

CABINET

Minutes of a Remote meeting held on 22nd February, 2021.

The Committee agenda is available [here](#).

Present: Councillor N. Moore (Chairman); Councillor L. Burnett (Vice-Chairman); Councillors P.G. King, K.F. McCaffer, Mrs. M.R. Wilkinson and E. Williams.

C476 APOLOGY FOR ABSENCE –

This was received from Councillor B.T. Gray.

C477 MINUTES –

RESOLVED – T H A T the minutes of the meeting held on 8th February, 2021 be approved as a correct record.

C478 DECLARATIONS OF INTEREST –

Name of Councillor	Nature of Interest
Councillor N. Moore	The interest related to Agenda Item 7 – ‘Pay Policy 2021/2022’. Councillor Moore had dispensation from Standards Committee to speak and vote at meetings of the Vale of Glamorgan Council when matters relating to the review of Council employment terms and conditions were considered in view of his daughter being employed by the Vale of Glamorgan Council.
Councillor L. Burnett	The interest related to Agenda Items 9 and 12– ‘Proposed Fees and Charges for 2021/2022’. Councillor Burnett declared a personal and prejudicial interest as the carer of a Vale of Glamorgan resident who uses the Telecare service with responsibility for managing their account and would withdraw from the meeting during these items.
Councillor M.R. Wilkinson	The interest related to Agenda Item 7 – ‘Pay Policy 2021/2022’. Councillor Mrs. Wilkinson had dispensation from Standards Committee to speak and vote at meetings of the Vale of Glamorgan Council when matters relating to the review of Council employment terms and conditions were considered in view of family members being

	employed by the Vale of Glamorgan Council.
Councillor M.R. Wilkinson	The interest related to Agenda Item 15 – ‘Final Housing Revenue Account (HRA) Budget Proposals 2021/22’. Councillor Mrs. Wilkinson had a personal interest as a Council Tenant, however, an exception to the prejudicial rules applied which meant that she was able to remain in the meeting, discuss and vote on the matter.

C479 STATEMENT –

The Executive Leader and Cabinet Member for Performance and Resources reminded residents of the Vale of Glamorgan that COVID-19 restrictions were still in place and should continue to take care. The majority of those residents in Groups 1 to 4 had received their first vaccinations where they had wished to do so. Some small changes to the restrictions with regard to schools had been made and it was hoped that the First Minister may soon be able to announce further small changes as conditions allow but those would be dependent on residents continuing to abide by the relevant restrictions.

C480 CORPORATE JOINT COMMITTEES – RESPONSE TO WELSH GOVERNMENT CONSULTATION (REF) –

The references of the Environment and Regeneration Scrutiny Committee of 19th January, 2021 and Corporate Performance and Resources Scrutiny Committee of 20th January, 2021 were presented to Cabinet.

The recommendations of the Environment and Regeneration Scrutiny Committee were that Cabinet consider the views of the Environment and Regeneration Scrutiny Committee, which were:

- It would be better for the Corporate Joint Committees to be established after the 2022 local government elections, as there would likely be a change in Elected Members;
- There was a concern regarding public consultation and opportunities for members of the public to make their views known;
- Concern that Corporate Joint Committees could be seen as an extra layer of government;
- That the importance of regional working be stressed and highlighted.

The recommendations of the Corporate Performance were that the comments / views as outlined above and detailed below be referred to Cabinet and Welsh Government as appropriate –

- Some Members’ views that CJsCs were a reform of Local Government by the back door,

- Increased workload and responsibilities for Council Leaders which could impact on their own Local Authority's work,
- Lack of detail in relation to the Scrutiny of CJsCs which had also not been recognised through legislation for other collaborations e.g. CSC and the challenges they had faced as a result,
- Internal and external bureaucratic implications,
- Financial impact and resources and staff resilience on Local Authorities.

The Leader noted that Cabinet had considered the matter previously and had sent a written submission to Welsh Government with an addendum that any further comments or suggested changes received from the Scrutiny Committees would also be submitted.

With regards concern of the Corporate Joint Committees being established after the 2022 local government elections, the Leader advised that there was a push for this to happen in February 2022.

There was an opportunity for Council Leader's to have substitutes in order to address any impact of increased workload.

Cabinet, having considered the recommendations of the two Scrutiny Committees

RESOLVED – T H A T the comments of both the Environment and Regeneration Scrutiny Committee and Corporate Performance and Resources Scrutiny Committee be noted, and that those comments be forwarded by the Managing Director to Welsh Government as an addendum to the submission, as had been previously agreed by Cabinet.

Reason for decision

Having regard to the contents of the references and discussions at the meeting.

C481 LOCAL GOVERNMENT AND ELECTIONS BILL PART 6 PERFORMANCE AND GOVERNANCE OF PRINCIPAL COUNCILS – CONSULTATION RESPONSE (REF) –

The reference from the Corporate Performance and Resources Scrutiny Committee of 20th January, 2021 was presented to Cabinet. The Scrutiny Committee endorsed the consultation response and recommended to Cabinet that a robust recruitment and training process should be developed for the appointment of Audit and Governance Committee Lay Members.

The Leader agreed that a robust recruitment and training process would be required as a sensible way forward.

Cabinet, having considered the recommendations of the Corporate Performance and Resources Scrutiny Committee

RESOLVED – T H A T Cabinet note and endorse the comments of the Corporate Performance and Resources Scrutiny Committee.

Reason for decision

Having regard to the contents of the references and discussions at the meeting.

C482 PAY POLICY 2021/2022 (REF) –

The Leader moved this item to the end of the agenda for consideration as the report concerned staff pay. Members of the Senior Management Team who were attending the meeting left for this item prior to any decision being taken, with the exception of the Cabinet and Committee Services Officer who remained in order to take the minutes of the decision taken.

