting them to meet their basic needs</td> </tr> <tr> <td>Affordable and Accessible Housing</td> <td>Housing in Flintshire meeting the needs of our residents and supporting safer communities</td> </tr> <tr> <td>Green Society and Environment</td> <td>Limiting the impact of the Council's services on the natural environment and supporting the wider communities of Flintshire to reduce their own carbon footprint</td> </tr> </tbody> </table>	Long-term	Throughout all the End of Year Monitoring Report there are demonstrable actions and activities which relate to all the Sustainable Development Principles. Specific case studies will be included in the Annual Performance Report for 2021/22.	Prevention	Integration	Collaboration	Involvement	Prosperous Wales	Throughout the Mid-Year Monitoring Report there is evidence of alignment with the Well-being Goals. Specific strategic and policy reports include impact and risk assessments.	Resilient Wales	Healthier Wales	More equal Wales	Cohesive Wales	Vibrant Wales	Globally responsible Wales	Theme	Well-being Objective	Poverty	Protecting people from poverty by supporting them to meet their basic needs	Affordable and Accessible Housing	Housing in Flintshire meeting the needs of our residents and supporting safer communities	Green Society and Environment	Limiting the impact of the Council's services on the natural environment and supporting the wider communities of Flintshire to reduce their own carbon footprint
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	Economy	Enabling a sustainable economic recovery
	Personal and Community Well-being	Supporting people in need to live as well as they can
	Education and Skills	Enabling and Supporting Learning Communities

4.00	CONSULTATIONS REQUIRED / CARRIED OUT
4.01	The Reporting Measures are monitored by the respective Overview and Scrutiny Committees according to the priority area of interest.
4.02	Chief Officers and Senior Managers have contributed towards reporting of relevant information.

5.00	APPENDICES
5.01	Appendix 1 - Council Plan 2022-23 Mid-Year Performance Monitoring Report.

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	Council Plan 2022/23.

6.00	CONTACT OFFICER DETAILS
6.01	Contact Officer: Steven Goodrum Telephone: 01352 702320 Email: steven.goodrum@flintshire.gov.uk

7.00	GLOSSARY OF TERMS
7.01	Council Plan: the document which sets out the annual priorities of the Council. It is a requirement of the Local Government and Elections (Wales) Act 2021 for organisations to ‘set out any actions to increase the extent to which the council is meeting the performance requirements.’ Plans for organisations should be robust; be clear on where it wants to go; and how it will get there. An explanation of the report headings Measures (Key Performance Indicators - KPIs) Actual (YTD) – the year-to-date performance identified i.e., by numbers, percentages, etc

Target (YTD) – The target for the year to date which is set at the beginning of the year.

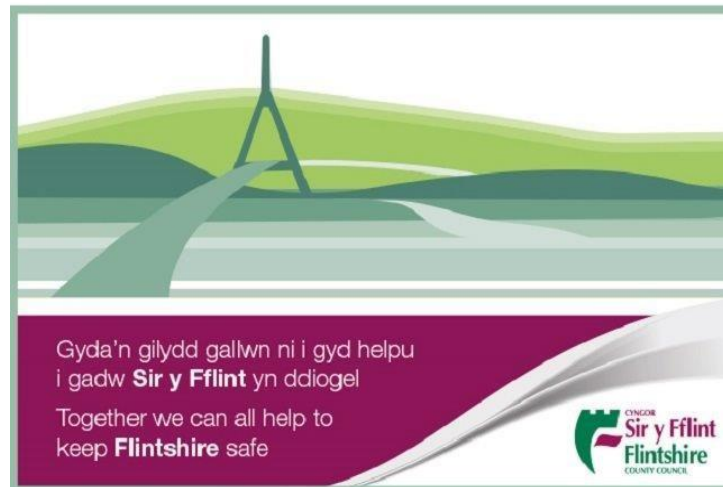
Current RAG Rating – This measures performance for the year against the target. It is automatically generated according to the data.

- **Red** = a position of under performance against target
- **Amber** = a mid-position where improvement may have been made but performance has missed the target; and
- **Green** = a position of positive performance against the target.

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Council Plan Mid-Year Performance Monitoring Report 2022/23

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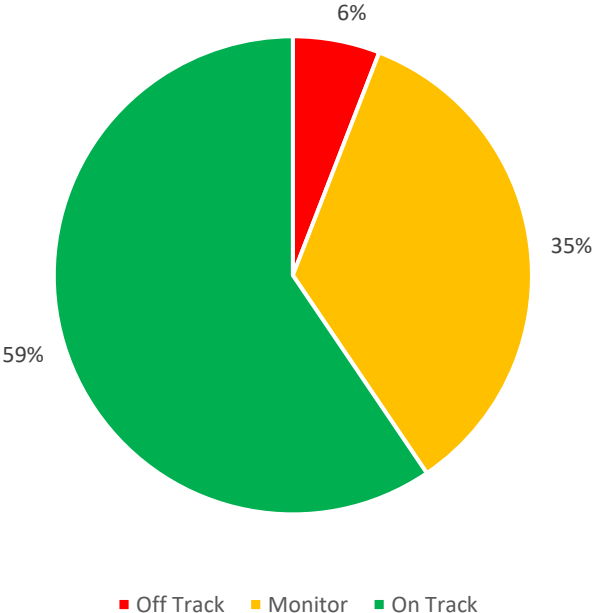
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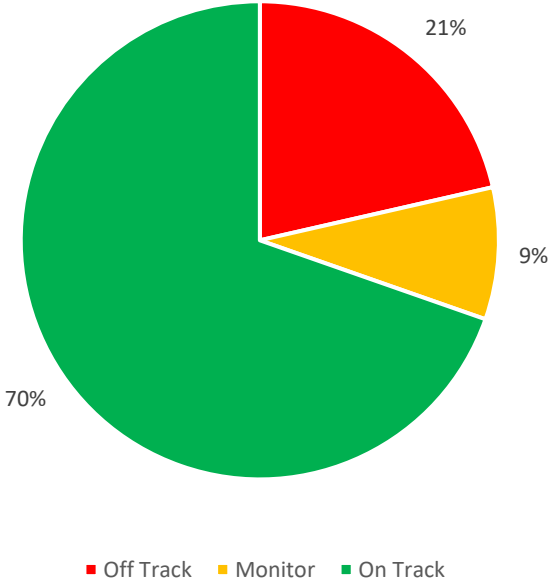
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Analysis

Council Plan - Action RAG Status



Council Plan - Measure RAG Status



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Key

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

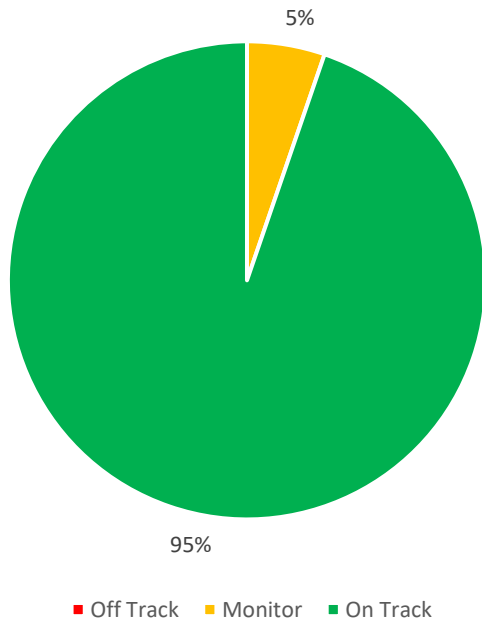
Measures Off Track

Priority	Sub-Priority	Measure	RAG
Poverty	Digital Poverty	Number of sessions provided	▲
Affordable and Accessible Housing	Housing Needs and Housing Options	Number of applicants rehoused via SARTH by All Housing Partners	▲
		Number of applicants rehoused via SARTH by Flintshire County Council	▲
	Social Housing	Number of Council Homes under construction	▲
		Number of Council Homes completed	▲
		Number of Residential Social Landlord (RSL's) homes completed	▲
		Total number of Mandatory Medium Disabled Adaptations completed	▲
		Average number of days to complete a Mandatory Medium Disabled adaptation	▲
		Total number of Mandatory Large Disabled Adaptations completed	▲
	Average number of days to complete a Mandatory Large Disabled adaptation	▲	
	Private Rented Sector	Number of inspections of HMOs	▲
Economy	Reducing worklessness	Number of individuals receiving support	▲

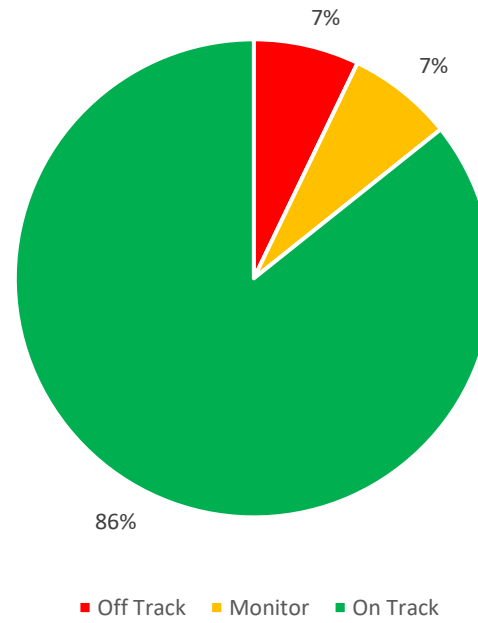
Poverty

Poverty Overall Performance

Poverty - Action RAG Status



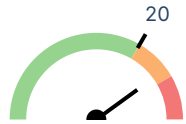
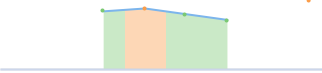


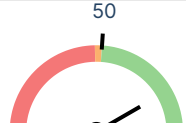

Poverty - Measure RAG Status



Income Poverty 2022/23

Action	Percentage Complete	RAG	Comment
Continuing to offer our community hub (Contact Centres) approach giving access to a range of programmes, services and agencies together in one place	50%	★	<p>The Community support hubs in Shotton and Holywell continue to be very busy.</p> <p>Wellness days are carried out every Tuesday and residents have the opportunity to receive on the day food support from Nanny Biscuit as well as be supported by the Well-Fed 12 week food store programme where residents have a choice on the food they eat and receive fresh ingredients to cook meals themselves at home.</p> <p>★ Prior to the end of the summer term, Nanny Biscuit carried out a successful Prom dress/suit exchange and ensured children and parents were ready for the new term by running a uniform exchange.</p> <p>The community hubs will be supporting the Croeso Cynnes/Warm Welcome Project, providing a safe, warm and welcoming space over the winter months.</p> <p>We are currently identifying the areas to open a further two community support hubs.</p>
Ensuring that take-up to benefit entitlements is maximised in a timely way by processing claims efficiently	50%	★	<p>We are ensuring take up is maximised by carrying out proactive promotion of all benefits and grants we offer. We are updating our website regularly and have created a Cost-of-Living webpage specifically designed to promote benefits and grants.</p>
Maximising take up of the Discretionary Housing Payments scheme and other financial support	70%	★	<p>Discretionary Housing Payments expenditure has been fully utilised in supporting Flintshire residents as a result of continuing increases due to the additional financial pressures of rent and rising of fuel bills which has had an impact on tenants' ability to pay their rent.</p>
Maximising the number of people signposted for support to facilitate longer term change	60%	★	<p>With the continuation of the impacts of the pandemic and the ongoing cost of living crisis, referrals continue to be received. The ongoing advice and support forms part of the Discretionary Housing Payments (DHP) application process, even if a DHP is unsuccessful. It is envisaged that figures will continue to rise with the increased energy bills.</p>

Income Poverty 2022/23

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CHA001M	Average number of calendar days to process new claims for housing benefit and council tax reduction	24.00	20.00	21.00	 <p>24.00</p>	
<p>We have missed the performance target for this quarter. This is due to the need to prioritise the processing of Free School Meals and Uniform Grants during the summer months, so resources were diverted to this area. Despite this, it was an improvement on the previous quarter.</p>						
CHA002M	Average number of calendar days to process change in circumstances for housing benefit and council tax reduction	9.00	8.00	6.00	 <p>9.00</p>	
<p>We have missed the performance target for this quarter. This is due to the need to prioritise the processing of Free School Meals and Uniform Grants during the summer months, so resources were diverted to this area.</p>						
CHA003M	Total spend of Discretionary Housing Payments (%)	80.00	50.00	79.00	 <p>80.00</p>	
<p>Discretionary Housing Payments (DHP) expenditure is exceeding target values due to the increase in DHP applications and support required due to the financial impacts in households as a result of the ongoing cost of living increases.</p>						

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Child Poverty 2022/23

Action	Percentage Complete	RAG	Comment
Encouraging take-up of the free school breakfast for year 7 pupils eligible for free school meals	50%	●	Work was undertaken nationally during the summer term to understand the potential barriers faced by schools in embedding this provision. Welsh Government have been evaluating the programme and refining the qualitative, quantitative and operational elements that can be measured and reported on to inform future plans. 9 out of 11 secondary schools are currently able to participate in the pilot.
Ensuring children have access to well-maintained outdoor play areas which offer a varied and rich play environment	80%	★	Aura Leisure and Libraries in partnership with the Local Authority continue to inspect, maintain and repair all Council equipped place spaces.
Increasing usage of online resources for children and young people	0%	★	Aura continues to invest in new digital resources for Children and Young People, including those to accompany the 2022 'Gadgeteers' Summer Reading Challenge and the Reading Well for Teens scheme, launched in October 2022. Please note: Usage figure provided by suppliers at the end of the reporting year.
Maintaining the network of seven libraries in partnership with Aura	100%	★	Seven libraries open.
Making the processes for claiming free school meals as simple and straightforward as possible to increase the percentage of take-up against entitlement	100%	★	Information about free school meals eligibility and application processes is available on the Council website. There is a dedicated email address and telephone number for any enquiries about applications. Schools are encouraged to share relevant information with their parent community. Our Connect Centres across the county can support families with the application process, including having an advisor sitting with the family to support them with their application. Officers continue to review the process to make the system more accessible.
Maximising the take-up of the school uniform grant	75%	★	Primary and secondary schools were asked to support the Revenue and Benefits team in publicising with parents the eligibility and application process for this grant. There was an increase in applications following this. FAQs were also available to advise parents. There is a dedicated email address and phone number for enquiries. Since April 2022, the Council has awarded 3,491 Uniform Grants. As a comparison we awarded 3,148 for the whole of last year (05/07/2021 - 03/07/2022).

Child Poverty 2022/23

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CAU001M	Number of libraries open	7.00	7.00	6.00		
<p>Seven libraries open. Deeside Library reopened October 2021.</p>						
CEY013M	Percentage of secondary school offering the free breakfast to those eligible year 7 pupils	82.00%	50.00%	90.00%		
<p>Work ongoing to support all schools to participate in this important initiative. Welsh Government have also been evaluating the programme and refining the qualitative, quantitative and operational elements that can be measured and reported on to inform future plans.</p>						

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Food Poverty 2022/23

Action	Percentage Complete	RAG	Comment
Continuing to develop delivery of a "Hospital to Home" meals service	60%	★	The 'Hospital to Home' safety box service is available for residents being discharged from Aston and Mold community hospitals. We are working with Well-Fed to expand the offer to the larger hospitals for residents being discharged and who live in Flintshire.
Developing a "Well Fed at Home service"	70%	★	The Well-Fed at home service is available to all Flintshire residents, to receive meals they have selected along with fresh ingredients delivered direct to their door. We will be carrying out three slow cooker pilots over the winter months to support residents to eat well and introduce them to the 'Well Fed at Home' Service.
Introducing a transported and delivered food service "Mobile Meals" to those who are vulnerable	70%	★	The Well-Fed "Meals on Wheels" service is available to all Flintshire residents, to receive meals along with fresh ingredients delivered direct to their door.

Fuel Poverty 2022/23

Action	Percentage Complete	RAG	Comment
Engaging, supporting and referring vulnerable households to reduce fuel poverty and improve health and wellbeing	19%	★	Previous year's funding was not available at the start of the year; however, a new member of staff has now been employed, specifically to help deliver this area of work using our crisis fund and our fee-based work for social housing providers. This will help to work towards reducing fuel poverty and our carbon footprint across the county.
Reducing the risk of fuel poverty for residents by increasing the energy efficiency of homes	52%	★	The measure is made up of various component parts delivered by the Domestic Energy Efficiency Project team. Included within the statistic is work carried out on private and public housing stock for renewable heating, gas central heating, loft and cavity insulation and solar photo voltaic installations. By the end of quarter two, 625 improvements have been carried out from a target of 1,200.

Fuel Poverty 2022/23

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CPE001M	Total number of households receiving energy efficiency support	644.00	600.00	835.00		

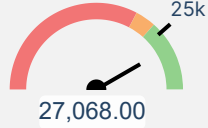
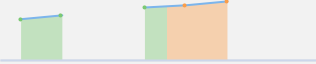
This measure is made up of energy efficiency work fitted in private and public homes, alongside individual support provided to vulnerable households to help reduce fuel poverty.

Digital Poverty 2022/23

Action	Percentage Complete	RAG	Comment
Increasing loans of devices through the Aura Digital Access Scheme	50%	★	77 devices available for loan with 208 loans during first half of 2022/23 reporting year. Significant growth already noted as 2021/22 reporting year saw a total of 76 loans for the full year.
Increasing take-up of digital learning opportunities supported by Aura	0%	★	Aura continue to offer online learning opportunities to customers and the community. Free Learn My Way digital tutoring courses are available at all Aura libraries, as well as bespoke sessions to support people accessing the Aura Digital Loan Scheme, where people can borrow a device (with 'buy back 'option at the end of the loan period). Please note: Final figure provided at end of reporting year.
Providing free of charge public access to the internet and devices where necessary at Flintshire Connects Centres, Aura library services and the four Leisure Centres	100%	★	Free of charge public access to the internet and devices is available during normal opening hours.
Supporting people to use digital technology through promotion of suitable training to develop digital skills and confidence in the communities we serve	100%	★	The Digital Flintshire Hub promotes a range of initiatives to help people to use digital technology now and in the future. The Hub includes resources to keep people safe online, training, health and wellbeing resources, digital events and activities. The Hub also provides information about the Council's ambitious plans contained in the Digital Strategy.

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CAU003M	Number of devices available for loan	77.00	77.00	77.00		
<p>Aura has a total of 77 devices available for loan.</p>						
CAU004M	Percentage of libraries providing free of charge internet access	100.00%	100.00%	100.00%		
<p>All libraries provide free internet access.</p>						
CAU005M	Number of registered learners	283.00	75.00	5.00		
<p>Digital learning supported a total of 283 learners.</p>						
CAU006M	Number of sessions provided	99.00	225.00	5.00		
<p>Digital learning held a total of 99 sessions.</p>						

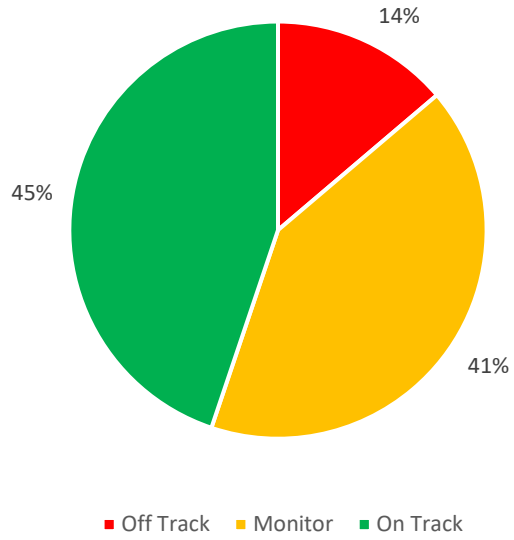
Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CAU007M	Total loans of devices	208.00	85.00	5.00	<p>85 208.00</p>	
<p>The Aura Digital Access Scheme loaned out a total of 208 devices.</p>						
CGV001M	People can access Council information digitally to develop and retain their digital skills – the number of online transactions across the Council	57,981.00	30,000.00	30,247.00	<p>30k 57,981.00</p>	
<p>Online services are designed to be simple and easy to use. There are a wide range of online services for people to access on the Council’s website to save them time contacting us in person, or by telephone. A variety of online services mean people can report, apply and pay for Council services at a time and place that is convenient to them, as well as providing opportunities to use their digital skills. In the first half of 2022/23, 57,981 online transactions were received.</p>						
CGV002M	The number of eforms available online to enable people to apply, report and pay for Council services	152.00	132.00		<p>132 152.00</p>	
<p>Online services provided by Flintshire County Council are designed to be responsive. This means digital services can be accessed on any device chosen by the customer. Online services are also designed to be compliant with the Web Content Accessibility Guidelines which means access to services to all people, regardless of disability type or severity of impairment. The Council has 152 online forms providing a range of opportunities for customer to interact with services digitally.</p>						

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CGV003M	The number of people subscribed to My Account	27,068.00	25,000.00	20,505.00		
<p>27,068 people have subscribed to My Account on the Council's website. My Account allows customers to access a range of information including who their local Councillor is, Planning, Waste and Recycling, Revenues and Benefits.</p>						

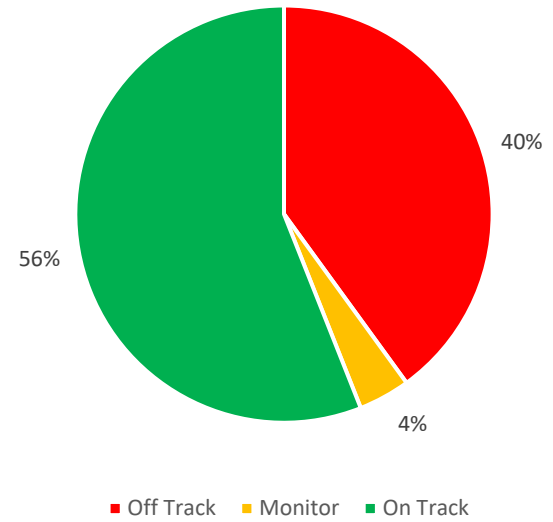
Affordable and Accessible Housing

Affordable and Accessible Housing Overall Performance

Affordable and Accessible Housing - Action RAG Status



Affordable and Accessible Housing - Measure RAG Status



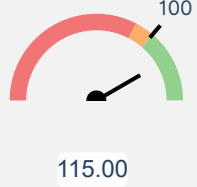

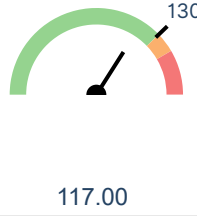

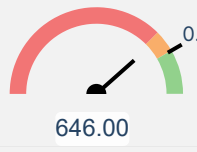

Housing Support and Homeless Prevention 2022/23

Action	Percentage Complete	RAG	Comment
Commissioning a wide range of housing related support that meets the needs of the people of Flintshire	10%	●	Additional funding from Welsh Government has enable increased capacity within housing related support services through the enhanced Housing Support Grant award. Some services have not been progressed due to workforce issues. Two Contracts & Reviewing Officers appointed and due to start November 2022. Work has already started on the commissioning process for Domestic Abuse provision with consultations taking place with providers/staff/service users. Work will start on the re-commissioning of floating support provision in the new year in line with the Housing Support Programme Strategy 2022-26 and the Rapid Rehousing plan.
Developing and extending our Housing First and Rapid Rehousing approaches for those who do experience homelessness	40%	●	Initial Draft of the Rapid Rehousing Plan has been submitted to Welsh Government and we have received positive feedback. Further work to do around data and partnerships before adoption in December 2022. Briefing on Rapid Rehousing completed with Scrutiny Committee September 2022 and High Level Action Plan and Priorities to be considered October 2022. The Housing First Partnership with Conwy and Denbighshire Council continues to deliver services in Flintshire with a caseload capacity of 20 residents presently.
Ensuring a multi-agency partnership approach to homeless prevention and develop a culture where homelessness is "everyone's business"	50%	★	The Housing Support Programme Strategy is the Councils corporate document that demonstrates a commitment to multi agency working. Partners were involved in the development of the Housing Support Programme Strategy which was launched April 2022 and engagement work with partners ahead of the adoption of the Rapid Rehousing Transition Plan is scheduled for the second half of the year.
Ensuring when homelessness does occur it is rare, brief and non-recurring	50%	★	Numbers in temporary housing continue to be high and are expected to increase further with the cost of living crisis and significant increases in demand for social housing. The 50% homeless nominations process linked to SARTH (Single Access Route to Housing) is being sustained and is a key intervention to help ease pressures on temporary housing services and provide pathways for households experiencing homelessness to exit homelessness. Rapid Rehousing will build on positive practices and the Rapid Rehousing High Level Action Plan and Priorities will be considered at the October meeting of the Housing & Community Scrutiny Committee.
Exploring opportunities to develop a young person's homeless hub offering accommodation and support services	10%	▲	Initial work to identify a potential site for a young person's hub have come to a halt. A site was identified but has not progressed, a partner suggested the site but there were significant challenges that would hinder the ease of development for housing. Planning would likely also have been a significant issue to overcome. Further exploration of potential sites is ongoing, and consideration will be given to both accommodation and shared service delivery models with co-location of young person focused services under one roof.
Promoting housing support and homeless prevention services with our residents and partners	30%	●	Housing Support Services and Homeless Prevention Services are promoted through the Council's website. A series of training and awareness raising sessions are available to internal and external services and presentations have been provided at the Flintshire Landlord Forum to raise awareness amongst the landlord and lettings agent community. Further work to be completed in the second half of the year including further updates to website content, social media profile and Member Workshop to raise awareness amongst local Councillors as community champions.

Action	Percentage Complete	RAG	Comment
Remodelling the "emergency beds" Homeless Hub accommodation offer and service delivery	0%	●	Site in Deeside under consideration and survey work underway with results expected in quarter three. Upon consideration of the site survey the feasibility study will be completed. A partner for the feasibility work has been identified and is primed ready to commence in quarter three. Once site feasibility complete, consideration can be given to capital commitments and grant funding for the build phase. Existing Housing Support Grant funding for existing Homeless Hub provides a baseline budget for Homeless Hub version 2.0.

Housing Support and Homeless Prevention 2022/23

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CHA007M	Number of presentations to the homeless service	737.00	700.00	366.00	<p>737.00</p>	
<p>Presentations to the homeless service continue to be significant with ongoing pressures post-Covid and further challenges ahead as the cost of living crisis develops further. Some landlords are selling up and leaving the private rented sector leaving households unable to remain in their homes so they will have to be assisted to secure other housing to avoid homelessness.</p>						
CHA008M	Percentage of successful prevention outcomes for homelessness under Housing Wales Act 2014	65.00	65.00	66.66	<p>65.00</p>	
<p>Under difficult circumstances performance is at target which is positive with a prevention rate at 65%. A move to a Rapid Rehousing Model will over time contribute positively to our homeless prevention outcomes.</p>						
CHA009M	Percentage of successful relief outcomes for homelessness under Housing Wales Act 2014	45.00	45.00	66.66	<p>45.00</p>	
<p>Performance at the half year point is at 45% for the relief of homelessness. Opportunity to move people on promptly from homelessness is a clear focus within the transition to Rapid Rehousing.</p>						

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CHA010M	Number of households accommodated by the Council under Housing Wales act 2014 homeless duties	115.00	100.00	80.00		
<p>At the end of quarter one, there were 117 households accommodated in emergency or temporary housing and at the end of quarter two, there were 115 households accommodated. Pressures continue with demand on homelessness temporary housing. With reduced opportunities for move on through social housing and private rented sector these numbers are likely to increase over the course of the year. Rapid Rehousing will over time make a significant impact on reducing demand for temporary homeless accommodation but not in the short term.</p>						
CHA011M	Average length of stay for those households in interim homeless accommodation under Housing Wales Act 2014	117.00	130.00	82.00		
<p>Average length of stay is increasing for those household's placed in temporary homeless accommodation. At the end of quarter one the figure was 114 days and has now increased to 117 days. This is to be expected with and will likely increase further with pressures growing and fewer opportunities for move on, due to a challenging private rented sector and fewer lettings through the common housing register. Fewer homes available via social housing presents a significant challenge and will increase length of stays in temporary homeless accommodation.</p>						
CHA012M	Number of referrals received through the Housing Support Gateway	646.00	700.00	292.00		
<p>For quarter two, the Gateway received 296 referrals for housing-related support. This number is consistent with previous years - for quarter two in 2021, 292 were received. Work continues to be done to promote the service and encourage people to reach out for support. Our new Housing Hub on the FCC website which will streamline access to our Housing services has been completed and is waiting to be signed off and made live.</p>						

Housing Needs and Housing Options 2022/23



Action	Percentage Complete	RAG	Comment
Developing self-service approaches that enable people to identify their own housing options through online support	75%	★	Website content being routinely refreshed and new services such as the Social Housing Waiting Time Calculator and Stock Profile Mapping features near completion. Longer term ambitions to develop an applicants portal with opportunity for people to upload their own information into the applications system and submit evidence as part of the verification process has been raised with IT and being explored through future forward work planning.
Piloting a risk assessment process to identify pre tenancy support needs to reduce risk of tenancy failure	20%	●	An officer was in post but has now left the Council and we are therefore seeking to recruit to increase staffing capacity and will revisit this action within the second half of the year.
Promoting the Single Access Route to Housing (SARTH), Common Housing Register, Affordable Housing Register and Housing Support Gateway within the community and with professionals	75%	★	A range of communication activities continue to be routinely delivered to promote our services and generate take up of services. Training for colleagues in other service areas have been delivered to promote the Common Housing Register and Support Gateway. Further work to be completed by year end on website content refresh for Common Housing Register and Homelessness services.
Reviewing our sheltered housing stock to ensure that it continues to meet the needs of current and prospective tenants	75%	★	The Council are now in the process of finalising the detailed option appraisals for each identified sheltered scheme/site. We will be completing further assessments in terms of condition and calculating the investment costs, along with what measures will be required to be implemented, to ensure compliance with the Welsh Housing Quality Standards, building safety compliance and energy efficiency. The Council are also in the process of finalising our scoring matrix, that will be used to evaluate each sheltered scheme before we consider reclassification. Areas of consideration consist of, but are not limited to, Desirability, Amenities, Access & Egress, Allocation Waiting Lists, Rent Loss and Asset Compliance. From this assessment and field work, a report will be presented to Cabinet and Housing Scrutiny, detailing our approach to re-classification and further options appraisals as and when sheltered schemes are identified for review.

Housing Needs and Housing Options 2022/23

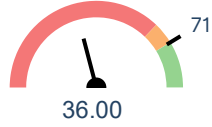
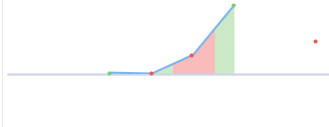
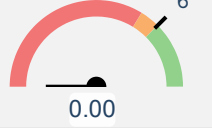


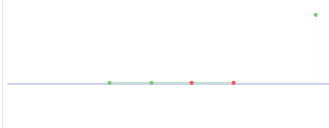


Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CHA013M	Number of applicants on the Common Housing Register	2,438.00	2,400.00	2,243.00		
<p>Numbers of applicants for social housing has increased by 14% since the start of the financial year. This is a reflection of ongoing and increasing community and housing hardship post-Covid. This is not unique to Flintshire and is being monitored through both the Corporate Risk Register and the SARTH (Single Access Routh to Housing) Partnership Steering Group, which is made up of Local Authorities and Housing Associations across Flintshire, Denbighshire and Conwy.</p>						
CHA015M	Number of applicants rehoused via SARTH by All Housing Partners	235.00	310.00	136.00		
<p>Lettings by Housing partners are as follows: Flintshire County Council 179; Clwyd Alyn 24; Wales & West Housing 25; Gwrp Cynefin 3 and Adra 4. It is noted that Lettings across all housing partners are lower than target. With fewer properties becoming available, the consequence is that the length of time applicants will wait to be rehoused will be longer. Also, there are few homes available through social housing providers which reduces the opportunities for the Council to prevent and relieve homelessness through positive move on into social housing.</p>						
CHA016M	Number of applicants rehoused via SARTH by Flintshire County Council	179.00	220.00	100.00		
<p>179 applicants rehoused by Flintshire County Council. Lettings against target and previous half year reporting for 2021-2022 is lower for applicants moving into Council Homes. This will increase waiting times for applicants on the Common Housing Register and impact the ability to prevent and relieve homelessness through access to Council Homes. Void levels account for some of the reduction in lettings and work is underway to address void performance issues.</p>						

Social Housing 2022/23

Action	Percentage Complete	RAG	Comment
Creation of a new amalgamated Disabled Adaptations Team consisting of Privately rented/Owned properties and Council Housing stock	70%	●	Expected implementation date January 2023.
Developing plans for the de-carbonisation of Council homes in line with Welsh Government guidance to ensure their thermal efficiency is optimised and the cost of heating homes are minimised	50%	★	The Council is currently in the process of testing our draft strategy though our Decarb Pilot works programme following the successful grant award (£3m) through the ORP bid. The draft decarbonisation strategy will continue to be reviewed and updated and is nearing the final stages for sign off. We will ensure the strategy captures our aims and objectives in assuring our plans for de-carbonisation are robust and correct for the tenants of Flintshire.
Ensuring that the Council's housing stock meets the Welsh Housing Quality Standard and achieves a minimum SAP energy efficiency rating of 65	50%	★	The Council continue to target properties that do not meet the Standard Assessment Procedure (SAP) 65 rating through various improvement works. Installation of efficient central heating systems, renewable technology (Solar Panels & Air Source Heating) and extensive external refurbishment contracts comprising of new windows, doors, loft insulation and roof coverings, the energy performance and thermal efficiency of our properties is addressed and improved. Our current average SAP rating for our entire stock is 70.3. We are currently moving towards incorporating our decarbonisation measures into our investment programmes of refurbishment works to our tenanted homes.
In partnership with Denbighshire CC, creating a new Dynamic Procurement System in order to ensure CPR's are met and provide a wider opportunity for tendering Disabled Adaptation projects	30%	▲	Currently processing specification details with procurement, expected implementation 2023. Unfortunately, due to the procurement lead being off on long term sick and then leaving the authority this has created a delay in progress. However, a new procurement lead is now working with Flintshire County Council and Denbighshire Council in order to progress in a timely manner.
Increasing the Council's housing portfolio by building social housing properties and affordable properties for North East Wales (NEW) Homes	50%	▲	The impact of Covid, the subsequent economic downturn together with major supply chain disruption and more recently the war in Ukraine have had an impact on development activity and a hiatus in new build completions across Wales. Labour and material costs have increased affecting scheme viabilities. Additionally, environmental impacts of phosphates in water courses upon the planning process has further constrained development approvals. An outline development programme for the Strategic Housing and Regeneration Programme (SHARP) 2 has been developed for the next three years and can be viewed in the 18 October Cabinet Papers which could deliver a further 260 additional homes via FCC and NEW Homes.
Listening to our tenants and working with them to improve our services, homes and communities	50%	●	All tenants were sent Satisfaction of Tenants and Residents (STAR) survey in April 2022. Final report with results was compiled in September 2022 with 25% response rate received overall. Data is to be interrogated to inform ward results and action plan based on priorities.
Supporting our tenants to access technology and create sustainable digital communities	50%	★	The Accommodation Support team have received training to be digital champions, to support residents either in their homes or in the sheltered accommodation community centres when using their own devices or taking part in a tablet loan scheme to access the internet for shopping, cheaper deals and keeping in contact with friends and family, etc.

Action	Percentage Complete	RAG	Comment
Working with housing association partners to build new social housing properties and additional affordable properties	60%		The Planned Development Programme (PDP) 2022/23 has been approved by Welsh Government and 266 Registered Social Landlords homes have been approved for future development in the County. Currently, the phosphate issues impact on a number of schemes requiring planning permission.
Working with residents to ensure our communities are well managed, safe, and sustainable places to live	50%		Results from recent Satisfaction of Tenants and Residents (STAR) survey outline the priorities that residents have which will ensure that service delivery is targeted on an area basis based on the need.

Social Housing 2022/23

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CHA018M	Number of Council Homes under construction	36.00	71.00	0.00		
<p>Schemes at Maes Penant (30) are on site and now due for completion in January/February 2023 after issues with the roofing contractor that have now been overcome. The schemes for homeless accommodation at Park Lane and Duke Street (6) are due for completion in November/December 2022. The scheme at Nant y Gro (41) is yet to start on site. It was due to start in April/May. The contractor is seeking repricing to address general material and labour cost increases and additional ground works. We are currently reviewing the schemes viability.</p>						
CHA019M	Number of Council Homes completed	0.00	6.00	0.00		
<p>On target to complete 36 homes by March 2023.</p>						
CHA020M	Number of Affordable Homes under construction via NEW Homes	5.00	0.00	0.00		
<p>Five additional homes as part of a package deal with Wates are under construction and should be completed before March 2023.</p>						
CHA021M	Number of Affordable Homes completed via NEW Homes	0.00	0.00	4.00		
<p>Five additional homes as part of a package deal with Wates are under construction and should be completed before March 2023.</p>						

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Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CHA022M	Number of Residential social landlords (RSL's) homes under construction	36.00	36.00			
<p>36 homes are on site at present and a further 150 are due to commence this year. This includes 100 units at Northern Gateway, where ground works to handover to the developer are underway. The development will be phased the details of which are awaited. 50 homes in Mynydd Isa were due to be on site earlier this year, but the contractor withdrew as a result of pricing issues. A new one has been appointed and should be on site this year.</p>						
CHA023M	Number of Residential Social Landlord (RSL's) homes completed	4.00	18.00			
<p>Delays with phosphates have hampered completions due this year.</p>						
CHA026M	Total number of Small Disabled Adaptations completed	396.00	160.00			
<p>This value is the total number of actual small adaptations processed, not number of households, this is to keep consistency with reporting to Welsh Government</p>						
CHA027M	Average number of days to complete a Small Disabled adaptation	9.00	28.00			
<p>Since Covid restrictions have lifted, targets have improved this year.</p>						

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CHA028M	Total number of Discretionary Medium Disabled Adaptations completed	29.00	20.00		<p>20 29.00</p>	
<p>Discretionary adaptations have increased since the change in policy whereby an increase in the limit to £10,000 was introduced at the end of last year, meaning more discretionary adaptations are being awarded.</p>						
CHA029M	Average number of days to complete a Discretionary Medium Disabled adaptation	88.00	122.00		<p>122 88.00</p>	
<p>Since Covid restrictions have lifted target have improved this year, with delayed start dates from contractors decreasing.</p>						
CHA030M	Total number of Mandatory Medium Disabled Adaptations completed	24.00	30.00		<p>30 24.00</p>	
<p>The number of Mandatory Medium adaptations will start to reduce due to the change in policy whereby the £10,000 limit for discretionary medium adaptations has been removed.</p>						
CHA031M	Average number of days to complete a Mandatory Medium Disabled adaptation	184.00	122.00		<p>122 184.00</p>	
<p>We are still incurring start date delays for jobs with contractors due to their high workloads and the lack of contractors to be able to award contracts to. We have identified additional contractors so this position should now improve and next year we will be implementing the Dynamic Purchasing System which will also alleviate the lack of contractors' issue.</p>						

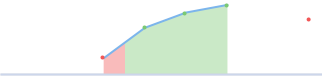
Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CHA032M	Total number of Mandatory Large Disabled Adaptations completed	3.00	4.00			
<p>There have been delays with contractors start dates, but also with planning applications for large jobs. The target was set using last year's completions, however, due to the amount of large jobs outstanding prior to 2021/22 the amount of completed jobs last year was higher than normal. This year we will be in a position to identify a 'normal' year which will assist in setting a more precise target.</p>						
CHA033M	Average number of days to complete a Mandatory Large Disabled adaptation	549.00	456.00			
<p>There were a number of outstanding large jobs which had started prior to Covid-19, the majority of the jobs have now completed, however due to these delays, this will mean that this year's target will have been adversely impacted.</p>						
CHA034M	Total number of Disabled Adaptations completed	461.00	214.00			
<p>Since Covid restrictions have lifted, more adaptations are being completed.</p>						

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Private Rented Sector 2022/23

Action	Percentage Complete	RAG	Comment
Developing a "landlord offer" that encourages landlords to work with the Council to raise standards of property management and condition of homes where needed	40%	●	The private rented sector is increasingly challenging to access for those who are on low income and benefit dependent. Availability of homes locally is down approximately 50% over the last three years and therefore a number of landlord incentives have been developed to help people access homes from local landlords and lettings agents. Funding has been ring fenced through Housing Support Grant to assist with making homeless clients more attractive to landlords and this includes rent in advance packages, enhanced deposits, property improvement grants (repairs) and the Bond Scheme. Further promotion of our Landlord Offer is to be progressed in the second half of the year.
Engaging with private sector tenants, giving them a voice and responding to their needs	30%	●	Work continues regionally in regard to developing engagement activities for tenants within the private rented sector. TPAS Cymru are working with North Wales Councils to encourage tenants to get involved with an online event which is due to be undertaken in October. The event will focus on the "Cost of Living Crisis" with services available (Warm Wales and Pennysmart) to offer advice on a range of cost of living issues. This is one of several planned events and engagement opportunities.
Improving access to private sector properties for those who are homeless, at risk of homeless and in housing need	40%	●	In an effort to better understand movement and changes in the private rented sector Arc4 Consultants have been engaged to complete research and analysis regarding availability, affordability and overall performance of the local market in Flintshire. This will enable the Council to better inform plans for interventions that will assist with securing properties for both temporary housing, move on for homeless households and a range of other housing needs including resettlement programmes linked to the Ukraine, Syrian and Afghan workstreams. Full report expected October 2022 and this will assist with the development of the Local Housing Market Assessment (LHMA) which is due refresh in early 2023.
Mapping Houses of Multiple Occupation (HMO's) across Flintshire to ensure legal minimum housing standards are met and to improve residents' quality of life	40%	★	Progress has been made in the mapping of HMO programme, 14 properties have been targeted and work is ongoing with them properties to ensure they meet the required minimum HMO standards. For ten of the properties work is ongoing.
Working in partnership with landlords and private sector agents to better understand their needs	40%	●	Homelessness is not solely a housing issue, and many additional needs impact on people's risks of homelessness and present challenges for the Council to prevent and relieve homelessness. By working with partners across public sector we are able to respond to housing problems. Whilst we are good at responding to one-off incidents and issues, our Rapid Rehousing transition Plan will firm up more of our strategic partnership arrangements. Engagement with partners for Rapid Rehousing is a key activity for the second half of the year to ensure homelessness is a shared priority across the Council and other public services.

Private Rented Sector 2022/23

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CPE002M	Number of inspections of HMOs	14.00	20.00	12.00		
<p>14 properties have been inspected (The target was 20). Of these, four were closed and ten are ongoing.</p>						

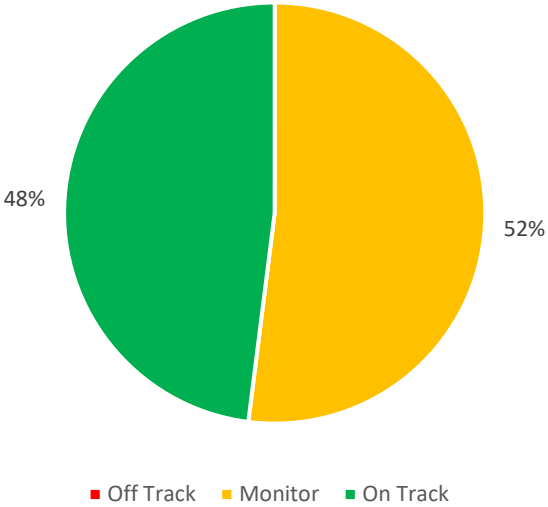
Empty Properties 2022/23

Action	Percentage Complete	RAG	Comment
Bringing empty homes back into use through the Empty Homes Loan Scheme	50%	★	Number of applications for the loan scheme all being reviewed by Empty Homes and Legal.
Exploring opportunities to develop a project management service for non-commercial landlords to encourage take up of the Empty Home Loan Scheme	50%	★	Work is ongoing in taking ownership of long term empty properties, refurbishing them and renting them out. Waiting for agreement to be arranged.
Exploring opportunities to maximise housing and revitalise our towns through the redevelopment of the High Street	90%	★	Existing funding opportunities have been promoted to key stakeholders/audiences and enquiries have converted into several applications being developed, submitted and approved through Welsh Government's Transforming Towns Place Making Grant and Loans Initiative. These developments contribute towards revitalising our towns and high streets. The council's Regeneration Team has also been part of a regional working group which has been responsible for scoping out and developing proposals for a new 'Property Improvement Scheme' which is now at the stage of being a very advanced proposal, and subject to approval in November 2022, will be rolled out from April 2023 onwards.
Targeting 'problem' empty homes in our communities and use enforcement powers where appropriate to improve our communities and increase housing supply	50%	★	A property is in the process of going through the enforced sale, works are being completed by Building Control.

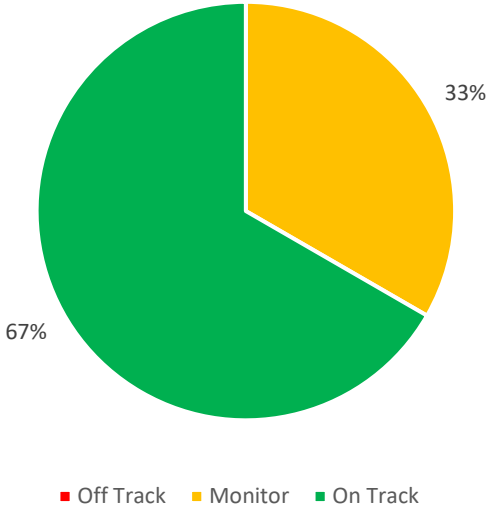
Green Society and Environment

Green Society and Environment Overall Performance

Green Society and Environment - Action RAG Status



Green Society and Environment - Measure RAG Status



Carbon Neutrality 2022/23

Action	Percentage Complete	RAG	Comment
Developing plans towards net zero carbon for our assets in line with Welsh Government guidance	40%	★	Non-domestic Energy team are working with key Officers and Welsh Government Energy Service to identify priority assets for next phase of building improvements both for schools and other public buildings.
Gathering information on annual Council greenhouse gas emissions to submit to Welsh Government and the Carbon Programme Board	80%	★	Data has been collated for submission to Welsh Government and the latest progress report will be issued in quarter three.
Reviewing the procurement policy to reduce greenhouse gas emissions from suppliers	50%	●	Carbon reduction ambitions have been added to draft review of Procurement strategy. Remaining review of other parts of strategy is in process within Procurement team.
Working with Flintshire's leisure and culture trust partners to reduce carbon emissions	20%	●	Partners are involved in relevant Climate Change Programme Working groups and the requirement for further support is being ascertained.

Climate Change and Adaption 2022/23

Action	Percentage Complete	RAG	Comment
Assessing the feasibility of schemes within land assets for resisting flood and drought while enhancing biodiversity and increasing carbon storage	20%	★	Work has started evaluating land assets against the national criteria to identify potential sites for carbon planting and a map layer has been created in the mapping software to visually record these sites.
Carrying out flood investigations and alleviation works where appropriate	25%	●	External consultants have prepared project briefs to carry out work on two prioritised schemes - Cae Bracty and Hendre. The initial phase is to survey and assess options for mitigation. The outcome will then inform future bids to Welsh Government for funding to take each project to a detailed business case stage, and then onto design and build, subject to it passing each Welsh Government stage. Further pipeline of schemes will be reviewed and prioritised. The feasibility work on the above two schemes will be completed within the 2022/23 financial year.
Reviewing the Council's Flood Risk Management Strategy	0%	●	External consultants have been instructed to prepare a proposal to review the Council's strategy in line with the National Flood Risk Management Strategy, and to base the local update on an analysis of areas most at risk of flooding. This will then form a local action plan for prioritising investment and bids to Welsh Government for funding.
Reviewing the Council's Strategic Flood Consequences Assessment	95%	●	External consultants have provided their first draft report having reviewed the Council's SFCA. This has been reviewed by officers who will meet with the consultants to discuss any matters arising and amend the report as required. Final report delivery is anticipated to be by November 2022 deadline set by the Welsh Minister.

Fleet Strategy 2022/23


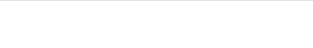
Action	Percentage Complete	RAG	Comment
Converting the authority's fleet to electric and alternative fuels (hydrogen etc)	10%	★	Investigations are continuing in relation to Electric Vehicles Charging Infrastructure (EVCI) at Alltami depot to support the introduction of Electric Vehicles (EV). Two chargers currently installed on site through Innovate UK funding, and the delivery of two recycling vehicles and two buses are due imminently.

Green Environment 2022/23

Action	Percentage Complete	RAG	Comment
Delivering an increase in canopy cover as part of the Urban Tree and Woodland Plan	30%	★	Winter planting schemes developed and planned. On track to deliver outputs.
Delivery of green infrastructure projects under the Local Places for Nature grant funding stream	50%	★	Autumn/winter project delivery is planned and on track.
Enhancing the natural environment through the delivery of the Section 6 Environment Act Wales biodiversity duty	50%	★	On track to deliver in year outputs. Welsh Government report drafted for November Cabinet.

Green Access 2022/23

Action	Percentage Complete	RAG	Comment
Delivering the Rights of Way Improvement Plan with a focus to ensure improved access for all and the promotions of Walking for Health	50%	★	Funding secured to deliver rights of way improvements and intergenerational health walking project. Outputs are on track.
Exploring opportunities to develop the Flintshire Coast Park through the production of a scoping study	100%	★	The scoping study has been completed and will be presented to Environment Overview and Scrutiny on 11 October 2022 and to Cabinet on 18 October 2022.

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CPE006M	Completion of the Coast park Scoping Study	100.00	50.00			
<p>Scoping study complete, recommendations going to cabinet on 18 October 2022.</p>						

Renewable Energy 2022/23



Action	Percentage Complete	RAG	Comment
Agreeing appropriate investment strategy for future renewable energy developments	40%	●	Welsh Government Energy Service have provided guidance on next step renewable energy schemes on our land assets. The feasibility of these needs to be assessed on a site-by-site basis in conjunction with the Capital Works programme.
Assessing the feasibility of renewable energy and land assets and link to wider carbon ambitions	40%	●	Welsh Government Energy Service have provided guidance on next step renewable energy schemes on our land assets. The feasibility of these needs to be assessed on a site-by-site basis in conjunction with the Capital Works programme.

Active and Sustainable Travel Options 2022/23

Action	Percentage Complete	RAG	Comment
Developing the County's electric car charging network	75%	★	A total of four electric charge points have been installed on the recently constructed Park & Ride facility on Zone 2 Deeside Industrial Park. A further 17 publicly accessible charge-points are scheduled to be implemented within nine Flintshire car parks with an estimated go-live date of November 2022. Works are ongoing to identify future economically viable sites.
Promoting active travel and further develop the Council's cycleway network	60%	★	Currently building Active travel routes in Hope, Mold, Queensferry, Shotton and Saltney. Also in the process of acquiring two strips of land to provide off road Active Travel links in Aston and Sandycroft.
Promoting multi modal transport journeys and the development of strategic transport hubs	50%	●	Works to progress multi-modal transport projects have progressed throughout the year which incorporates a programme of Active Travel schemes. Production of two electric bus vehicles is now complete and are scheduled to be delivered imminently. Attempts to secure funding for the construction of Deeside Station is ongoing. Locations of strategic transport Hubs are currently being reviewed as part the Council's integrated transport strategy review. Consideration will also need to be given to the outcome of the ongoing Welsh Government Bus Reform.
Promoting the use of public transport through the further development of the Council's core bus network	50%	●	A number of improvement schemes have been undertaken aimed at improving journey times on the Council's Core Bus Network. Welsh Government funding has been secured this financial year to undertake further infrastructure improvements. The progression of a multi-modal transport infrastructure scheme from Queensferry roundabout to Shotton is currently underway. The '1 Bws' ticket has also been introduced in North Wales in partnership with Local Authorities, Operators and Transport for Wales (TfW). Viability of the Core Network has also been promoted via the introduction of Local Travel Arrangements (LTA's) and Flecsi Services.

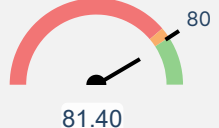

Circular Economy 2022/23

Action	Percentage Complete	RAG	Comment
Achieving Welsh Government recycling targets	50%	●	While the statutory recycling target for 2022/23 is 64%, we aspire to meet the target of 70% ahead of 2024/25. Following the removal of Covid restrictions we are seeing residual waste tonnages decrease to pre-pandemic levels along with some recycling materials such as glass and food waste. This is improving our overall recycling performance; however, further improvement needs to be made. We will be support national 'Recycle Week' in October and our waste strategy will be reviewed throughout quarter three.
Promoting the option to reuse and repair unwanted items at Household Recycling Centres by partnering with local Charities or social enterprises	25%	●	A funding bid to introduce a reuse initiative across all Household Recycling Centres was submitted to the Landfill Disposal Tax Communities Scheme in January 2022. Unfortunately, that bid was unsuccessful. A refreshed bid was submitted to Welsh Government for Circular Economy Funding in June 2022 in order to progress the initiative. The outcome of that bid is yet to be determined.
Support and promote Re-Use and Repair initiatives in partnership with Refurbs Flintshire	50%	★	The Repair and Reuse Centre, with café, was successfully opened in 2021. Since that time the café has become well established with customer throughput increasing. A comprehensive programme of upcycling workshops, repair sessions and reuse initiatives are in place each month and are well attended. Further session such as developing IT skills and energy efficiency workshops have also taken place to further benefit the community.
Support local businesses in their efforts to reduce their carbon footprint and become more resource efficient	50%	●	36 (quarter one) and 33 (quarter two) local businesses engaged through the Deeside Decarbonisation Forum. Potential to deliver a Commercial Carbon Reduction Feasibility Study Grant via shared Prosperity Funding from quarter three to encourage carbon reduction for local businesses.
Working in partnership, actively support and engage with community led groups by developing recycling initiatives	0%	●	Options are being developed to undertake a pilot scheme introducing a recycling initiative whereby if a specified community could improve their recycling performance, then the benefits seen, such as financial savings, would be invested back into community groups to develop environmental improvements.

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CST004M	Percentage of waste reused, recycled or composted	64.17	70.00	64.00		

Following the removal of Covid restrictions we are seeing residual waste tonnages decrease back to pre-pandemic levels; however, this is also the case for some recycling waste streams such as paper and food. In comparison to 2021/22, recycling performance is recovering however we are not in a position to meet the 70% statutory target set for 2024/25.

Note: this figure is based on unverified data.

CST005M	Average Recycling rate across Household Recycling Centres (HRCs)	81.40	80.00	87.02		
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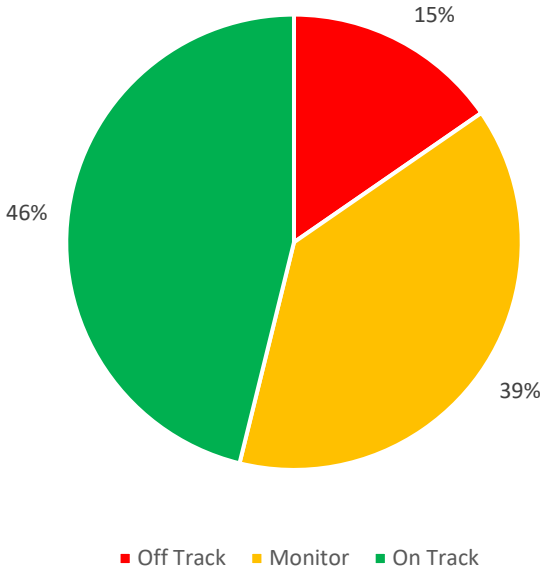
Recycling performance across all household recycling centres (HRCs) remains high. A new policy for vehicle permits was introduced in April 2022 which has seen a reduction in trade waste, including non-recyclable residual waste.

Note: this figure is unverified.

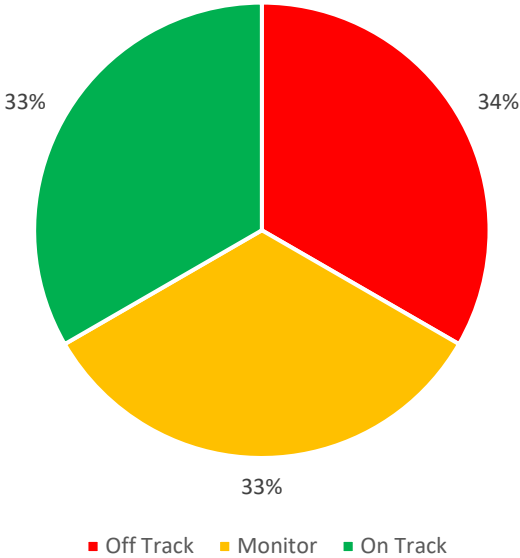
Economy

Economy Overall Performance

Economy - Action RAG Status



Economy - Measure RAG Status



Town Centre Regeneration 2022/23

Action	Percentage Complete	RAG	Comment
Encouraging and support investment in town centre properties especially to facilitate more sustainable uses	80%	★	Information to promote investment opportunities has been developed and shared directly with key stakeholders via e-mail, in meetings and via the Council's website (Regeneration section). Officers in the Council's Regeneration Team have worked directly with interested parties (property owners, developers and agents) to respond to enquiries and work in partnership with them which involves work ranging from scoping out project proposals/concept ideas through to fuller development proposals and submission of funding applications.
Improving the environment in town centres	80%	★	Schemes have been developed and delivered as a result of external funding being secured to do so, as a range of environmental improvements in town centres (including Green Infrastructure Scheme in high streets - delivered in conjunction with the Council's Streetscene Service as funded through the Welsh Government's Transforming Towns Initiative).
Monitoring the health and vitality of town centres to support effective management and business investment decisions	80%	★	A significant amount of work has been undertaken to implement Flintshire's SMART Towns initiative (roll-out of a Welsh Government funded digital device installation scheme across Flintshire towns to be able to monitor footfall numbers and trends). Work is underway to access and analyse data via digital dashboards which will result in information being shared with local stakeholders to inform business decisions. In addition to the SMART Towns project, work is ongoing in relation to tracking the number of vacant buildings in each town centre, and also to monitor CACI data (data around retail performance per sector/spend levels) for each of our towns.
Supporting the growth of community enterprises in town centre locations	80%	★	As part of work relating to the promotion of Welsh Government's Transforming Towns Initiative (and funding available through this to improve our towns) community enterprises have been supported to develop ideas to grow/enhance their offer within town centre locations in-line with the government's 'Town Centre First' approach. The growth of and role of community enterprises will be a key aspect to capture in emerging 'Place Making Plans' that the Council is responsible for leading the development of over the next two-year period.

Business 2022/23

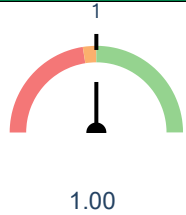
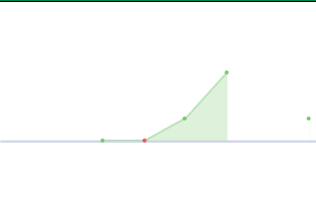
Action	Percentage Complete	RAG	Comment
Engaging town centre small businesses and improve support packages available to them	70%	★	A range of support and financial tools/interventions are available to town centre small businesses. The Council's regeneration team supports small businesses to identify how they can improve in terms of attracting more business/impact the overall vibrancy and performance of the town they are located in, including supporting businesses to access other services and funding to achieve their goals. Engagement from small businesses is welcomed and ways of building up further opportunities for engagement are being developed, including face-to-face and digital consultations as part of the council's 'Place Making Plan' work, and also through the sharing of key town centre performance data with small business to assist them with business decisions.
Increasing the scale and impact of the social business sector	75%	★	There are currently seven Flintshire-based Social Enterprises now reporting on the Social Impact Toolkit, the added social value of social enterprise in Flintshire currently stands at £2,117,197.55. It is the intention to increase the number of social enterprises using this toolkit to 12 this year, 20 in 2023 and to 30 in 2024. The Social Enterprise Places' celebration event took place on 29 September 2022 attended by 60 social enterprise businesses.
Supporting growth of the local and regional food and drink business sector through marketing and collaborative projects	60%	★	Supporting local food and drink groups with their networking events (e.g., Meet the Producers B2B and Taste North East Wales programme). Food & Drink Sector Readiness for National Park Status - a scoping and feasibility study. A project which gives opportunities for food & drink businesses, networks and relevant organizations to contribute to research that may shape the future support for the food and drink sector in North East Wales. The 'ACE' project' continues to support food & drink businesses in North East Wales with action, collaboration and enterprise to help them develop and recover from the effects of the pandemic. The 'ACE' summer 2022 #TreatYourself social media campaign was created to raise the profile of independent food and drink businesses.
Supporting local businesses in their efforts to reduce their carbon footprint and become more resource efficient	50%	●	There are 36 local businesses engaged in quarter one and 33 during quarter two through the Deeside Decarbonisation forum. Potential to deliver a Commercial Carbon Reduction Feasibility Study Grant via shared Prosperity Fund from quarter three to encourage carbon reduction for local businesses.
Supporting recovery of the County's street and indoor markets	60%	●	Mold indoor market is 90% occupied and applications have been received for new traders to occupy the vacant stalls. Mold outdoor market is at full capacity and new traders have replaced stallholders who have retired recently. Holywell market is seeing a growth in stallholders as Mold traders are being encouraged to attend there also. The service will deliver a Christmas Market in quarter three for both market towns.

Action	Percentage Complete	RAG	Comment
Supporting recovery of the tourism and hospitality sectors and rebuild confidence in the industry	60%	★	<p>Development of the Flintshire Tourism Ambassador Scheme is in progress. This scheme will provide online learning and opportunities to enhance knowledge of the visitor offer in Flintshire and wider North Wales region.</p> <p>Supporting local tourism business groups with their programme of networking activities (e.g. Sustainable Tourism Conference held 28 September 2022 which was attended by 60 businesses).</p> <p>Enterprise Renewal Fund has so far supported 11 (target of 13) rural Flintshire businesses in developing new products.</p> <p>Royal Welsh Show. Received very positive feedback from the Royal Welsh about our presence as feature county (Clwyd: Denbighshire; Flintshire; Wrexham; Conwy) at this year's show (18 - 21 July 2022). Supported by our local businesses who provided over 20 prizes to show attendees and with a very positive team work from the four local authorities. North Wales Way was used as the theme to link all four of the counties.</p> <p>Work has started on updating the Destination Management Plan which will cover the period 2022-2025. Priorities will focus upon events, hospitality support and key hubs.</p> <p>Our 'Parks for All' project at Greenfield Valley Heritage Park & Wepre Country Park (which has received Welsh Government Brilliant Basics Funding) is progressing well. The project will provide 'changing places' modular units at both sites as well updating and increasing capacity of existing toilet block at Wepre Country Park.</p>
Supporting small and/or local businesses to engage with public sector procurement opportunities	0%	▲	<p>The Council is developing a Dynamic Purchasing Solution to enable smaller businesses to engage with our domestic energy programmes. In addition, the Council supports businesses in taking part in wider public sector procurement opportunities. There have not been any relevant processes in this period.</p>

Transport Connectivity 2022/23

Action	Percentage Complete	RAG	Comment
Developing and delivering transport infrastructure improvements as part of North Wales Metro programme and the Council's Integrated Transport Strategy	40%	●	Progression of the North Wales Metro and in-year transport schemes have been restricted due to ongoing land negotiations, supplier availability and restrictions associated with the pandemic. Discussions ongoing to progress Garden City bus interchange. The progression of a multi-modal transport infrastructure scheme from Queensferry roundabout to Shotton is currently underway.
Ensuring Flintshire strategic transport priorities are well-represented in the Regional Transport Plan from the forthcoming Corporate Joint Committee development	20%	▲	Following the publication of Welsh Government's New Wales Transport Plan, we are in the process of reviewing our own Integrated Transport Strategy. Once complete, this will form the basis of Flintshire's forthcoming Regional Transport Plan submission, however, Welsh authorities are currently awaiting confirmation of how the Regional Transport Plan will be coordinated.

Transport Connectivity 2022/23

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CST008M	Number of schemes delivered through the Welsh Government Active Travel Fund	1.00	1.00	0.00	 <p>1.00</p>	

Final design being completed for Saltney Ferry to Sandy Lane, Cycle Way. Contractor to be appointed in November works completed early March 2023.

Digital Infrastructure 2022/23

Action	Percentage Complete	RAG	Comment
Connecting further rural communities to improved digital infrastructure	0%	▲	<p>Recruitment into the vacant broadband officer role was unsuccessful. Furthermore, the support schemes that were a large element of the role have been placed on hold by UK and Welsh Government pending the outcome of a review of broadband infrastructure.</p> <p>From a more positive perspective, commercial roll out of both Superfast and Ultrafast speed broadband has accelerated dramatically in Flintshire so that the vast majority of households now have access to good connectivity.</p> <p>Once the governmental review process above concludes the Council and partners will be able to identify which geographical areas will still require support to improve connectivity.</p>
Starting delivery of the local plans within the North Wales Growth Deal for digital infrastructure	50%	★	<p>Business case development for the regional digital infrastructure Growth Deal projects is underway. This will clarify the details of what each project will deliver, how and where.</p> <p>Local schemes are on hold due to a review by UK and Welsh Governments of broadband connectivity. Once this process concludes it is hoped that new support schemes will be able to be rolled out.</p>

Local Development Plan (LDP) Targets 2022/23

Action	Percentage Complete	RAG	Comment
Ensuring timely adoption of the LDP once Inspector's Report received	50%	●	Local Development Plan (LDP) submitted for Examination November 2020 in-line with Delivery Agreement. Commencement of Examination delayed several times by Inspectors and progress delayed further by the need to address the 'phosphates' issue raised by NRW. Examination Hearing Sessions now finished but the timing of the Inspectors agreement to the Council's approach regarding phosphates and to consulting on the Matters Arising Changes (MACs) did not give sufficient time to secure Cabinet approval for the MACs to go out to consultation without the six week consultation period encroaching into the pre-election period for the May local government elections. The MACs were consulted upon during June and July 2022 and representations are presently being considered by the Inspectors. The Inspectors have indicated that a draft report will be made available to the Council by mid-November 2022 (subject to slippage) for fact checking. Final binding report should be received during December with an anticipated adoption by Full Council in early 2023 within the required eight week period. It must be stressed that the Examination phase of the LDP preparation process is the remit of the Inspectors and outside of the direct control of the Council.
Maintaining and updating the LDP Housing Trajectory in line with planning decisions made	50%	●	The Council cannot formally update the housing trajectory until the Local Development Plan (LDP) has been adopted. However, the Council has produced a housing trajectory for April 2020 which has been agreed by the Inspectors as part of the Matters Arising Changes. Officers are continuing to undertake annual housing land monitoring each April in order to inform future updates of the housing trajectory as part of the Plans monitoring arrangements once the LDP is adopted, which is anticipated to be in the first quarter of 2023.
Making decisions at Planning Committee in line with the adopted LDP	95%	★	The Local Development Plan (LDP) cannot form the statutory development plan for making either decisions at Planning Committee or delegated decisions until it is adopted by the Council. The Council is on course to receive the Inspector's Report in December 2022 and subject to a positive outcome will need to adopt the plan by the end of February 2023. It is also the case that several appeal decisions have given weight to the non-adopted LDP on the basis of its imminent adoption. The Council is therefore very close to being able to formally use the LDP for decision making on planning applications.
Monitoring overall Plan performance via the Annual Monitoring Report (AMR) and submit to Welsh Government	50%	●	The Local Development Plan (LDP) cannot be monitored on an annual basis until it has been adopted. The monitoring chapter within the LDP has been the subject of discussion at an Examination Hearing Session and minor amendments agreed with the Inspector. These amendments have been consulted upon as part of the Matters Arising Changes (MACs), ahead of the Inspectors issuing their Report on the Examination. The Council have in place the monitoring arrangements as part of the LDP, which is anticipated to be adopted in the first quarter of 2023, to ensure effective annual monitoring. The first Annual Monitoring Report is likely to be prepared and submitted to Welsh Government in October 2024, a full 12 month period following adoption.
Referencing the Local Development Plan growth strategy in early work on a North Wales Strategic Development Plan (SDP)	50%	●	The North Wales Corporate Joint Committee (CJC) has been convened and has met on several occasions with the Council represented by the Leader. Much of the early work has been to agree governance structures as well as establishing the requirements for various sub committees, one of which will oversee the development of an SDP. The intended adoption of the Flintshire LDP early in 2023 therefore aligns with the stage reached by the CJC. The Council can then make an early input into the consideration of the content, structure and format of an SDP, and what the main sub regional issues are that the plan needs to deal with.

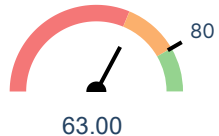
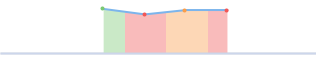
Spending Money for the Benefit of Flintshire 2022/23

Action	Percentage Complete	RAG	Comment
Continuing to generate social value outcomes through the Council's procurement activities	50%	★	Support is ongoing, with no issues to report.
Generating local spend to support economic growth through the inclusion of social value measures in procurement activity	50%	★	Support is ongoing, with no issues to report.
Reviewing the Social Value Strategy to identify further opportunities to maximise social value across the Council, its services and expenditure	30%	▲	Generating social value from the Council's commissioning and procurement activity is the largest contributor of increased social value and remains a key area of focus. Furthermore, and due to the recent and on-going shortfall in resource capacity, we have been unable to progress work on other areas of the strategy. However, we have begun to progress the Council's planning policies, with the view of exploring ways to maximise the generation of social value from planning applications. We have also supported a number of voluntary sector funding applications this quarter, which progresses the area outlined within the current Social Value Strategy.
Supporting supply chain partners to measure and convert their social value offerings through procurement commitments, into real and tangible benefits for local residents and communities	50%	●	Support for supply chain partners is continuously ongoing. However, we have experienced a high number of delays in receiving performance data from many suppliers delivering Council contracts, and where social value procurement commitments have been provided. This will therefore be reflected in the quarterly and annual performance reports. We continue to issue reminders to Council's supply chain partners where applicable, of the requirement for social value performance reporting. We are also working with commissioning officers to ensure they are responsible for the management of this.

Reducing Worklessness 2022/23

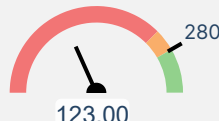
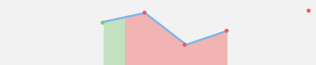
Action	Percentage Complete	RAG	Comment
Co-ordinating a multi-agency approach to support businesses to recruit people from disadvantaged groups	55%	●	<p>Almost 600 people attended the first jobs, skills and training event held at Deeside Leisure Centre since start of the pandemic.</p> <p>The Jobs Fair was aimed at adults and young people seeking work and it proved to be another successful collaboration between Communities for Work, Jobcentre Plus and Careers Wales.</p> <p>The event had over 60 employers present all from a variety of employment sectors including hospitality, logistics, care, security and construction with over 1,000 live vacancies available. As well as applying for the many vacancies on offer, jobseekers were able to meet with and put questions direct to employers which has not been possible over the last two years.</p> <p>In partnership with Department for Work and Pensions and Adult Community Learning, Communities for Work held a 'Career in Childcare' Event on 26 May 2022 at Ty Calon in Deeside. Local training providers were on hand and employers were present to discuss the roles available for anyone thinking of a career working with children.</p> <p>Both events were followed up with a further job fair at Broughton Park supporting the retailers with their recruitment in preparation for the busy Christmas period. Over 350 individuals attended who were able to speak direct to over 12 employers with many vacancies on offer.</p>
Delivering mentoring and wider support programmes to assist disadvantaged people to re-engage with the labour market	55%	●	<p>Communities for Work supported the Health and Wellbeing Events held on 25 May 2022 and 29 September 2022 organised by Department for Work and Pensions employer advisors. The events are targeted at those individuals with health conditions who may require extra support and focuses on areas including volunteering, work placements and mental health support.</p> <p>Job clubs resumed during quarter one at both Holywell and Deeside Libraries, the sessions gave an opportunity to meet mentors and gain advice and guidance on CVs, applications and anything employability related. Unfortunately, at the end of quarter two the job clubs have ceased due to low number of attendees at the locations. Plans have been put in place for the mentors to attend the job centres across the county.</p> <p>Communities for Work supported the Mentoring Circles in partnership with the Step into Work programme with eight Flintshire clients engaging in the May cohort. Clients attended sessions including BCUHB and roles in the NHS, completing application forms and group interviews skills. Participants then completed their mandatory training before starting six week work placements in either HCA, admin or domestics within our local NHS settings.</p> <p>Smaller job fairs took place in Mold Market, Holywell High Street and Broughton Park. Support has been given to the new FCC apprentices with 14 of the cohort signing up to the programme to receive mentor support and assistance with travel, uniform and equipment. The team are part of a multi-agency approach to supporting the Ukraine citizens residing in Flintshire at weekly drop-in sessions.</p>

Reducing Worklessness 2022/23

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CPE012M	Number of individuals entering employment, learning or volunteering	63.00	80.00	35.00	 63.00	

63 individuals who were signed up to the Communities for Work programme were successful in gaining employment. The successful employment sectors included production, catering, administration and care/support work.

Throughout the quarter, a number of clients engaged in work-related training for example security training; CCTV & Level 2 Door Supervision, Fork Lift Truck & Heavy Goods Vehicle licence training and the NHS step into work training. Clients not quite ready for work engaged in the 'We Mind the Gap' programme along with the continuation of their e-learning on a number of topics.

CPE013M	Number of individuals receiving support	123.00	280.00	118.00	 123.00	
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123 individuals received support from the Communities for Work (CFW) programme and were assigned to an employment mentor.

Engagement within local schools both primary and high school has resumed targeting parents and young people leaving school as well as referrals from youth justice (including the parenting branch of Youth Justice), Social services/Children's services and housing solutions.

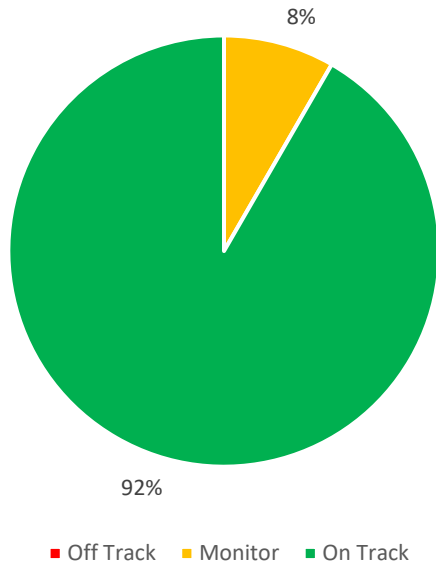
Everyone engaged with the programme has access to a plethora of information regarding pathways and training opportunities, employability events and job vacancies that are available to them. The CFW Facebook and Twitter pages continue to be updated with any events/activities we have coming up along with sharing information regarding job vacancies and other provider information to draw interest from a wider audience.

CFW mentors attend a weekly drop-in at Mold Jobcentre which has proved successful in obtaining referrals to the programme.

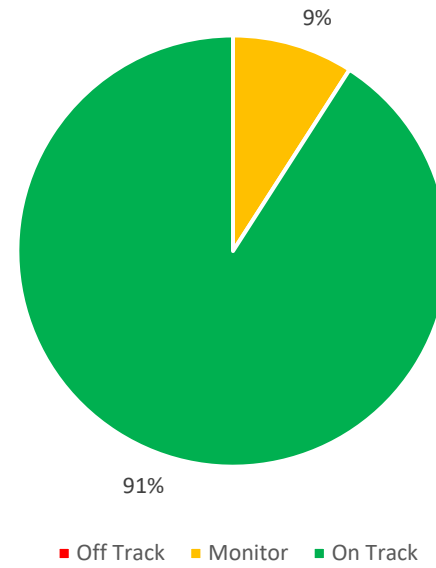
Personal and Community Wellbeing

Personal and Community Wellbeing Overall Performance

Personal and Community Wellbeing - Action
RAG Status



Personal and Community Wellbeing -
Measure RAG Status



Independent Living 2022/23

Action	Percentage Complete	RAG	Comment
Developing an action plan to recommission our advocacy service for adults	30%	★	Tender timeline/action plan is in place. The PIN notice is currently advertised with end date of 14 October 2022. Engagement and final specification is scheduled to take place in October/November. The tender will be advertised in December.
Developing an Early Years Strategy to ensure that all our children ages 0-7 have the best possible start in life and are able to reach their full potential	50%	★	Following two years of development, the draft Early Years Strategy has been approved by the Partnership and requires consultation, including work priorities and delivery. At the request of Welsh Government, Flintshire has taken on the lead role for the Regional Early Years Integration and Transformation collaboration which commenced March 2022. This integration and transformation work will create the foundation for the strategy and support the Early Years and Family Service to bring together various priority areas. These priority areas will enable the impact of the strategy to be evaluated across all workstreams and projects to support our vision of 'For all children to have the best start in life', bringing together the work that has been identified across the service. We aim to have this strategy adopted by quarter three this year.
Plan for the relocation of Tri Ffordd supported employment project to a central site in Mold	50%	★	The project is currently at the relatively early stages of architectural design (RIBA Stage 2) with a planning application date scheduled for early December 2022. The design phases are broadly on track presently though there are still some initial survey results outstanding. Initial feedback relating to planning permission for the project indicates no significant adverse issues but until application is formally granted then there is some intrinsic uncertainty as to timescales for the commencement date of the construction phase.
Supporting people to achieve their mental well-being outcomes by promoting personal and community well-being through open access courses delivered by the Learning Partnership	70%	★	Course numbers and attendees have increased since last quarter. Social Media and webpage hits have also increased.

Independent Living 2022/23

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CSS003M	Direct Payments as a % of home-based services	41.00	38.00	39.00	<p>41.00</p>	

We continue to deliver a good percentage of our home-based services through a direct payment. This ensures that where possible individuals have choice and control over when and how they will receive their services at home.

CSS004M	Percentage of urgent requests for equipment that meet or exceed the national 1 Day response standards	100.00	98.00	100.00	<p>100.00</p>	
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Equipment is managed by the North East Wales Community Equipment Service. The National standard for urgent requests is 90% within one day.

CSS005M	Percentage of requests for equipment that meet or exceed the national 7 Day standard	100.00	80.00	100.00	<p>100.00</p>	
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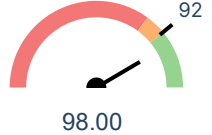
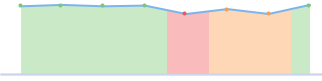

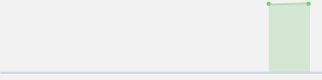
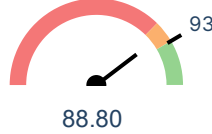

The North East Wales Community Equipment Service continue to provide 100% of equipment requests within the 7 day national standard.


CSS006M	Percentage of equipment that is re-used	93.00	70.00	92.00	<p>93.00</p>	
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The standard of 70% is set nationally by the "National Minimum Standards for Community Equipment Services in Wales". However, the North East Wales Community Equipment Service (NEWCES) consistently achieve better than what is requested, with an average of approximately 90% re-use of equipment rather than throwing it away. By doing this there is a yearly cost avoidance of over £2m.

Safeguarding 2022/23

Action	Percentage Complete	RAG	Comment
Continuing to promote the corporate e-learning package	50%	★	Between 1 April – 30 September, 635 social services staff completed the corporate e-learning module which equates to 57.21%. We also delivered seven safeguarding training sessions to 47 FCC staff. Virtual training sessions are aligned so the content is consistent with the All Wales e-learning module. With the addition of these sessions, we are able to provide a more accurate account of completion rates across Social Services. Virtual training is also offered to our third sector partners. The All-Wales e-learning package has been widely circulated and encouraged to our third sector partners also.
Preparing for the implementation of the new Liberty Protect Safeguard procedures	50%	★	<p>The Liberty Protection Safeguards (LPS) will provide important rights and protections for people aged 16 and above who are or who need to be deprived of their liberty in order to enable their care or treatment, and lack the mental capacity to consent to their arrangements. People who might have an LPS authorisation include those with dementia, autism and learning disabilities who lack the relevant capacity. These procedures will replace the current Deprivation of Liberty safeguards.</p> <p>FCC have responded to the UK consultation on proposed changes to the Mental Capacity Act 2005 Code of Practice and implementation, and also, to the Welsh consultation on new regulations which will support the implementation of liberty protection safeguards (LPS). Both consultations closed on the 14 July 2022. The responses to the consultations are currently being reviewed.</p> <p>Implementation has been delayed and a date is yet to be confirmed. We are in the meantime beginning to plan for implementation of the new Liberty Protection Safeguards, and the developments are closely being followed.</p>

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CSS009M	The percentage of adult safeguarding enquiries that met the 7 day timescale	98.00	92.00	97.00	 98.00	
<p>The number of enquiries received in quarter one are showing a 20% reduction overall and quarter two a 12% reduction from this time last year. This could be down to a number of factors, primarily due to the fact that during summer 2021 we were still experiences the effects of the pandemic. Enquires at that time were reflective of a local demographic still struggling with the impact of reduced services, lack of resources and a general feeling of uncertainty. As services have returned to face-to-face work and proactive rather than reactive interventions, the safeguarding unit have been able to further develop their local networks to enable early case discussions to take place which in turn have assisted in safeguarding the individual without the need for formal intervention. This approach has possibly impacted on the need to submit formal safeguarding enquiries, particularly from social workers.</p> <p>We experienced a dip in performance during quarter 1one due to staffing issues and delays in partner agency response times, this recovered in quarter two.</p>						
CSS010M	The percentage of reviews of children on the Child Protection Register due in the year that were carried out within the statutory timescales	100.00	98.00		 100.00	
<p>The Children's Safeguarding Unit continue to maintain consistency in holding case conferences within statutory timescales despite working virtually for the past 12 months and also working with increasing numbers on the child protection register. The first two quarters last year were 100% in terms of timeliness. This year in quarter one, we attained 98% timeliness with the only conferences that went out of timescales being due to a full diary around Easter when working days were lost due to the Bank Holidays and a review conference driven by pre-birth timescales.</p> <p>We are now returning to face-to-face conferences rather than virtual meetings. We are hopeful that partner agencies will be able to provide a resource to ensure quoracy and maintain our consistency around timescales.</p>						
CSS011M	The percentage of Pre-birth assessments completed within timescales	88.80	93.00		 88.80	
<p>Capacity issues across the team and within Health impacted on the timeliness of two assessments. The pre births have now been completed.</p>						

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CSS012M	The percentage of children who were reported as having run away or gone missing from home who were offered a return interview	100.00	100.00	100.00	 100.00	
All young people who are reported as missing in Flintshire are offered a Return Home Interview with the Coordinator.						

Direct Provision to Support People Closer to Home 2022/23

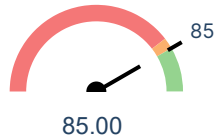
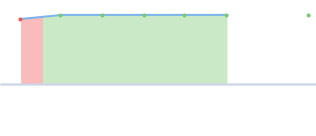
Action	Percentage Complete	RAG	Comment
Continuing to grow our in-house fostering service to support more looked after children	50%	★	Since April 2022, we have approved two general foster carers and two connected persons, we also have four connected persons with temporary approval the demand remains for connected person assessments, the Special Guardianship Orders (SGO) service has grown in strength with a further five SGO's granted since April 2022.
Continuing to grow our in-house homecare service to support more people to live at home	50%	●	We continue to work hard to recruit new staff whilst retaining current staff to help grow the in-house domiciliary care service. However, the service has seen a decrease in the number of staff employed. Many staff have cited the cost of petrol and other expenses as their reason and in an increasingly competitive jobs market we are finding it difficult to achieve any significant market growth.
Setting up a registered Children's Home to help avoid the need for residential placements outside Flintshire	75%	★	Bromfield Park is now operational and supporting two children. Ty Nyth and Park Avenue are due for handover and start of registration process during October. It is anticipated that the services should complete registration by early 2023.

Local Dementia Strategy 2022/23


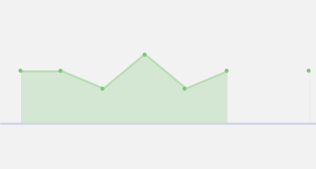
Action	Percentage Complete	RAG	Comment
Establishing a Dementia Strategy Project Board and increasing engagement from citizens with lived experience of dementia	50%	★	A Dementia Strategy Steering Group was established in 2021 to oversee a consultation process and production of a Dementia Strategy for Flintshire. A Project Board has now been established to implement the key actions identified in the Strategy. The Project Board is in its early stages and detailed outcomes have not yet been evidenced.

A well-connected, safe and clean local environment 2022/23

Action	Percentage Complete	RAG	Comment
Working in partnership, actively support and engage with community led groups by developing Local Environmental Quality initiatives	100%	★	Extremely encouraging work has been delivered across the summer months, taking advantage to work with local communities and third party colleagues at local fairs and carnivals and children's workshops. Feedback from initiatives remains very good and the attendance at such events has proved popular and welcoming. Along with the day to day work of dealing with the Environmental Crime issues, there has been a continued commitment to work alongside partners in promoting the Local Environmental Quality across Flintshire.
Working with two local communities to inform a long term vision and delivery plan for using the Flexible Funding Grant programme to achieve positive outcomes for people	10%	★	The community reliance work is in progress and a plan is under development, further updates will be provided.

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CST010M	Achieve minimum level of agreed Streetscene standards	85.00	85.00	85.00		

Streetscene & Transportation continues to deliver services in line with the agreed standards, whilst recognising that services such as grass cutting have been adjusted to accommodate changes in demand as a result of the heat wave experience in the summer. The Streetscene Standards will be reviewed in quarter four in preparation for refreshed measures in 2023/24.

CST011M	Number of targeted environmental educational campaigns	3.00	2.00	4.00		
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On 5 and 7 September 2022, College Cambria Fresher's Fair was attended, actively encouraging students to take ownership for their area and getting them involved in promoting and delivering FCC campaigns.

Following complaints from residents regarding dog fouling in Greenbank Drive, Flint, CH6 5RG, officers attended the area over several days, patrols of the area were made and officers engaged with the general public and issued dog foul bags. On a daily and on-going basis officers will look to offer any support and education in areas of continued and persistent offences relating to these matters.

On-going Public Space Protection Order signage being installed at sites across Flintshire. All new signage has now been improved by being larger in size and more concise in content for the public to understand. Officers have been offering education alongside the information on the signage.

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CST012M	Number of community engagement events to promote improved Local Environmental Quality	5.00	2.00		<p>2</p> <p>5.00</p>	

Mold Carnival in July 2022 was attended by FCC Environmental Improvement Co-Ordinator, the officer was promoting and raising awareness of dog fouling, littering, recycle and re-use, as well as flytipping and Duty of Care for Waste. There was lots of interest and promotional materials and giveaways were very well received.

On 26 July, a meeting was held with the Contact Centre Manager at Greenfield Valley to discuss the creation of Litter Picking Hubs, this would enable the general public to borrow Litter Picking equipment for such activities.

On 12 August, the Environmental Improvement Co-Ordinator met with local councillors and Access and Natural Environment Officer to discuss issues with flytipping in the area and potential solutions.

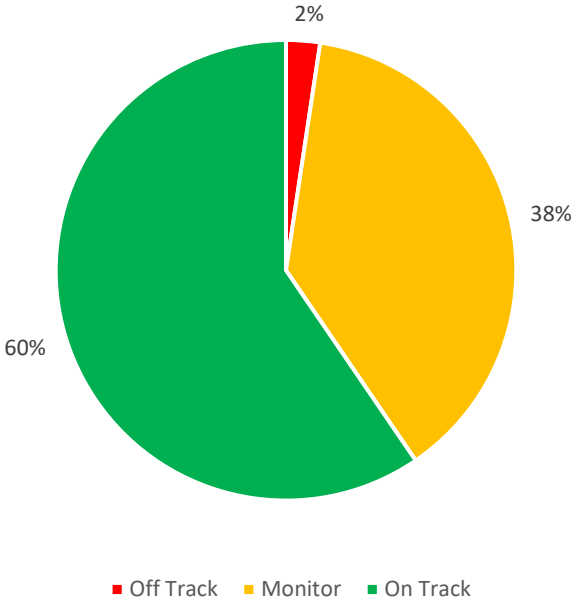
On 18 August, officers attended the Flintshire and Denbighshire annual county show. A Flintshire County Council stall/promotion was set up and FCC officers worked alongside Keep Wales Tidy in promoting Environmental Quality in our communities. The show was very well attended, and the responses and feedback were very positive.

In a joint clean-up with Housing Colleagues, Streetscene, the Environmental Improvement Co-Ordinator and local Members, action was taken in Green Lane Shotton, this involved clearing the areas/gardens of a substantial build up of waste and flytipping into skips and encouraging residents to keep their local areas clean and tidy. The community spirit on the day was very encouraging.

Education and Skills

Education and Skills Overall Performance

Education and Skills - Action RAG Status



Educational Engagement and Achievement 2022/23

Action	Percentage Complete	RAG	Comment
Embedding the revised processes and procedures in relation to attendance and exclusion, using data to better inform and target interventions at both a pupil and school level	60%	●	The service models for the Engagement Services have been revised and shared with schools. Attendance and exclusion data is now generated and reviewed on a regular basis by the Inclusion & Progression Services and this is being used to target intervention with particular pupils/schools. Monitoring of the initial impact of the data review and service changes will take place in January 2023.
Maintaining support for settings and schools with the rollout of the revised curriculum for pupils from 3-16 which better prepares them for their future lives and employment	33%	★	This update reflects one term of the three terms falling within the reporting year completed to date. Progress is on track. All primary schools have implemented the new curriculum for Wales from September 2023. Support for curriculum development, including for Relationships & Sexuality Education (RSE) and Religion, Values and Ethics (RVE) is continuing through cluster meetings and workshops. All secondary schools are continuing to prepare for the rollout of the curriculum for Years 7 & 8 from September 2023.
School employees continuing to access the GwE professional learning offer and engage in cluster working	50%	★	All schools are engaging positively with the GwE professional learning offer, as identified in their bespoke school improvement and support plans. A detailed breakdown of engagement was provided to the Education, Youth & Culture Overview & Scrutiny Committee during October 2022.
Working with schools to support development and implementation of flexible and bespoke educational packages to improve attendance and engagement	65%	●	Finance has been delegated to schools to support the development of increased commissioning of alternative educational packages by schools. Officer roles have been revised in response to this to offer support with the identification of suitable provision. Termly meetings with schools are being planned by the Engagement Progression Coordinator which will further support the development of appropriate packages. The function of the Secondary Pastoral Leads meetings is also being reviewed to further support schools.

Digital Learning Opportunities 2022/23

Action	Percentage Complete	RAG	Comment
Continuing to increase the range of digital material hosted on the North East Wales Archive website and other digital services to encourage greater participation	50%	★	Series completed: enclosure awards and printed maps; Series in progress: quarter sessions rolls; shipping crew lists; Proposed: World War I soldiers index; wills; building control plans, Lowther College magazines. This represents a variety of records we consider would be popular.
Continuing to monitor schools' provision for learners who are 'digitally disadvantaged'	50%	●	Clear communication to schools regarding this, Audit to be carried out by end of November 2022 and any shortfall to be addressed by April 2023.
Embedding the delivery plan for Integrated Youth Services by maintaining focus on increased digital engagement	75%	●	Two county-wide consultations have been conducted post-Covid, both indicating that young people want a return to face-to-face delivery. We are assessing this and will keep the C-Card and Sexual Health offer online.
Increasing take-up of digital learning opportunities supported by Aura	0%	★	Aura continue to offer online learning opportunities to customers and the community. Free Learn My Way digital tutoring courses are available at all Aura libraries, as well as bespoke sessions to support people accessing the Aura Digital Loan Scheme, where people can borrow a device (with 'buy back 'option at the end of the loan period). Please note: Final figure provided at end of reporting year.
Providing community training for online learning platforms in a partnership with Aura and Adult Community Learning	50%	★	On target - learning opportunities offered online include autism awareness, safeguarding and mindfulness.
Providing digital art workshops based on collections at Gladstone Library, in an Arts Council Funded partnership with Gladstone Library and visual artist	100%	★	Completed in previous reporting year.
Supporting schools and wider education services to increase their digital offer for children and young people	75%	●	School support ongoing. Support brokered from Welsh Government and other partners. Collaborating with other regional Digital officers.
Supporting schools to maximise their available hardware via the national Hwb programme and to ensure sustainable funding plans in place	80%	★	All equipment on course to be delivered. Agreement waiting to go to Budget forum on allocations.
Upskilling employees within the Education and Youth Portfolio through access to the GwE professional learning offer and other appropriate training opportunities	25%	▲	Discussions held with the Senior Manager for Education and Youth Business Support and School Governance regarding the nature of support. Questionnaire to go out after Hwb board meeting in November. Action Plan to be produced by April 2023.

Learning Environments 2022/23

Action	Percentage Complete	RAG	Comment
Commissioning a contractor and start design and development process for Drury CP and Penyffordd CP	90%	★	Contractors have been appointed to commence design development for Drury CP and Ysgol Penyffordd CP schemes.
Consult on increasing capacity of Drury CP and Penyffordd CP schools through the School Organisation Code	80%	★	On track with completing the consultation process. Currently in objection period for both Drury CP and Ysgol Penyffordd consultation processes due to be completed by end of October 2022.
Increasing usage of community spaces in re-developed Flint Library and Wellbeing Hub	0%	★	Aura's Library and Wellbeing Hub at Flint continues to be well used by partners such as Remploy, North East Wales MIND and BCUHB to support people - examples of this work include employability coaching, 1 to 1 counselling, and group wellbeing activities. The Community kitchen on site is also to be used as part of the Warm Welcome scheme for Flintshire. Target 61.7%. Previous reporting year returned 75%. Please note: Final figure provided at end of reporting year.
Progressing the development of a new premises plan for the North East Wales Archive	50%	●	A refreshed premises plan is being finalised by the Archive Project Board ready for consideration by Flintshire and Denbighshire Cabinets in December 2022 with a recommendation to submit a revised submission to the National Lottery Heritage Fund (Wales) for their next funding application round in February 2023.
Seeking Council approval to progress B and B Wales Government 21st Century Schools Investment Programme	60%	★	On track with seeking approval for progressing Band B Sustainable Communities for Learning programme (previously known as Band B 21st Century Schools Investment Programme).
Starting construction of the proposed 3-16 campus at Mynydd Isa	90%	★	Flintshire County Council have completed the necessary approvals and are currently awaiting sign off from Welsh Government so that financial close can be achieved and construction can commence.

Learning Community Networks 2022/23

Action	Percentage Complete	RAG	Comment
Continuing to consolidate the joint working between Flintshire County Council and Denbighshire County Council through the North East Wales Archive to provide a sustainable and resilient service	50%	●	The formal process of developing a contractual arrangement for a joint archive service between Flintshire and Denbighshire County Councils has begun with a target completion date of the 1 April 2023. Officers from both councils have begun meetings to provide expert support to the development of the contract which is currently being drafted. Informal engagement with both staff teams has begun ahead of the statutory consultation process.
Developing a Delivery Plan for Adult Community Learning to increase engagement and improve skills within local communities	50%	★	Halfway through the delivery of the core learning delivery plan. Delivered a successful summer engagement programme to increase awareness of Adult Community Learning in Flintshire.
Developing a Supporting Learners strategy to increase levels of engagement and provide appropriate progression routes to further engagement, study or employment	100%	★	Supporting learners strategy developed and a comprehensive learner handbook produced and distributed to learners. Progression pathways have been included in the tutor handbook which is updated each quarter to ensure progression is mapped.
Expanding the adult learning offer to reflect national, regional and local priorities in order to provide the skills required through partnership planning	50%	★	All service delivery plans are aligned with the national priorities. Working much more closely with the Regional Skills Board to ensure Adult Community Learning (ACL) is represented on the Board and that ACL receives the data and intel available from the Region to inform delivery planning. ACL represented on the Economic Recovery Board to ensure local priorities inform planning.
Working in partnership with Aura to provide Alternative Provision to young people excluded from school to help gain meaningful qualifications	40%	●	Discussions are underway to develop and expand the suite of qualifications on offer through Aura to re-engage excluded pupils.
Working in partnership with Open University Wales to support and signpost library users to Open Learn courses and subsequent learning pathways with Open Learn Champions in each library	50%	●	On target - figure for mid-year only. Open Learn Champions in seven libraries and learners are being referred to Open Learn courses.
Working with Adult Community Learning and Flintshire Learning Recovery & Wellbeing Network Partners to share best practice and maximise opportunities for learning within the community with opportunities to be available in all Aura libraries	50%	★	On target - Aura Adult Community Learning have delivered 99 sessions to 283 learners in the first half of this reporting year.

Specialist Educational Provision 2022/23

Action	Percentage Complete	RAG	Comment
Developing a strategic proposal for the next phase of the Additional Learning Needs provision which increases the level of in-house provision and seeks to reduce the reliance on out of county provision	30%	●	The Welsh Government has provided additional grant funding to support the development specialist provision. Options are being explored with the specialist schools to utilise this funding by the end of the financial year to secure an increase in capacity.
Further defining and embedding the menu of outreach support and training to be offered to schools via Plas Derwen Pupil Referral Unit	20%	●	The new Plas Derwen head teacher took up post in September. Initial discussions have taken place regarding the potential offer.
Implementing Year two of the Transformation plan for children and young people with additional learning needs, in line with Welsh Government legislation and associated guidance	40%	●	The relevant paperwork has been developed and shared with parents and schools. The conversion process has been mapped out for the mandated pupils in line with Welsh Government timescales but will prove challenging to complete given the number of pupils involved.

Welsh Education Strategic Plan (WESP) 2022/23

Action	Percentage Complete	RAG	Comment
Continue to improve the Welsh language skills of employees in schools to more effectively support learners and the delivery of the curriculum	50%	★	An introduction to our language Continuum (Part 1) was delivered to Welsh leads from 54 English medium primary schools (61 teachers) in 2021/22. School leads cascaded information to other school staff, but where head teachers have identified a more intensive approach, the team is available to deliver the training to schools/clusters in 2022/23. Two schools requested and have received this intensive training with all staff present in September and October 2022. Also, Part 1 of the training was delivered to 12 schools (16 staff) in September 2022. The audience there were new staff or schools who were unable to attend this professional development the previous year. Introductory training relating to Cymraeg has been delivered to six NQT teachers working in the primary sector and six from the secondary sector (secondary was delivered by GwE colleagues). Members from the Welsh Advisory Service (WAT) are now visiting each of the primary NQT's offering bespoke 1:1 support. Clusters are currently identifying their priorities for developing Cymraeg, subsequently any further training will be delivered in response to their needs and reported on in the next quarter. WAT delivered training to nine staff from four Welsh medium primary schools focusing on the newly adapted digital resource to support latecomers in Flintshire attending Welsh medium education (funding provided via specific Latecomer grant funding). 50% (7/14) of teachers on the Welsh in a Year Sabbatical course, funded by Welsh Government, are teachers from Flintshire's English medium primary schools. Recruitment is currently taking place for the Spring term's intermediate course. Signposting for staff to access online language courses via bulletin. These courses are: i.) Self-study short course, 10 hours practitioners, ii.) Entry level teachers 120 hours, iii.) Short course, leaders 10 hours, iv.) Improving your Welsh short course 10 hours. It isn't clear how many Flintshire staff are accessing these currently as data is held by Welsh Government.
Continuing to increase the capacity and take up of Welsh medium education to achieve Welsh Government targets	50%	●	Welsh Government have approved the Council's Welsh in Education Strategic Plan (WESP) for 2022-2032. This has now been published. The take up rate baseline figure for September 2021 ahead of publication was 1,419 learners accessing Welsh medium provision across all phases. Information for parents about access to Welsh medium education has been refreshed on the Council website and on individual school websites. The Council has been successful in bidding for additional grant funding for supporting our immersion programme for latecomers to Welsh medium education.
Embedding the role of the Integrated Youth Provision Welsh language coordinator	100%	★	This is complete
Ensuring all digital and face to face youth and play provision has an increasing bilingual offer which supports the expansion of the Council's Welsh Language immersion programme	75%	★	Each club has adopted a Welsh corner and participated in a range of activities promoting the Welsh Language and culture, including entries for the URDD Eisteddfod.
Extending the range of youth services which can be delivered bilingually to encourage young people to retain and use their Welsh language skills into early adulthood	75%	★	Integrated Youth Provisions aims to normalize the use of the Welsh language through our services in many informal ways including signage within youth clubs (simple phrases, bilingual posters), half term visits to all youth clubs to have informal discussions with staff and young people, and promoting benefits of bilingualism for future career prospects.

Action	Percentage Complete	RAG	Comment
Maintaining Welsh Government Quality Indicator for Welsh Language resources in Aura libraries	50%	●	On target - funds allocated to ensure required target of 4% of total resource budget to be spent on Welsh material for libraries.
Providing targeted support and intervention to schools to raise standards and promote bilingualism	50%	★	Schools continue to promote bilingualism and raise standards via implementation of Curriculum for Wales. Siarter Iaith coordinator is working closely with newly nominated Welsh cluster lead to identify priorities for 2022/23. All Welsh Medium schools have responded to a questionnaire in order to identify needs. Welsh Advisory Service (WAT) have identified ten schools that should aim for the Bronze Cymraeg Campus award and five schools that should aim for the Silver award in 2022/23. These 15 schools were provided with good practice visits (Step 1) to other successful schools in Flintshire during 2021/22. Following verification, one of these schools has successfully been awarded the bronze award in October 2022. All target schools are in regular contact with WAT. They have or are in the process of receiving a school visit from WAT to monitor progress. Further schools are currently being identified for good practice visits (Step 1) during Spring 2023 and will subsequently be targeted for Bronze/Silver during 2023/24.

Well-Being 2022/23

Action	Percentage Complete	RAG	Comment
Consolidating the Inspire Youth Work Hospital Project which provides support to young people at risk of self-harming behaviour	100%	★	Delivery with inspire has now been consolidated to a new delivery method. Face to face delivery takes place in Wrexham, through appointments and referrals. Flintshire operates referrals in County as well as supporting young people through group sessions. This has enabled a greater number of young people to be triaged and supported.
Developing action plans based on the findings, particularly in relation to Emotional Health and Wellbeing	0%	★	On track to deliver successfully within national timeframe (Summer 2023). The action planning phase will take place in summer term 2023 after the audit tools has been completed by end of March 2023. Schools are engaged in the process and in regular communication on progress to date.
Improving awareness of trauma informed practice with schools and Education and Youth workforce	25%	★	Currently in discussion with Public Health Wales and YOT TrACE working group to develop an awareness training package that can be shared with schools and education and youth workforce.
Meeting the requirements under Wellbeing Whole School Approach Development Fund for employee training and pupil engagement	80%	★	The spending plan has been developed following input from the Emotional Health and Wellbeing Steering group and is being delivered in line with the defined timescales. Final monitoring against the grant requirements will take place at the end of the financial year.
Rolling out the National Framework for Embedding a Whole School Approach to Emotional Health and Wellbeing in all Flintshire schools	30%	●	During quarter one and quarter two, our priority has been promoting briefing sessions and update meetings to raise awareness of the Framework. These have been supplemented by regular emails and the development of a Teams PLC group where schools can access all the required documentation and keep up to date.
Supporting all secondary schools to complete the School Health Research Network survey in 2022. Developing action plans based on the findings, particularly in relation to Emotional Health and Wellbeing	50%	●	All secondary schools have undertaken the School Health Research Network survey during Autumn 2021 and the findings were published during quarter one in individual school reports. Schools in quarter two were offered for a one page profile summarising the report to be developed to support each school individually in celebrating positive aspects and identifying areas to develop. Quarter three is where we would anticipate schools develop an action plan.



CORPORATE RESOURCES OVERVIEW & SCRUTINY COMMITTEE

Date of Meeting	Thursday 12th January, 2023
Report Subject	Revenue Budget Monitoring 2022/23 Month 8
Cabinet Member	Cabinet Member for Finance, Inclusion, Resilient Communities including Social Value and Procurement
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 2022/23 (Month 8).

RECOMMENDATIONS

1	That the committee considers and comments on the Revenue Budget Monitoring 2022/23 (Month 8) report. Any specific matters for attention will be noted and reported back to the Cabinet when it considers the report.
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REPORT DETAILS

1.00	EXPLAINING THE REVENUE BUDGET MONITORING POSITION 2022/23 (MONTH 8)
1.01	The Revenue Budget Monitoring 2022/23 (Month 8) report will be presented to Cabinet on Tuesday 17th January, 2023. 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 2022/23 (Month 8).

3.00	IMPACT ASSESSMENT AND RISK MANAGEMENT
3.01	As set out in Appendix A; Revenue Budget Monitoring 2022/23 (Month 8).

4.00	CONSULTATIONS REQUIRED / CARRIED OUT
4.01	None required.

5.00	APPENDICES
5.01	Appendix A; Revenue Budget Monitoring 2022/23 (Month 8).

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	None required.

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

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

CABINET

Date of Meeting	Tuesday 17th January, 2023
Report Subject	Revenue Budget Monitoring Report 2022/23 (Month 8)
Cabinet Member	Cabinet Member for Finance, Inclusion, Resilient Communities including Social Value and Procurement
Report Author	Corporate Finance Manager
Type of Report	Operational

EXECUTIVE SUMMARY

This monthly report provides the latest detailed overview of the budget monitoring position in 2022/23 for the Council Fund and Housing Revenue Account for the financial year and presents the position, based on actual income and expenditure as at Month 8.

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

Council Fund

- An operating deficit of £0.352m (excluding the impact of the pay award which has been met by reserves), which is an adverse movement of £0.258m from the deficit figure reported at Month 7.
- A projected contingency reserve available balance as at 31 March 2023 of £3.797m.

Housing Revenue Account

- Net in-year revenue expenditure forecast to be £3.076m higher than budget
- A projected closing balance as at 31st March, 2023 of £3.398m

Hardship Funding from Welsh Government helped secure £16m of direct financial help last year and we have continued to claim payments in 2022/23 for Self-isolation and Statutory Sick Pay Enhancement, along with Free School Meals direct payments and Winter Fuel Payments within their eligible periods.

RECOMMENDATIONS

1	To note the report and the estimated financial impact on the 2022/23 budget.
2	To support the carry forward request included in paragraph 1.11
3	To increase the Contingency Reserve by £2.4m from the additional Revenue Support allocation it received at the end of the 2022/23 financial year to enhance the level remaining to safeguard the Council against risks and other unforeseen events.

REPORT DETAILS

1.00	EXPLAINING THE REVENUE BUDGET MONITORING 2022/23
1.01	<p>Council Fund Projected Position</p> <p>The projected year end position, without mitigation to reduce cost pressures and improve the yield on efficiency planning, is as follows:</p> <ul style="list-style-type: none">• An operating deficit of £0.352m (excluding the impact of the pay award which has been met by reserves), which is an adverse movement of £0.258m from the figure reported at Month 7.• A projected contingency reserve available balance as at 31 March 2023 of £3.797m. <p>To assist with managing risks and mitigating the overall projected overspend, the review of non-essential spend and a vacancy management process continues.</p>
1.02	Hardship Funding from Welsh Government helped secure over £16m direct financial help last year and we have continued to claim payments in 2022/23 for Self-isolation and Statutory Sick Pay Enhancement, along with Free School Meals direct payments within their eligible periods. From the end of September, Winter Fuel Payments were also eligible to be claimed.

1.03 **Table 1. Projected Position by Portfolio**

The table below shows the projected position by portfolio:

Portfolio/Service Area	Approved Budget	Projected Outturn	In-Year Over / (Under) spend
	£m	£m	£m
Social Services	77.969	78.767	0.798
Out of County Placements	15.101	16.089	0.988
Education & Youth	9.953	9.444	(0.510)
Schools	108.401	108.401	0.000
Streetscene & Transportation	38.466	39.596	1.130
Planning Env & Economy	6.797	6.343	(0.454)
People & Resources	4.332	4.292	(0.040)
Governance	10.755	10.110	(0.645)
Strategic Programmes	6.116	6.117	0.001
Assets	0.932	0.862	(0.070)
Housing & Communities	14.662	14.787	0.125
Chief Executive	1.636	1.549	(0.087)
Central & Corporate Finance	31.562	30.677	(0.885)
Total	326.682	327.034	0.352

1.04 The reasons for the projected variances are summarised within Appendix 1 and shows the detail of all variances over £0.050m and a summary of minor variances for each portfolio.

Significant Movements from Month 7

1.05 **Social Services £0.126m**

The net adverse movement relates to:

Older People Services:

- Localities £0.049m – Demand for older people’s residential care has increased and resulted in a £0.098m adverse variance. The projected costs for homecare have decreased by (£0.055m). There are also a number of other minor variances which contribute to this movement.
- Regional Integration Fund (RIF) £0.058m – The “Step Down” RIF scheme which enables quicker hospital discharge times by placing people into short term residential care placements before they return home has already fully utilised. At this time, it is unlikely slippage

	<p>from other RIF schemes will be able to offset the additional pressure and any additional costs on this budget will increase unless Welsh Government provide additional funding.</p> <p>Adults of Working Age:</p> <ul style="list-style-type: none"> Resources and Regulated Services £0.093m – There have been changes to care packages to the clients supported in this service which has resulted in increased costs for Physical Disability and Sensory Impairment of £0.024m and Learning Disabilities £0.027m. Supported Living has also increased by £0.039m as recruitment challenges persist resulting in higher agency usage. There are minor variances of £0.003m. Residential Placements Mental Health Services £0.027m - This is the result of changes to cost of care packages for people requiring support with mental illness. <p>Children’s Services:</p> <ul style="list-style-type: none"> Family Placements (£0.027m) – This is a reduction to in-house foster care costs, which include fostering payments and special guardianship orders. Residential Placements (£0.148m) – This is due to additional Welsh Government Grant income which has recently been confirmed. Professional Support £0.194m – Assumed within the outturn of Children’s Services was flexibility in use of government grants which had been provided in the previous two years. To date Welsh Government has not announced this flexibility and therefore, this assumption has been reduced to £0.100m from £0.294m. However, the additional grant included in the residential budget above has allowed for this adjustment to be made with minimal impact on the Children’s Services budget. <p>Safeguarding & Commissioning:</p> <ul style="list-style-type: none"> Charging Policy Income (£0.083m) - Increased demand for older people’s residential service should result in an increase in the income received as a contribution to this care. <p>Minor variances across the Portfolio account for the remainder of the movement totalling (£0.037m).</p>
1.06	<p>Out of County Placements (£0.117m)</p> <p>Reduction of projected net overspend as follows:</p> <ul style="list-style-type: none"> Children’s Services (£0.123m) – Movement reflects the net impact of 4 ended placements less some other minor changes including expected start dates of future adoptions. Education & Youth £0.006m – Minor movements

1.07	<p>Streetscene & Transport £0.059m</p> <p>The adverse movement relates to:</p> <ul style="list-style-type: none"> • Service Delivery £0.057m – additional costs relating to the Proclamation Event and Queen’s State Funeral Costs. <p>Minor variances across the Portfolio account for the remainder £0.002m.</p>
1.08	<p>Planning, Environment & Economy £0.102m</p> <p>The movement relates to:</p> <ul style="list-style-type: none"> • An increase in the actual costs for Ash Die Back works with further expected to March, 2023 £0.065m • Additional Covid-19 Recovery costs now committed to March 2023 totalling £0.027m which are being absorbed by the portfolio <p>Minor variances across the Portfolio account for the remainder £0.010m</p>
1.09	<p>Housing & Communities £0.124m</p> <p>The movement is due to continued high demand for Bed and Breakfast and temporary accommodation for Homeless persons and families.</p>
1.10	<p>There are a number of minor variances across the other Portfolios each below £0.030m that account for the remainder of the overall movement (£0.036m).</p>
1.11	<p>Carry Forward Request</p> <p>People & Resources – Human Resources & Organisational Development</p> <p>To request a carry forward of the £0.022m COVID Test & Trace Project Management fee received to support the transition from Learning Pool to another platform by the extension of a current post-holder by 6 months.</p>
1.12	<p>Tracking of In-Year Risks and Emerging Issues</p> <p>Members were made aware when setting the budget that there were a number of open risks that would need to be kept under close review. An update on these is provided below.</p>
1.13	<p>Council Tax Income</p> <p>‘In-year’ Council Tax collection levels, up to November 2022, are 75.34% compared to 75.65% in the previous year. Collections remain challenging as the rising costs-of-living are impacting on the ability of some households to make payment of council tax on time. The marginal 0.31% drop in collection levels is also consistent with other Welsh local authorities who are also seeing similar trends.</p>

1.14	<p>Pay Award (Teacher and Non-Teacher)</p> <p>The offer from the National employers for NJC employees of £1,925 on all spinal column points has now been accepted with back pay made to employees in November. This equated to an increase of 2.54% on the highest scale point to 10.5% on the lowest point.</p> <p>The Minister for Education has confirmed the pay award for teachers at 5%.</p> <p>The Council has provided for an uplift of 3.5% for Teaching and Non-Teaching staff – the increase above this level requires the Council to utilise reserves to fund the difference in the current financial year.</p> <p>The impact on 2022/23 is as follows:</p> <p>The in-year additional cost of the 2022/23 pay awards that have been met from reserves is £3.955m after taking into account the reversal of the additional 1.25% rate of National Insurance (NI) from November.</p>
1.15	<p>Other Tracked Risks</p> <p>In addition, there are a number of risks being tracked which may be subject to change and these are summarised below.</p>
1.16	<p>Medium Term Financial Strategy (MTFS) Impact</p> <p>An update on the latest budget position was reported in November prior to the formal Overview and Scrutiny Process in December which showed a potential increase in the additional budget requirement for 2023/24 to £32.4m.</p> <p>The Welsh Local Government Provisional Settlement was received on 14 December and the details and impacts of this is reported elsewhere on the agenda.</p> <p>All Portfolios consider their financial position, the risks within their service and the impacts on the Medium Term on a monthly basis as part of their Portfolio Management Team meetings.</p>
1.17	<p>Out of County Placements</p> <p>The risks include continued high demand for placements where children and young people cannot be supported within in-house provision, and market supply limitation factors and inflationary pressures leading to higher costs.</p> <p>There is a projected overspend of £0.988m for the current cohort of placements. However, this is likely to increase if demand for new placements remains at the current levels. There have been 57 new placements in the year to date with costs totaling £3.3m within the total projected spend for the year of £16.1m, which amounts to over 20%.</p> <p>The service areas within this pooled budget will continue to do everything possible to manage these risks and additional investment has already been made to further develop in-house provision to help to mitigate against such financial pressures.</p>

1.18	<p>Benefits</p> <p>Council Tax Reduction Scheme (CTRS) – Based on current demand, costs are currently projected to be £0.610m below budget, although this will be monitored closely throughout the year due to the potential for growth.</p> <p>There is continued high demand across the whole of the Benefits service which is expected to remain the case for the foreseeable future. There is a significant pressure on recovery of overpayments which is a combination of a shortfall of recovery against the level of income target budget which is partly influenced by lower number of overpayments occurring, and also the need to increase the bad debt provision on historic debt.</p> <p>The increased staffing levels are still required, and those costs are now being met in full from the additional funding of £0.300m previously approved to provide the service with the additional flexibility needed to adapt to and meet the sustained increase in customer demand.</p>
1.19	<p>Homelessness</p> <p>The risk is a consequence of the cessation of funding support from the Welsh Government COVID-19 Hardship Fund at the end of 2021/22.</p> <p>Although, there is continued support via the new Homelessness – No One Left Out grant, this still falls well below the amount of support the Council received via the Hardship Fund in 2020/21 and 2021/22.</p> <p>Although it has been possible to contain some of the expected pressure through prepaid accommodation to the end of September 2022, which has been funded by the COVID-19 Hardship Fund, the expected continued high demand for temporary accommodation including short term Bed & Breakfast provision will continue to present significant challenges and this has increased by £0.123m at Month 8.</p> <p>The service continues to strategically use increased allocations of Housing Support Grant working with external partners, but there remains a risk that the costs of statutory provision of support for Homelessness may exceed existing funding provision from base budget and available grant funding.</p>
1.20	<p>School Transport</p> <p>Since the start of the Autumn school term from September 2022, there have been a number of transport pressures emerging relating to increased costs in the provision of additional key service routes for Additional Learning Needs (ALN) and Pupil Referral Units (PRU) from re-procurement increases and additional statutory provision that is necessary, as well as increased transport contractor costs due to fuel, insurance, driver costs etc. It is anticipated that these increased costs currently totalling in excess of £0.200m will continue into 2023/24.</p>
1.21	<p>Achievement of Planned In-Year Efficiencies</p> <p>The 2022/23 budget contains £1.341m of specific efficiencies which are tracked and monitored throughout the year. The Council aims to achieve a</p>

	<p>95% rate in 2022/23 as reflected in the MTFs KPI's and fully achieved all efficiencies in the previous financial year</p> <p>It is projected that all efficiencies will be achieved in 2022/23 and further details can be seen in Appendix 3.</p>
1.22	<p>Unearmarked Reserves</p> <p>The final level of Council Fund Contingency Reserve brought forward into 2022/23 was £7.098m as detailed in the 2021/22 outturn report (subject to Audit). In addition, the Council has set-aside a further £3.250m to the carried forward £2.066m COVID-19 Emergency Reserve being a total of £5.316m as a safeguard against the continuing impacts of the pandemic (additional costs and lost income).</p> <p>Some claims for March 2022 were disallowed by WG and Internal claims for Quarter 1 and 2 have been made in 2022/23 relating to additional costs in Schools, Streetscene & Transportation and for income losses within AURA and Holywell Leisure Centre. These currently total £1.252m and the balance on the COVID-19 Emergency Reserve is currently £4.064m.</p> <p>After taking into account all of the above there is a projected contingency reserve available balance as at 31 March 2023 of £3.797m.</p> <p>In addition, the Council also has an earmarked reserve of £2.4m from the additional Revenue Support allocation it received at the end of the 2022/23 financial year, and it is recommended that this is transferred to the Contingency Reserve to enhance the level remaining.</p> <p>As always it will be important to maintain an adequate level of reserves to safeguard the Council against risks and other unforeseen events.</p>
1.23	<p>Housing Revenue Account</p> <p>The 2021/22 Outturn Report to Cabinet on 12 July 2022 showed an un-earmarked closing balance at the end of 2021/22 of £3.616m and a closing balance of earmarked reserves of £1.622m.</p>
1.24	<p>The 2022/23 budget for the HRA is £37.755m which includes a movement of £2.858m to reserves.</p>
1.25	<p>The monitoring for the HRA is projecting in year expenditure to be £3.076m higher than budget and a closing un-earmarked balance as at 31 March 2023 of £3.398m, which at 9.06% of total expenditure satisfies the prudent approach of ensuring a minimum level of 3%. Appendix 4 attached refers.</p>
1.26	<p>The monthly movement of (£0.246m) from Month 7 is as follows:</p> <ul style="list-style-type: none"> • Income (£0.032m) – projected underspend in Bad Debt Provision top-up (£0.050m), movement in voids £0.016m and minor movements £0.002m. • Estate Management (£0.063m) – further vacancy savings (£0.030m), reduction in forecast Agency costs (£0.013m), other minor movements (£0.020m).

	<ul style="list-style-type: none"> • Landlord Service Costs £0.033m – Increase in utilities forecast of £0.042m, other minor movements (£0.009m). • Management & Support Services (£0.186m) – further savings relating to central support services recharges (£0.071m), reduction in forecast insurance costs based on the latest information (£0.075m), minor movements (£0.040m).
1.27	The budget contribution towards capital expenditure (CERA) is £10.898m with the actual contribution projected to be £13.755m at outturn.

2.00	RESOURCE IMPLICATIONS
2.01	As set out within the report.

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

4.00	CONSULTATIONS REQUIRED/CARRIED OUT
4.01	None specific.

5.00	APPENDICES
5.01	Appendix 1: Council Fund – Movement in Variances from Month 7 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	Various budget records.

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

8.00	GLOSSARY OF TERMS
8.01	<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>Intermediate Care Fund: Funding provided by Welsh Government to encourage integrated working between local authorities, health and housing.</p> <p>Projected Outturn: projection of the expenditure to the end of the financial year, made on the basis of actual expenditure incurred to date.</p> <p>Reserves: these are balances in hand that have accumulated over previous years and are held for defined (earmarked reserves) and general (general reserves) purposes. Councils are required to regularly review the level and purpose of their reserves and to take account of the advice of the Chief Finance Officer.</p> <p>Revenue: a term used to describe the day-to-day costs of running Council services and income deriving from those services. It also includes charges for the repayment of debt, including interest, and may include direct financing of capital expenditure.</p> <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>

Budget Monitoring Report
Council Fund Variances

MONTH 8 - SUMMARY

Service	Movement between Periods (£m)	Narrative for Movement between Periods greater than £0.025m
Social Services		
Older People		
Localities	0.049	Demand for older peoples residential care has increased and resulted in a £0.098m adverse variance. The projected costs for homecare have decreased by £0.055m. There are also a number of other minor variances which contribute to this movement
Regional Integration Fund	0.058	The "Step Down" Regional (RIF) scheme which enables quicker hospital discharge times by placing people into short term residential care placements before they return home has already fully spent. At this time it is unlikely slippage from other RIF schemes will be able to offset the additional pressure and any additional costs on this budget will increase unless Welsh Government provide additional funding.
Minor Variances	-0.006	
Adults of Working Age		
Resources & Regulated Services	0.093	There have been changes to care packages to the people supported in this service and has resulted in increased costs for Physical Disability and Sensory Impairment of £0.024m, Learning Disabilities £0.027m. Supported Living has also increased by £0.039m as recruitment challenges persist resulting in higher agency usage. There are minor variances of £0.003m.
Residential Placements	0.027	This is the result of changes to cost of care packages for people requiring mental ill health support.
Minor Variances	-0.012	
Children's Services		
Family Placement	-0.027	This is a reduction to in-house foster care costs, which include fostering payments and special guardianship orders.
Residential Placements	-0.148	This is due to additional Welsh Government Grant income which has recently been confirmed.
Professional Support	0.194	Assumed within Childrens Services was flexibility in use of government grants which had been provided in the previous two years. To date Welsh Government has not announced this flexibility and therefore, this assumption has been reduced to £0.100m. However, the additional grant included in the residential budget has allowed for this adjustment to be made with minimal impact on the Childrens Services budget.
Minor Variances	-0.022	
Safeguarding & Commissioning		
Charging Policy income	-0.083	Increased demand for older peoples residential service should result in an increase in the income charged and received as a contribution to this care.
Minor Variances	0.003	
Total Social Services (excl Out of County)	0.126	
Out of County		
Children's Services	-0.123	Movement reflects the net impact of 4 ended placements less some other minor changes including expected start dates of future adoptions
Education & Youth	0.005	
Total Out of County	-0.117	
Education & Youth		
Inclusion & Progression	-0.031	Movement reflects staff finishing within the Additional Learning Needs (ALN) service and delayed start for the Autism post.
Minor Variances	0.002	
Total Education & Youth	-0.028	
Schools	-0.000	
Streetscene & Transportation		
Service Delivery	0.057	Proclamation Event and Queen's State Funeral Costs.
Other Minor Variances	0.002	
Total Streetscene & Transportation	0.059	
Planning, Environment & Economy		
Access	0.065	At Month 8 increase in the actual costs for Ash Die Back works to date, plus further expenditure is expected to March, 2023.
Impact of Covid-19	0.027	Costs now projected to March, 2023 being absorbed by the portfolio
Minor Variances	0.011	
Total Planning & Environment	0.102	
People & Resources		
HR & OD	0.022	
Corporate Finance	0.003	
Impact of Covid-19	-0.001	
Total People & Resources	0.025	
Governance		
Minor Variances	-0.025	
Total Governance	-0.025	
Strategic Programmes		
Minor Variances	0.006	
Total Strategic Programmes	0.006	
Assets		
Minor Variances	-0.019	
Total Assets	-0.019	
Housing and Community		
Housing Solutions	0.123	Due to continued high demand for Bed and Breakfast and temporary accommodation for Homeless persons and families.
Minor Variances	0.001	
Total Housing and Community	0.124	
Chief Executive's	-0.004	
Central & Corporate Finance	0.017	
Soft Loan Mitigation	-0.009	
Grand Total	0.258	

Budget Monitoring Report

Service	Approved Budget (£m)	Projected Outturn (£m)	Annual Variance (£m)	Impact of Covid-19 (£m)	Last Month Variance (£m)	Cause of Major Variances greater than £0.050m	Action Required
Social Services							
Older People							
Localities	20.679	20.136	-0.543		-0.591	The commissioned Older Peoples domiciliary and Direct Payment budget is projecting an underspend of £0.902m based on current activity. There are recruitment and retention challenges within this service which is severely limiting the amount of homecare which can be commissioned. The residential care care budget is projecting a £0.339m overspend due to the cost of placements net of income such as Free Nursing Care, Regional Integration Fund contributions and property income. The localities staffing budget is is expected to overspend by £0.009m. There is an underspend on the Day Care budget of £0.033m and an overspend of £0.044m on the Minor Adaptations budget.	
Regional Integration Fund	0.000	0.223	0.223		0.165	The Step Down Regional Integration Fund (RIF) scheme which enables quicker hospital discharges by placing people into short term residential care placements before they can return home safely has already been spent in full. At this time it seems unlikely that slippage from other RIF schemes will be able to offset the additional pressure.	
Impact of Covid-19	0.000	0.000	0.000	0.000	0.000		
Minor Variances	10.190	10.206	0.017		0.023		
Adults of Working Age							
Resources & Regulated Services	29.481	29.825	0.344		0.251	The PDSI (Physically Disabled and Sensory Impaired) budget is reporting a £0.149m overspend due to net costs of care packages. The in-house Supported Living service is £0.202m overspent and will likely increase if continued agency cover is required while recruitment challenges continue. The Learning Disability Daycare and Workscheme budget in £0.079m overspent due in part to recent inflationary pressures. The care package costs for independently provided care for Learning Disability services is a £0.086m underspend.	
Children to Adult Transition Services	0.951	1.102	0.150		0.149	These are the costs of care for young adults who are transferring to Adult Social Care, from Children's Services, within this financial year. Care costs are initially estimated but once services have been confirmed the actual costs may be different.	
Residential Placements	1.956	2.436	0.481		0.453	This is due to the current cost of commissioned care packages to support people with mental ill health.	
Professional Support	0.774	0.824	0.050		0.060	Increased contributions to the joint Emergency Duty Team have resulted in the majority of the overspend on this budget.	
Minor Variances	3.259	3.137	-0.122		-0.118		
Children's Services							
Family Placement	2.862	2.782	-0.080		-0.052	The underspend is due to current spend for in-house Foster Placements and Special Guardianship Orders.	
Grants	0.236	0.287	0.051		0.051	There are a number of smaller variances which contribute to the overspend on the integrated working budget. These include a £0.010m additional costs for advocacy and variation to pay forecasts for the Accommodation/Supporting People Team.	

Budget Monitoring Report

Service	Approved Budget (£m)	Projected Outturn (£m)	Annual Variance (£m)	Impact of Covid-19 (£m)	Last Month Variance (£m)	Cause of Major Variances greater than £0.050m	Action Required
Family Support	0.375	0.513	0.138		0.137	Costs are based upon the current activity levels over the last few months and projected forward for the rest of the year. Workforce costs, primarily sessional staff are the primary cost driver for this service.	
Legal & Third Party	0.232	0.694	0.461		0.485	Legal costs are overspent by £0.226m due to the number of cases going through the courts and some use of external professionals. Direct Payments also continue to increase in demand and are overspending by £0.235m.	
Residential Placements	1.312	0.834	-0.479		-0.331	The in-year opening of in-house Childrens Residential Care settings will mean there will be one off cost savings. There is also one off non recurring Welsh Government grant confirmed.	
Professional Support	6.173	6.632	0.459		0.265	To support adequate levels of child protection, the established staffing structure needs to be at a sufficient level to meet mandatory safeguarding standards. Vacancies are minimised and additional temporary posts are sometimes required to meet the challenges and demands of Childrens Service. There is an assumption that Welsh Government will allow for flexible use of grants which will allow for some of these costs to be offset.	
Minor Variances	0.440	0.441	0.002		0.001		
Safeguarding & Commissioning							
Business Systems & Financial Assessments	0.831	0.908	0.077		0.077	There are additional one off costs for £0.018m for an IT system upgrade. In addition there are additional staff costs due to temporary uplift in hours and addition business support assistants. These additional posts are being funded using the underspend from the Business Support Service.	
Charging Policy income	-3.104	-3.224	-0.120		-0.037	Increased demands on the Older People Residential Care budget are expected to result in higher income achievement	
Business Support Service	1.195	1.140	-0.055		-0.055	The underspend is due to a decrease in staff costs because of vacancies which are unlikely to be filled this year.	
Safeguarding Unit	1.291	1.099	-0.191		-0.194	A consultation for the updated Liberty Protection Safeguard legislation continues to be undertaken. Due to the delay in implementing the legislation there will be an in-year saving.	
Commissioning	0.679	0.628	-0.051		-0.051	Vacancies which are not being filled immediately are resulting in this in-year underspend.	
Impact of Covid-19	0.000	-0.000	-0.000	-0.000	0.000		
Minor Variances	-1.843	-1.858	-0.015		-0.015		
Total Social Services (excl Out of County)	77.969	78.767	0.798	-0.000	0.672		
Out of County							
Children's Services	10.097	11.477	1.380		1.502	The projected overspend reflects significant additional demands on the service in the year to date with 32 new placements having been made in the year to date - most of which are high cost residential placements - there is provision for a contingency sum of £0.250m, for net impacts of further new placements and other placement changes, but this may not prove to be enough.	
Education & Youth	5.004	4.612	-0.392		-0.397	The latest underspend reflects projected costs for the current cohort of placements and there have been 25 new placements in the year to date with further new placements also likely to emerge as the year progresses, for which contingency provision of £0.050m has been made.	
Total Out of County	15.101	16.089	0.988	0.000	1.105		

Budget Monitoring Report

Service	Approved Budget (£m)	Projected Outturn (£m)	Annual Variance (£m)	Impact of Covid-19 (£m)	Last Month Variance (£m)	Cause of Major Variances greater than £0.050m	Action Required
Education & Youth							
Inclusion & Progression	5.251	5.144	-0.108		-0.077	The underspend position reflects savings within the ALN (Additional Learning Needs) service by maximising grants. There has also been a member of staff on long-term sick, who has now left, therefore reducing costs further. Savings have also been captured within the EAL (English as an Additional Language) service, also by maximising grants against core staff. Further savings have been identified from the Autism post due to a delayed start in the Adviser post. Part year vacancy savings captured within Plas Derwen	
Integrated Youth Provision	1.035	0.974	-0.061		-0.057	The projected underspend is mainly due to staffing savings	
School Improvement Systems	1.889	1.725	-0.164		-0.154	Payments to Non Maintained Settings and Maintained Settings projected similar to those in 21/22. Welsh Government announced a continuation in top up funding to £5 per hour, so gives the Early Entitlement budget increasing financial capacity. Alongside this, RRRS (Recruit, Recover and Raise Standards grant) and Early Year Pupil Development grant increases announced, which has allowed core budget to be released. Proposed efficiency savings are under review. Savings also identified within the School Improvement service due to grant funding against core staff from the Adult Community Learning and Post 16 grants.	
School Planning & Provision	0.671	0.575	-0.096		-0.091	Projected underspend on insurance liability claims costs and some salary savings	
Minor Variances	1.106	1.025	-0.081		-0.103		
Total Education & Youth	9.953	9.444	-0.510	0.000	-0.481		
Schools	108.401	108.401	-0.000		0.000		
Streetscene & Transportation							
Service Delivery	9.277	9.543	0.266		0.209	The service has a recurring pressure of £0.100m for security costs at the Household Recycling Centres. Street lighting is also incurring a £0.070m shortfall on the Town/Community Council income budget. An additional £0.100m overspend is attributable to high sickness levels/agency costs. The service is also absorbing year to date costs of £0.060m related to Queens State Funeral and Proclamation events. The overall overspend is partially offset by additional income achieved through in-house construction work.	
Highways Network	8.096	8.588	0.492		0.486	Highways is incurring a revenue pressure of £0.400m in Fleet Services as a result of rising fuel costs. Also additional £0.050m increase in weed spraying contractor costs following recommendations made at Overview & Scrutiny Committee, which are not covered by existing budgets.	

Budget Monitoring Report

Service	Approved Budget (£m)	Projected Outturn (£m)	Annual Variance (£m)	Impact of Covid-19 (£m)	Last Month Variance (£m)	Cause of Major Variances greater than £0.050m	Action Required
Transportation	10.031	10.489	0.458		0.451	Local bus subsidy is incurring an overspend of £0.100m due to the Park and Ride Service and Service 5. School Transport is incurring a pressure of £0.090m, due to the cost for 3 additional school days based on Easter timelines in this financial year. In Period 5 there was an additional pressure of £0.200m identified in School Transport due to additional demand (PRUs/ALN) 6 routes in total equating to £270.00 per day. School transport is also facing an additional pressure of £0.030m due to capacity issues on a commercial bus service. There may be further cost increases towards the end of this financial year due to rising transport operator costs (fuel, driver wages, insurance, energy etc).	
Regulatory Services	11.062	10.976	-0.087		-0.074	The Service is incurring £0.060m pressure in Residual Waste Disposals, which is creating a risk in reaching WG Recycling Targets. This pressure is largely offset by an underspend of £0.053m due to vacancies within the service, increased rebate rates for the sale of electricity, recycling income and car parking has increased income by £0.064m, including other minor variances with a reduction in recycling disposal costs of £0.030m.	
Total Streetscene & Transportation	38.466	39.596	1.130	0.000	1.072		
Planning, Environment & Economy							
Community	0.890	0.968	0.078		0.074	Fee income shortfalls in Licensing and Pest Control and historic business planning efficiency £0.024m not realised	
Development	0.146	-0.427	-0.574		-0.584	Favourable variance following receipt of two high value one off Planning Fee each approx £0.300m	
Access	1.446	1.531	0.085		0.020	Adverse variance relates to the actual costs of Ash Die Back to date with further expenditure expected to March, 2023, together with historic grant income target not realised	
Management & Strategy	1.343	1.256	-0.086		-0.092	Staff savings from Vacant Posts	
Impact of Covid-19	0.000	0.102	0.102	0.102	0.075	COVID-19 related additional cleaning costs for Countryside Service and Environmental Health Officer costs	
Minor Variances	2.973	2.913	-0.060		-0.049		
Total Planning & Environment	6.797	6.343	-0.454	0.102	-0.557		
People & Resources							
HR & OD	2.291	2.276	-0.015		-0.037		
Corporate Finance	2.041	2.009	-0.032		-0.035		
Impact of Covid-19	0.000	0.007	0.007	0.007	0.008		
Total People & Resources	4.332	4.292	-0.040	0.007	-0.065		
Governance							
Legal Services	0.884	0.949	0.065		0.056	Additional costs for locum services covering vacant posts	
Democratic Services	2.374	2.296	-0.078		-0.074	Variance as a result of the Members Allowances new rate not being implemented until May, 2022 and lower than anticipated take up of both Broadband and Pension Allowances (£0.108m) ; mitigated by the inception of the new Climate Change Committee Chair person Allowance plus minor variances across Service	

Budget Monitoring Report

Service	Approved Budget (£m)	Projected Outturn (£m)	Annual Variance (£m)	Impact of Covid-19 (£m)	Last Month Variance (£m)	Cause of Major Variances greater than £0.050m	Action Required
ICT	4.953	4.886	-0.067		-0.068	Vacancy Savings and reduced Contribution to Denbighshire County Council for the Procurement Service	
Customer Services	1.008	0.845	-0.164		-0.162	Registrars Fee Income higher than anticipated and savings from vacant posts	
Revenues	0.201	-0.137	-0.338		-0.314	The variance results from the projected potential surplus on the Council Tax Collection Fund (£0.277m) based on current information; minor variance across the service	
Impact of Covid-19	0.000	0.001	0.001	0.001	0.001		
Minor Variances	1.336	1.271	-0.065		-0.059		
Total Governance	10.755	10.110	-0.645	0.001	-0.620		
Strategic Programmes							
Minor Variances	6.116	6.117	0.001		-0.005		
Total Strategic Programmes	6.116	6.117	0.001	0.000	-0.005		
Assets							
Caretaking & Security	0.309	0.227	-0.082		-0.094	Savings on staffing due to vacancies	
Minor Variances	0.623	0.635	0.012		0.043		
Total Assets	0.932	0.862	-0.070	0.000	-0.051		
Housing and Community							
Housing Solutions	1.154	1.277	0.123		-0.000	The projected overspend is due to continued high demand for emergency accommodation for homeless persons which is creating a pressure of £0.284m which is offset by salary savings due to vacancies of -£0.142m and other minor savings on the Bond grant scheme. The overspend would have been significantly greater but for the use of prepaid accommodation in the first half of the year funded by the former WG COVID-19 Hardship fund and a b/f underspend of £0.250m from 2021/22	
Minor Variances	13.508	13.510	0.002		0.001		
Total Housing and Community	14.662	14.787	0.125	0.000	0.001		
Chief Executive's							
	1.636	1.549	-0.087		-0.083	Variance relates to vacant post and not all staff at top of scale	
Central & Corporate Finance							
	28.779	27.855	-0.924		-0.941	Over recovery of planned pension contributions recoupage against actuarial projections based on the current level of contributions together with a revised projection on the Central Loans & investment Account (CLIA) reported at Month 6	
Centralised Costs	2.783	2.778	-0.005		-0.005		
Soft Loan Mitigation	0.000	0.044	0.044		0.053		
Grand Total	326.682	327.034	0.352	0.110	0.094		

2022/23 Efficiencies Outturn Tracker - Month 8

Efficiency Description	Accountable Officer	Efficiency Target	Projected Efficiency	(Under)/Over Achievement	Efficiency Open/Closed (O/C)	Confidence in Achievement of Efficiency - Based on (see below) R = High Assumption A = Medium Assumption
		2022/23 £m	2022/23 £m	2022/23 £m		
Portfolio						
Corporate						
Increase in Reserves	Rachel Parry Jones	0.471	0.471	0.000	C	G
Utility Inflation	Rachael Corbelli	0.085	0.085	0.000	C	G
Efficiency from Restructure	Corporate Policy Rachel Parry Jones	0.025	0.025	0.000	C	G
Recharge to HRA	Chief Executive post to HRA 50% Rachel Parry Jones	0.027	0.027	0.000	C	G
Total Corporate Services		0.608	0.608	0.000		
Housing & Assets						
Connahs Quay Power Station	Neal Cockerton	0.290	0.290	0.000	C	G
Rent Newydd	Neal Cockerton	0.020	0.020	0.000	C	G
Total Housing & Assets		0.310	0.310	0.000		
Social Services						
Sleep in Pressure not Required	Neil Ayling	0.123	0.123	0.000	C	G
Total Social Services		0.123	0.123	0.000		
Governance						
Single Person Discount Review (One Off)	Gareth Owens	0.300	0.300	0.000	O	G
Total Governance		0.300	0.300	0.000		
Total 2022/23 Budget Efficiencies		1.341	1.341	0.000		

	%	£
Total 2022/23 Budget Efficiencies	100	1.341
Total Projected 2022/23 Budget Efficiencies Underachieved	0	0.000
Total Projected 2022/23 Budget Efficiencies Achieved	100	1.341
Total 2022/23 Budget Efficiencies (Less Previously agreed Decisions)	100	0.000
Total Projected 2022/23 Budget Efficiencies Underachieved	0	0.000
Total Projected 2022/23 Budget Efficiencies Achieved	0	0.000

Corporate Efficiencies Remaining from Previous Years

Income Target Remaining		£m	
Income Target Efficiency remaining from Previous Years	All Portfolios	0.041	
Fees and charges increase 1st October, 2022	Full Year effect 1st April 2023	(0.026)	
Total Income Efficiency Remaining		0.015	(0.015)

Movements on Council Fund Unearmarked Reserves

	£m	£m
Total Reserves as at 1 April 2022	18.438	
Less - Base Level	(5.769)	
Total Reserves above base level available for delegation to Cabinet		12.669
Less - COVID-19 Emergency Funding Allocation		5.316
Less - Childrens Services Social Work Costs (approved 21/22)		0.157
Less - Children's Services front door service - agency workers (approved by Cabinet on 28th June)		0.300
Add - Total Balances Released to Reserves (Month 5)		1.208
Less - impact of the final pay awards		3.955
Less - Month 8 projected outturn		0.352
Total Contingency Reserve available for use		3.797

Budget Monitoring Report
Housing Revenue Account Variances

MONTH 8 - SUMMARY

Service	Revised Budget (£m)	Projected Outturn (£m)	Variance (£m)	Last Month Variance (£m)	Cause of Major Variance	Action Required
Housing Revenue Account						
Income	(37.755)	(37.309)	0.445	0.477	We are currently projecting a variance of £0.445m due to loss of rental income in relation to void properties. Of this, £0.387m relates to void properties, £0.095m relates to utilities costs on void properties and £0.029m relates to void garages. We are forecasting a reduction in the requirement to top up the Bad Debt Provision of (£0.050). The remaining (£0.016m) relates to other minor variances.	
Capital Financing - Loan Charges	6.723	6.723				
Estate Management	2.263	2.004	(0.259)	(0.197)	Additional cost of agency positions of £0.147m, which is offset by vacancy savings of (£0.226m) and additional funding from the Housing Support Grant of (£0.120m). Other minor variances of (£0.060m).	
Landlord Service Costs	1.265	1.360	0.095	0.062	Salary savings of (£0.054m) are currently being projected within the service which offset agency costs of £0.023. There is a forecasted pressure on utilities costs of £0.104m. The remaining variance of £0.022m is down to other minor movements.	
Repairs & Maintenance	10.908	10.987	0.079	0.077	There are a number of vacant trades positions which are being covered by agency, leading to an additional net cost of £0.066m. Vacancy savings of (£0.034m) in respect of Admin posts have also been identified. Savings on the cost of materials of (£0.102m). Additional cost of fleet forecasted to be £0.154m due to factors such as rising fuel costs. Other minor variances of (£0.005m).	
Management & Support Services	2.716	2.576	(0.140)	0.045	Savings of (£0.090m) have been projected based on current vacancies within the service and a further (£0.171m) efficiency has been identified through a review of central support recharges. Costs of legal advice in respect of the Renting Homes Wales Act £0.017m. Pressure in relation to insurance costs currently forecasted to be £0.102m. Other minor variances of £0.002m.	
Capital Expenditure From Revenue (CERA)	10.898	13.755	2.857	2.857		
HRA Projects	0.122	0.122	(0.000)	(0.000)		
Contribution To / (From) Reserves	2.858	2.858				
Total Housing Revenue Account	(0.000)	3.076	3.076	3.321		

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CORPORATE RESOURCES OVERVIEW & SCRUTINY COMMITTEE

Date of Meeting	Thursday 12 th January 2023
Report Subject	Social Value Progress Update
Cabinet Member	Cabinet Member for Finance, Inclusion, Resilient Communities, including Social Value and Procurement
Report Author	Chief Officer Social Services
Type of Report	Operational

EXECUTIVE SUMMARY

Generating social value from the Council's commissioning and procurement activities is the largest contributor to increased social value and remains a key area of focus for the Council.

This report outlines performance data for the full financial year 2021/22, as well as the first six months of 2022/23.

The report also outlines the next steps for implementing the recommendations made and endorsed by Cabinet earlier this year.

RECOMMENDATIONS

1	That the Committee notes the positive performance achieved in relation to generating social value during 2021/22, as well as the first six months of 2022/23.
2	That the Committee consider and support the next steps proposed.

REPORT DETAILS

1.00	EXPLAINING THE LATEST PROGRESS FOR SOCIAL VALUE																		
1.01	<p>Social Value Annual Performance 2021/22 and Quarters One and Two of financial year 2022/23</p> <p>Generating increased social value is a corporate priority for the Council.</p> <p>For 2021/22 and the first six months of 2022/23 the main area of focus has remained, which has been, to increase social value from the Council's commissioning and procurement activities. During this reporting period achievement against target has been high.</p>																		
1.02	<p>The targets set for social value for 2021/22, as contained within the Council Plan, were as follows:</p> <ul style="list-style-type: none"> • 69 contracts supported per financial year to include social value • £2,854,266 social value generated from awarded contracts <p>For 2022/23, the target for contracts supported per financial year to include social value has been reduced to 60. This reduced target was approved by Cabinet at their meeting in February 2022, based on available resource and the desire to ensure other elements of the social value work programme could be progressed.</p>																		
1.03	<p>Table 1 below shows the actual performance achieved in year 2021/22.</p> <p>Table 1 – Social Value Performance 2021/22 NB: financial values have been rounded up/down to the nearest whole pound.</p> <table border="1" data-bbox="336 1205 1401 1458"> <thead> <tr> <th></th> <th>Quarter 1 Apr-Jun 2021</th> <th>Quarter 2 Jul-Sept 2021</th> <th>Quarter 3 Oct-Dec 2021</th> <th>Quarter 4 Jan-Mar 2022</th> <th>Total 2021/22</th> </tr> </thead> <tbody> <tr> <td>Contracts supported</td> <td>15</td> <td>47</td> <td>25</td> <td>26</td> <td>113</td> </tr> <tr> <td>£s of social value generated</td> <td>£231,444</td> <td>£1,378,877</td> <td>£97,590</td> <td>£1,521,521</td> <td>£3,229,432</td> </tr> </tbody> </table> <p>As the data captured in Table 1 above demonstrates, the targets for social value in 2021/22 were exceeded, with an additional 44 contracts supported to include social value and circa £375k of additional social value generated from awarded contracts.</p>		Quarter 1 Apr-Jun 2021	Quarter 2 Jul-Sept 2021	Quarter 3 Oct-Dec 2021	Quarter 4 Jan-Mar 2022	Total 2021/22	Contracts supported	15	47	25	26	113	£s of social value generated	£231,444	£1,378,877	£97,590	£1,521,521	£3,229,432
	Quarter 1 Apr-Jun 2021	Quarter 2 Jul-Sept 2021	Quarter 3 Oct-Dec 2021	Quarter 4 Jan-Mar 2022	Total 2021/22														
Contracts supported	15	47	25	26	113														
£s of social value generated	£231,444	£1,378,877	£97,590	£1,521,521	£3,229,432														
1.04	<p>Table 2 below shows the actual performance achieved in quarters one and two of 2022/23.</p> <p>Table 2 – Social Value Performance for Q1 and Q2 2022/23 NB: financial values have been rounded up/down to the nearest whole pound.</p> <table border="1" data-bbox="336 1848 1401 2067"> <thead> <tr> <th></th> <th>Quarter 1 Apr-Jun 2022</th> <th>Quarter 2 Jul-Sept 2022</th> <th>Total 2022/23</th> </tr> </thead> <tbody> <tr> <td>Contracts supported</td> <td>32</td> <td>22</td> <td>54</td> </tr> <tr> <td>£s of social value generated</td> <td>£1,267,646</td> <td>£1,888,607</td> <td>£3,156,253</td> </tr> </tbody> </table>		Quarter 1 Apr-Jun 2022	Quarter 2 Jul-Sept 2022	Total 2022/23	Contracts supported	32	22	54	£s of social value generated	£1,267,646	£1,888,607	£3,156,253						
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	<p>The first six months of data for 2022/23, highlighted in Table 2 above, indicate that 90% of the target for the number of contracts supported to include social value in this financial year has been achieved in this reporting period. Moreover, the Council Plan target for the number of pounds of social value generated has already been surpassed.</p>																														
1.05	<p>In addition to the above performance reporting, the Council's Procurement Services also capture information on estimated contract award expenditure from procurement activities. This data includes the number of awarded contracts for the reporting period, which include social value as a contractual requirement. Further details for 2021/22 can be found in Table 3 below, with the in-year to date information 2022/23 provided in Table 4, under point 1.06 following.</p> <p>Table 3: Procurement Performance Data for 2021/22 NB: financial values have been rounded up/down to the nearest whole pound.</p> <table border="1" data-bbox="336 689 1425 1648"> <thead> <tr> <th data-bbox="336 689 568 786"></th> <th data-bbox="568 689 735 786">Quarter 1 Apr-Jun 2021</th> <th data-bbox="735 689 903 786">Quarter 2 Jul-Sept 2021</th> <th data-bbox="903 689 1070 786">Quarter 3 Oct-Dec 2021</th> <th data-bbox="1070 689 1238 786">Quarter 4 Jan-Mar 2022</th> <th data-bbox="1238 689 1425 786">Total 2021/22</th> </tr> </thead> <tbody> <tr> <td data-bbox="336 786 568 1048">Total estimated contract award value for contracts over £25k including contracts awarded through an exception</td> <td data-bbox="568 786 735 1048">£2,168,287</td> <td data-bbox="735 786 903 1048">£2,128,905</td> <td data-bbox="903 786 1070 1048">£2,464,593</td> <td data-bbox="1070 786 1238 1048">£14,768,810</td> <td data-bbox="1238 786 1425 1048">£21,530,595</td> </tr> <tr> <td data-bbox="336 1048 568 1182">Total No. contracts awarded over £25k</td> <td data-bbox="568 1048 735 1182">19</td> <td data-bbox="735 1048 903 1182">13</td> <td data-bbox="903 1048 1070 1182">14</td> <td data-bbox="1070 1048 1238 1182">17</td> <td data-bbox="1238 1048 1425 1182">63</td> </tr> <tr> <td data-bbox="336 1182 568 1417">Proportion of contracts awarded over £25k which were supported to include social value</td> <td data-bbox="568 1182 735 1417">11 (58%)</td> <td data-bbox="735 1182 903 1417">12 (92%)</td> <td data-bbox="903 1182 1070 1417">8 (57%)</td> <td data-bbox="1070 1182 1238 1417">13 (76%)</td> <td data-bbox="1238 1182 1425 1417">44 (62%)</td> </tr> <tr> <td data-bbox="336 1417 568 1648">Proportion of contracts awarded over £25k which were not supported to include social value</td> <td data-bbox="568 1417 735 1648">8 (42%)</td> <td data-bbox="735 1417 903 1648">1 (8%)</td> <td data-bbox="903 1417 1070 1648">6 (43%)</td> <td data-bbox="1070 1417 1238 1648">4 (24%)</td> <td data-bbox="1238 1417 1425 1648">19 (27%)</td> </tr> </tbody> </table>		Quarter 1 Apr-Jun 2021	Quarter 2 Jul-Sept 2021	Quarter 3 Oct-Dec 2021	Quarter 4 Jan-Mar 2022	Total 2021/22	Total estimated contract award value for contracts over £25k including contracts awarded through an exception	£2,168,287	£2,128,905	£2,464,593	£14,768,810	£21,530,595	Total No. contracts awarded over £25k	19	13	14	17	63	Proportion of contracts awarded over £25k which were supported to include social value	11 (58%)	12 (92%)	8 (57%)	13 (76%)	44 (62%)	Proportion of contracts awarded over £25k which were not supported to include social value	8 (42%)	1 (8%)	6 (43%)	4 (24%)	19 (27%)
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1.07	<p>Please note, the contracts data provided in Table 1 and Table 2 above include procurement activity where ongoing support is being provided to include social value, but where the contract may not have yet been awarded. This measure has been provided to illustrate a more accurate reflection of the workload rather than just including the procurement spend data, as captured in Table 3 and Table 4, which only includes contracts that have been awarded.</p>																				
1.08	<p>In addition to the social value and procurement performance highlighted above, the following local outcomes were achieved for the financial year 2021/2022:</p> <ul style="list-style-type: none"> • £2,197,562 of local spend. • 101 apprenticeship training weeks completed. • £11,938 of in-kind community funding donated. • 364 volunteering hours donated to support local communities. • 24 local people employed full time equivalent. • 49 hours invested to support educational initiatives with local schools and colleges. • 39 weeks of work experience placements provided to residents. 																				
1.09	<p>More recently, the local outcomes that have been achieved for the first six months of 2022/23 include:</p> <ul style="list-style-type: none"> • £2,884,026.66 of local spend. • 200 apprenticeship training weeks completed. • 190 trainee training weeks completed. • 135 volunteering hours donated to support local communities. 																				

	<ul style="list-style-type: none"> • 3 weeks of work experience placements provided to residents. • £491 donated to support local green infrastructure initiatives. • 1,474 hours donated to support young people (under 24 year olds) into work i.e. CV advice, mock interviews and careers guidance. • 10 hours invested to support educational initiatives with local schools and colleges. • 6 weeks of staff upskilling delivered as part of training opportunities and comprehensive upskilling programmes.
1.10	From a more qualitative perspective these achievements are further supported by a case study, which can be found at Appendix 1.
1.11	Flintshire County Council continues to be recognised for its work in social value, this is demonstrated by the Social Value Development Officer repeatedly being invited to attend conferences and events as a key panel speaker on social value. The Council also continues to support regional and national work to enhance social value in public services through engagement in appropriate working groups and forums.
1.12	<p>Next Steps</p> <p>In February 2022 a social value report, with recommendations to secure a sustainable programme of work for social value was presented to and endorsed by Cabinet.</p> <p>Since then further work has been undertaken to draw up an action plan to achieve the recommendations. The action plan, which is still evolving, covers areas of policy and process that will be reviewed with a view of making improvements, for example simplifying the social value commissioning and procurement process; developing new ways of working that embed social value across the organisation; and developing resources to support commissioning officers and contract managers.</p>

2.00	RESOURCE IMPLICATIONS
2.01	The targets for social value have been reduced, as outlined under 1.02 above, to enable the social value action plan to be developed and implemented. This work will support the sustainable achievement of social value in future years, with greater resilience for the programme.
2.02	Options are being explored for securing a sustainable budget to cover the support requirements for the social value programme, i.e. systems and data collection/reporting.

3.00	IMPACT ASSESSMENT AND RISK MANAGEMENT
3.01	An impact assessment has not been completed as this report provides an update on operational performance. Should any policy changes result from the work identified under 1.12 then an Integrated Impact Assessment will be completed, as required.

3.02	<p>Risks affecting the delivery of the programme and associated Council Plan targets include: COVID-19, Brexit and now also the energy and the cost of living crisis.</p> <p>Supply chain partners continue to face challenges in meeting contractual social value commitments as a result and given the current economic climate, this risk is likely to increase for the remaining financial year.</p>
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4.00	CONSULTATIONS REQUIRED/CARRIED OUT
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4.01	This report is scheduled to be heard by Cabinet on the 17 th January 2023 following consideration by the Corporate Resources Overview & Scrutiny Committee.
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5.00	APPENDICES
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5.01	Appendix 1 – Social Value Case Study, Castell Alun High School
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6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
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6.01	<p>Social Value – report presented to Cabinet in February 2022, available online: https://committeemeetings.flintshire.gov.uk/ieListDocuments.aspx?CId=391&MIId=5075&Ver=4&LLL=0</p>
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7.00	CONTACT OFFICER DETAILS
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7.01	<p>Contact Officer: Olivia Hughes – Social Value Development Officer</p> <p>Telephone: 07552 254532</p> <p>E-mail: Olivia.hughes@flintshire.gov.uk</p>
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8.00	GLOSSARY OF TERMS
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	<p>Commissioning Officer - An individual Officer responsible for procuring goods, works or services on behalf of the Council.</p> <p>Social Value - A broad term used to describe, the social, economic, environmental and cultural impact of our collective decision making and business operations.</p> <p>Flintshire County Council define social value as: <i>A way of thinking about how scarce resources are allocated and used. It involves looking beyond the price of each individual contract when procuring and looking at what the collective benefit to community is when a public body chooses to award a contract.</i> <i>Every time we spend £1 on the delivery of services we will consider whether we can achieve additional collective well-being benefits from that £1 to the wider community.</i></p>
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CASTELL ALUN SCHOOL

OUR IMPACT

OUR LEGACY

PROJECT OVERVIEW

KEY FACTS

Project Value	£7.6m
Customer	Flintshire County Council
Procurement	Scape Major Works
Dates	October 2020 - October 2022



Creating a new and inspiring learning space for students and teachers, in addition to employment and learning opportunities for the local Flintshire community, a new, three-storey art and design technology block has been built at Castell Alun High School.



Featuring specialist classrooms alongside general teaching spaces, offices and toilets, the new facility also has additional parking areas (enabled by the demolition of the technology block), and a welcomed replacement of the roof over the existing music department.

HOW SOCIAL VALUE IS MEASURED

Willmott Dixon uses the National TOMs (Themes Outcomes and Measures), externally-verified proxy values, which help us calculate the social return on investment of our community activities.

The proxies are set by an external independent expert organisation (Social Value Portal) which looks through trusted and verifiable publicly available source of data to find the most suitable proxy values. These are monitored regularly to ensure they are current and valid. To ensure the integrity of the values used, Willmott Dixon companies only use data validated by The Social Value Portal.

PROJECT COMMITMENTS

Our aim is to always deliver high-impact social value and support the local economy through encouraging local spend and providing local labour opportunities.

Working collaboratively with Flintshire Council, Castell Alun High School and at all times considering the seven wellbeing goals that underpin the 'Well Being of Future Generations (Wales) Act 2015', we put together a plan to support the students and staff of the existing high school, as well the wider community of Mold and Flintshire.

The plan outlined specific targets across employment, education and community, with particular focus placed on the following key areas throughout delivery:

- Local spend
- Local employment to reach those furthest from the job market
- School engagement
- Supporting third sector



£1.05m
SROI

PROJECT ACHIEVEMENTS



14.2%
Overall SROI



**31 apprentice
weeks delivered**

Local spend

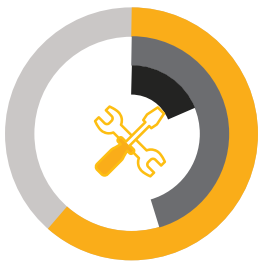


30.1% within 10 miles
35.98% within 20 miles
57.56% within 40 miles



**6 weeks work
experience**

Local labour



22.69% within 10 miles
43.30% within 20 miles
77.78% within 40 miles



**104 volunteering
hours completed**



**44 Considerate
Constructors
score**



**31 workshops
delivered**

LOCAL EMPLOYMENT OPPORTUNITIES

SIMON HEMMINGWAY

Simon, 44 years old from Ellesmere Port, joined the Willmott Dixon team on the Castell Alun project after being made unemployed as a result of the Covid 19 pandemic. We interviewed Simon to find out more about his new opportunity with Willmott Dixon:



Q WHAT WAS YOUR SITUATION BEFORE STARTING AT WILLMOTT DIXON?

A I'd been working in and out of jobs through agencies for quite a while and was laid off again from my last employer before getting this job here with Willmott Dixon. Going right back I actually qualified as Business Administrator but quickly learned that working in an office wasn't for me. I much prefer to be outdoors.

Q WHAT SKILLS HAVE YOU LEARNED WHILST WORKING WITH WILLMOTT DIXON?

A I've gone through Banksman training and that's been really important on this site given we are working with a school and there are kids so close to the works being carried out. I've not worked on a school project before and that's been challenging working hard to keep the pupils safe and managing the school drop off and pick up times. I've also undertaken face fit training and how to manage Covid 19 with visitors and operatives coming to site.

Q WHAT'S IT LIKE TO WORK FOR WILLMOTT DIXON?

A I've really enjoyed myself on this project. The way we work as a team is great; I always feel that I bring value to the team and that's because the managers here have come up through the trades themselves, so they understand what it's like to work on the ground. They also come across very calm and collected even when things become a little pressured or urgent.

Q WHAT DOES THIS NEW OPPORTUNITY MEAN TO YOU?

A It's been great so far. There is a good group of people on here that work as a team but the most important thing is that I have more security with this being a long term job.

Q WHAT ARE YOUR NEXT STEPS?

A Gaining more experience on different types of building projects and more certificates. My next step would be to do a First Aid course as I think this is helpful on any site.



"Since joining Willmott Dixon in September, Simon has very quickly become an integral part of the site team at Castell Alun. Simon's willingness to understand a new project has been excellent and has handled the challenge of both vehicle and pedestrian traffic management in and around site brilliantly. Already it is apparent he has the right qualities and skills for our site requirements."

Brian Hanlon, Construction Manager at Willmott Dixon Construction

LOCAL EMPLOYMENT OPPORTUNITIES

STEFAN CRIPPS

32 year old Stefan came to the Castell Alun project through the help of Inside Connections. Stefan gives an insightful view of how he turned and continues to turn his life around after years of living homeless and suffering from poor mental health:



Q WHAT WAS YOUR SITUATION BEFORE STARTING AT WILLMOTT DIXON?

A I'd been working with a UPVC spraying company in Preston for a few months but became unemployed when Covid 19 hit. I actually grew up as a bricklayer with my Grandad but things at home became really difficult and I ended up couch surfing before becoming totally homeless and living on the streets for about 4 or 5 years in Liverpool.

I suffered (and still do) from mental health and at 28 years of age I ended up inside. I had to do 2 ½ years of a five year sentence. I'm not proud of what happened but I appreciate everything jail gave me otherwise I could have been dead. I became Christian while I was in there and took courses in mental health management which has changed my life for good.

Q WHAT IS THE MOST IMPORTANT THING ABOUT THIS NEW OPPORTUNITY?

A This is a long term contract that gives me purpose and security. I can plan ahead for myself and my family. While I was unemployed I couldn't go to the gym because of the costs but now I can which again is so important for my mental health. I feel like this job is the good foundations to grow on. Life is back to good again.

Q WHAT HAS IT BEEN LIKE TO WORK WITH WILLMOTT DIXON?

A I want to strive and have a voice in my work. With Willmott Dixon you can suggest things and they listen to and acknowledge what you say. That's a big thing as you feel worthwhile. They have also really supported me with my mental health by allowing me to be honest about it and talk about it whenever I need to. Dave (Build Manager) often asks me if I'm ok twice, which is a great thing to do with people who have mental health issues as you naturally say "yeah I'm fine" the first time.

Q WHAT WILL YOUR NEXT STEPS BE?

A I'm looking forward to doing my dumper training but what I'd really like to do is help others in Construction. Not to tell them what to do, but just tell my story; so they know they are not alone if they suffer from mental health issues and there are ways of managing it. I've already been on TV to tell people they can change their life. If I can, anyone can.

"Stefan is a really positive character who is always looking forward and has a positive impact on all those around him. He is solution focused and although a new team member is not afraid to make suggestions for the better. He has obviously been through a lot previous to being here and its great that he can be so honest about this and allow us to help him if its needed. This openness is essential today with mental health such an important issue in construction and everyday society."



Dave Roberts, Build Manager at Willmott Dixon Construction

SCHOOL ENGAGEMENT

Prior to the construction of Castell Alun, Social Value Manager, Beth Modder, and Construction Manager, Brian Hanlon, sat with the Senior Leaders of the High School to develop a robust, exciting and ambitious school/employer engagement plan. The aim was to develop a plan that would align to - and take full advantage of - the construction works taking place right on their own grounds, as well as the wider range of staff skills and resource available throughout the Willmott Dixon business and the many supply chain partners also contributing to the new school.



Staff and students of Castell Alun High School at the monumental steel beam signing ceremony.

Working collaboratively throughout a series of meetings, we identified the school's key priorities and focus areas as:

- Construction and Engineering students
- Diversity in Construction
- Disengaged boys at risk of becoming NEET
- Aligning the curriculum to careers across subjects.

After fine tuning the initial programme, Beth and the Willmott Dixon team engaged continually with the school to ensure we remained abreast of the events calendar, any new priorities, students identified as requiring support and the impact the pandemic was having on student life.

"WD also inspired the next generation of potential construction workers and engineers, providing workshops over several months with various student groups. These included a female engineering group, our construction students having first-hand experience of a large site and WD even organised work experience, with some of our more vulnerable students. For these students, such an experience proved invaluable. It gave them a real understanding of the skills and knowledge required to work in this industry and will prepare them for later life."

Colin Ellis, Headteacher at Castell Alun School

CUSTOMER RESEARCH SESSIONS

"A key part of understanding the market is to understand what your competitors offer. It is no use focussing solely on what potential customers might want or need if a competitor is already offering it."

We used this thought-provoking statement to set the scene for a research project tasked to a group of thirty key stage 4 business study students at Castell Alun.

When covid restrictions were still in place on visits to school, our Customer Knowledge Team designed and led a virtual project based on winning an exciting contract that a number of contractors were bidding for.

The students' task was to research Willmott Dixon's competitors in order to identify our strengths, as well as what competitors may offer that we don't. The students then had to present their findings back to the team with supported evidence and rationale.

"Willmott Dixon provided a video and challenge that was a real-world example of conducting research and market research ahead of a 'bid'. This was an interesting case study that was delivered to Key Stage 4 students. The students enjoyed the real-world nature of the work and produced interesting response."

Katy Jones, Acting Assistant Head at Castell Alun School

CONSTRUCTION PROGRAMME

We designed a bespoke, 7 week construction programme for the school's year 10 engineering and construction students. Students experienced the journey of a typical school build through a multitude of sessions and activities undertaken both on and off site.

Willmott Dixon staff members from across a diverse range of roles delivered theoretical and practical learning, whilst sharing their own personal career journey and words of advice and guidance. Providing the students with an in-depth insight into the breadth of careers available to them in construction and the different routes of getting there.

The students participated in a variety of technical tasks such as programming works (role of a programmer), calculating quantities of materials required from drawings (the role of a quantity surveyor), carrying out H&S inspections (role of a H&S Manager) and creating Matterport films (role of a BIM Manager) and then also experienced hands on trade activities such as brickwork.



"I would like to thank you for arranging the sessions for our college group. They have thoroughly enjoyed getting to know the staff at Willmott Dixon, as well as taking part in sessions and experiencing the real time development of our new building.

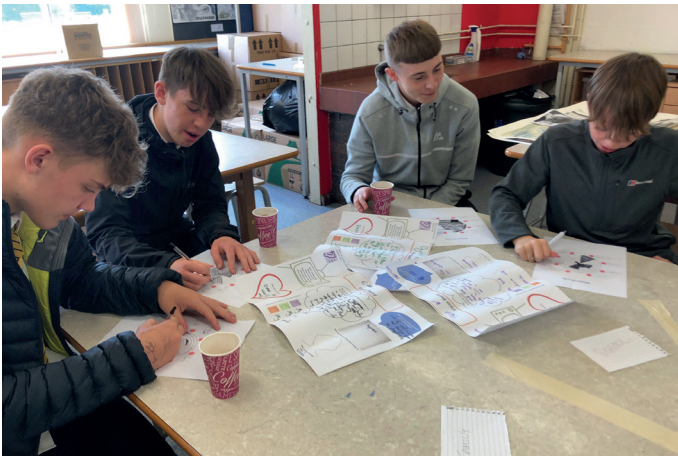
This has been a unique experience, which has given them the opportunity to participate in a 'live' project and learn new skills. The sessions have been delivered in a fun way, that were informative and interesting."

**Diane Bates, Learning Coach Inclusion
Coordinator at Castell Alun School**

COACHING BOYS TO SUCCESS

Helping the school to support some of their male year 9 students who were identified as at risk of becoming NEET, our Social Value Manager Beth Modder ran a 'Coaching for Success' Programme over a six-week period.

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The programme started by exploring masculine stereotypes and beliefs that negatively impact the boys' emotions, behaviours at school, and life choices. We called this their 'Man Box'. By discussing stereotypical expectations such as being manly and strong, we were further able to explore the impact these beliefs could have.

Through discussion and activities set, the group talked openly about their own personal experiences and how certain stereotypes and beliefs had influenced some of their life choices. For example, they shared their thoughts on choosing school subjects such as drama, art and music, stating that these would naturally be avoided as they are considered subjects for girls.

The group also discussed how easy it was to get drawn into male anti-social behaviours such as drugs and gangs in their local area. We then considered what impact holding such beliefs long term could have on adult mental health and in workplaces such as construction.

To emphasize the risks, John Burton - a reformed ex offender from Inside Connections, was invited to talk to the students about his experiences. Growing up as a young lad in Liverpool, John delivered a talk on the consequences of living out such negative stereotypical behaviours, enabling the boys to understand the reality of wrong choices.

Following on from this, the students then went onto explore their future courageous goals including their careers and the key milestones of getting there, using interactive tools such as vision boards and the 'wheel of life'. In doing so, the group were able to reframe their original 'man box' and create new positive beliefs and next steps for their personal career journeys.

"The sessions were very well run and made the boys involved feel that it was a safe environment for them to discuss very sensitive issues.

"The sessions did help them to see things from a different perspective and to help them to see what mattered in their lives. We have seen a marked difference in two of the boys who took part and they are now displaying more mature and positive behaviours as they have moved on to their GCSE years.

"Moving forward I think it would be really beneficial for our pastoral support person in school to liaise with Beth so that we can continue the good work that she has done with the group."

Katy Jones, Acting Assistant Head at Castell Alun School

WOMEN IN CONSTRUCTION

On the 25th May 2021, a group of Willmott Dixon female staff members from across different fields and roles came together to inspire and educate Castell Alun year 9 girls on the opportunities and careers available in construction.



Timing the event to align with the important stage of choosing subject options for the girl's final two years of school, this widened their views on the range of possibilities available within the construction industry, which proved particularly helpful for those looking to take business studies as an option.

Interaction and communication was key to the session and as part of a carousel activity, the girls were asked to meet each staff member and guess the women's roles after asking questions about their skills, strengths and previous qualifications. The girls were then asked to rate themselves against each role, thinking about their own skills, strengths, personality and subject preferences.



"Firstly, it was so wonderful to see so many female role models come into school to deliver the workshops. Our year 9 students were really excited to hear about all the various roles and also the backgrounds of the women and what led them to where they are now."

"Working within the construction industry was not something that most of them had considered at all. It helped them to see that they could have a career and progress within that sector."

"The structure of the event was well planned, and the students liked the way they were put into small groups as it felt like they were having more of a chat rather than it being a formal presentation. The event has inspired a few more girls to consider a job in the construction industry and to take on apprenticeships also."

Katy Jones, Acting Assistant Head at Castell Alun School

WORK EXPERIENCE

At the start of the Castell Alun project, we identified the value of providing local young people with real life work experience. Giving them a taste of a modern day construction site and highlighting the wide range of job roles required to successfully run an important local construction project like Castell Alun. During the lifetime of the build we invited a number of local students and community members who were looking for the next steps in their career to participate in work placements with our site team.

THEO'S STORY

Lacking in confidence and motivation, Theo was referred to Careers Wales at the start of Year 10 to help him focus on career ideas and his next steps after leaving Year 11. Theo attended school on a part-time timetable (mornings only), studying only Maths and English.

Theo was supported by a careers adviser through 1-1 and group sessions in school. He was unsure what he would like to do after leaving school but felt he would be better suited to a practical job. As a result, it was decided that he would benefit from attending some work experience to help him explore his ideas further.

During lockdown, Theo did not engage well digitally and rarely answered his phone. Web links from the Business Engagement Adviser were sent to help him explore his idea of working in the construction industry further. Together with a coaching session provided by our Social Value Manager, Beth Modder, Theo started to re-engage when he returned to school in October 2020 (now in Year 11) and discussions between Careers Wales and Willmott Dixon took place to arrange a work placement on our construction site at Theo's school.

Theo was finally able to start his work placement with Willmott Dixon at the start of May 2021. He attended on a weekly basis for half a day initially, but this was soon increased to a full day which was a big step for Theo. He intergrated well with the site team and took a keen interest in the work from the start. By shadowing different trades, this helped him to make decisions about potential routes he might like to consider within Construction.



Developing a really positive, trusting relationship with Theo, Willmott Dixon Build Manager, Dave Roberts, went above and beyond throughout the placement. Dave set Theo tasks to provide a good overall understanding of how different skills are used within construction, allowing him to get the most out of his time on placement.

By continually mentoring him, pushing him out of his comfort zone and challenging some of his limiting beliefs (such as college not being right for him), Dave was able to positively influence Theo whilst giving him some invaluable advice around the best ways into construction.

"It was clear to me that the team at Willmott Dixon invested a lot of time and energy into supporting Theo's needs whilst on placement. Theo was happy to continue his placement after he left school at the end of May even though he had officially left school. The placement really helped to focus Theo on his plans for the future as well as build his confidence. Theo went into this placement with no plans in place after Year 11 and he is now waiting to start a Construction Skills Traineeship with Coleg Cambria."

Kayleigh Brummell, Business Engagement Advisor at Careers Wales

"I am 100% convinced that if Theo hadn't done this work placement with Willmott Dixon, he wouldn't be getting ready to start college now. You have all been amazing, thank you so much for your help and support."

Ceri, Theo's Mum

BUILDING RELATIONSHIPS WITH TRAINING & EDUCATION PROVIDERS

WE MIND THE GAP

During the construction period, we were connected to We Mind The Gap, a local charity which runs a number of programmes for young people across North Wales. This includes the 12 month "We Grow" programme for young women in disadvantaged circumstances, providing work placements, life coaching, new skills and experiences.

It was immediately apparent that not only did the programme support Flintshire's focuses on areas such as wellbeing and employability, it was something that the Willmott Dixon team at Castell Alun could fully support. By offering both work placements and employability skills support, we were able to contribute to the young women's knowledge, providing them with insight into the construction industry (dispelling some common myths along the way!), and increasing their skillset and confidence throughout their time on the programme. Our Social Value Manager delivered a number of sessions including a STEM teamwork tetrahedron activity, CV writing, interview preparation and finally concluding with mock interviews.



"My favourite part was getting to see how a building site operates and seeing behind the scenes of it all which is something that not ordinarily I would have been able to see. The people were all really friendly and welcoming... lots of opportunities were given to me...I was asked my preference of which field I would like to go into so I could best find my interests. I went into the management field and the painting and decorating field. I was also given the opportunity to do some charity work in the community"

Georgia, Student at We Grow

COLEG CAMBRIA

With work placements on hold and students restricted to studying from home, the pandemic made it vital to explore alternative means of support. Working with Assistant Principal, Ian Hogg, we quickly learned that digital technology was an important subject for Colleg Cambria's Department of Engineering & Construction.

Given that the college was largely unused at the time, we asked our Building Information Modelling (BIM) Manager, Pam Tippett, if she could produce a Matterport video of the College's Construction & Engineering Department areas. This would be used as study material for the students and also as promotional material for their website and future open days - a unique way of attracting the next generation to the industry!



"Thanks ever so much for doing this for us, it will be really useful for promoting the Construction Centre to new students."

Ian Hogg, Assistant Principal at the Institute of Technology (Engineering and Construction)

We also donated 8 packs of facing bricks to the college!

COMMUNITY PROJECTS

RAINBOW BIZ

RainbowBiz CIC is a social enterprise based in Flintshire, North Wales, set up to promote equality and diversity. Through projects and social events, Rainbow Biz enables and empowers their volunteers to develop skills, celebrate people and engage with the local community; minimising the impact of isolation and promoting social inclusion in minority and marginalised groups.



RAINBOWBIZ
PROMOTING EQUALITY & DIVERSITY

We were connected to this social enterprise through Flintshire Council and took the opportunity to provide support to their their local hippy shop in Mold, which directly supports important community projects through the profits generated by the sale of fairtrade gifts and clothing. We carried out some well-needed building work inside and outside the shop, as a result greatly improving the shop function and maximising their overall efficiency.

 **52 HOURS STAFF TIME
SPENT, £1,320 WORTH
OF MATERIALS DONATED**

HWB CAERGWRLE TRUSTEES

Our team at Castell Alun were put in contact with a small group from Caergwrle in the process of forming a charitable incorporated organisation. Their objective was to purchase a closed church in the area and convert it into a wellbeing hub for the local community.

As the group were at the beginning of the journey, they required guidance on making the building more sustainable, as well as structural survey advice to maximise the outcome from bids to the Welsh Government and other funders.

Providing guidance and support, we visited the church with trustee members of the group to understand their intentions for the building conversion. Evidence of damp was found in the building and we discussed options for improving energy efficiency, i.e., a new heating system and solar hot water system.

Enabling the group to consider the options available to them in improving the facility, we appointed a structural engineer to conduct a survey of the existing condition of the building and the roof. This also supported the group in applying for the funding required to improve the facility for the local community.



"The Hwb Caergwrle Trustees are very appreciative of the support which Willmott Dixon has given to their project by way of a social value contribution. We are in process of making bids to Welsh Government and to other funders in order to secure the funding to purchase the closed Presbyterian Church and Schoolroom in Caergwrle so that they can become a village hub, wellbeing centre in the post pandemic period. It helps our case to be able to show that we have had a structural survey of the properties. Therefore we really welcome this support."

Dave Healey, Trustee at Hwb Caergwrle

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