The reference from the Corporate Performance and Resources Scrutiny Committee of 11th February, 2021 was presented to Cabinet.

The Scrutiny Committee requested that Cabinet consider amending the Revised Pay Policy, as outlined within the reference, in order that a Pay Policy can be considered for approval by Full Council on 10th March 2021.

The Leader also advised that at the Scrutiny Committee there had been discussion regarding re-wording concerning Officers being retained after retirement.

Cabinet, having considered the recommendation of the Corporate Performance and Resources Scrutiny Committee

RESOLVED – T H A T Cabinet note the request of the Corporate Performance and Resources Scrutiny Committee and recommend that the Pay Policy be revised in order that a Pay Policy can be considered for approval by Full Council on 10th March 2021.

Reason for decision

Having regard to the contents of the references and discussions at the meeting.

C483 LOCAL DEMOCRACY AND BOUNDARY COMMISSION FOR WALES – REVIEW OF ELECTORAL ARRANGEMENTS IN THE COUNTY BOROUGH OF THE VALE OF GLAMORGAN: FINAL RECOMMENDATIONS REPORT –

The reference from the Corporate Performance and Resources Scrutiny Committee of 11th February, 2021 was presented to Cabinet.

There was debate about the Commission's findings at the Scrutiny Committee meeting and the Scrutiny Committee recommended to Cabinet

(1) T H A T the report be noted.

(2) T H A T the Commission's attention be drawn to the incorrect Welsh Translation of St. Athan at paragraph 65 of the Commission's report.

(3) T H A T consideration be given to the raising of public awareness of the Welsh Government's Order (when available) and that a review of polling stations be undertaken, as deemed appropriate, following receipt of the Order.

The Leader said that comments could still be made but would have to be made to Welsh Government rather than the Commission.

Cabinet, having considered the recommendation of the Corporate Performance and Resources Scrutiny Committee

RESOLVED – T H A T

(1) T H A T the report be noted.

(2) T H A T Cabinet noted that attention had been drawn to both Welsh Government and the Commission to the incorrect Welsh Translation of St. Athan at paragraph 65 of the Commission's report by the Monitoring Officer.

(3) T H A T Cabinet noted that consideration would be given to the raising of public awareness of the Welsh Government's Order, once the Order becomes available. A review of polling stations had recently been carried out within the last year and any required changes as a result of changed ward boundaries would be addressed following receipt of the Order.

Reasons for decisions

(1-3) Having regard to the contents of the references and discussions at the meeting.

C484 VALE OF GLAMORGAN COUNCIL – PROPOSED FEES AND CHARGES FOR 2021/2022 –

The reference from the Corporate Performance and Resources Scrutiny Committee of 11th February, 2021 was presented to Cabinet.

The Scrutiny Committee recommended to Cabinet

(1) T H A T Cabinet be requested to review the fees and charges in light of the comments made at the meeting having regard to usage and the impact of the COVID 19 pandemic.

(2) T H A T a further report be presented to the Scrutiny Committee in the next financial year in respect of income levels, utilisation and the rationale for all fees and charges.

The Leader noted the issues raised as part of the meeting concerning the cost of football pitches which although not used for some time still had to be maintained, filming on roads and whether funds raised could be recycled for use to maintain infrastructure and clarification on the use of café style licenses.

Cabinet, having considered the recommendation of the Corporate Performance and Resources Scrutiny Committee

RESOLVED –

(1) T H A T Cabinet had reviewed the fees and charges in light of the comments made at the meeting having regard to usage and the impact of the COVID-19 pandemic which had been addressed in the associated Cabinet report later in the agenda.

(2) T H A T a further report be presented to the Scrutiny Committee in the next financial year in respect of income levels, utilisation and the rationale for all fees and charges.

Reasons for decisions

(1-2) Having regard to the contents of the references and discussions at the meeting.

C485 USE OF THE MANAGING DIRECTOR'S EMERGENCY POWERS (L/PR) (SCRUTINY – ALL) –

The Leader presented the report, the purpose of which was to advise Cabinet of the exercising of Emergency Powers by the Managing Director since the last report on 25th January, 2021.

This was a matter for Executive decision.

Cabinet, having considered the report and all the issues and implications contained therein

RESOLVED – T H A T the use of the Managing Director's Emergency Powers be noted as contained within the report.

Reason for decision

To note the exercising of Emergency Powers by the Managing Director since the last report on 25th January, 2021.

C486 STRATEGIC COLLABORATIVE WORKING INITIATIVES UPDATE (L/PR) (SCRUTINY – CORPORATE PERFORMANCE AND RESOURCES) –

Collaborative working activity had increased in recent years in response to the challenging financial climate and in recognition of the value that working in partnership to share skills, expertise and experience could have in tackling complex issues. This had particularly been the case in recent months when tackling issues associated with the pandemic.

Cabinet received a quarterly update on those collaborations the Senior Leadership Team (SLT) deemed to be strategically significant (there were many more operational examples of collaboration underway across the Authority).

The Compendium of Strategic Working Initiatives (Appendix A to the report) provided an oversight of the strategic level collaborative working activity in which the Council was involved and captured the detail of the various initiatives underway.

The report also provided Cabinet with an update regarding the provisions of the forthcoming Local Government and Elections Bill in the context of collaborative working.

The Leader noted that the content of the compendium (Appendix A) was not an exhaustive list of all collaborative working that was underway in the Council, noting the removal of 2 initiatives as described in paragraph 2.3 of the report and the inclusion of a new paragraph as described in paragraph 2.4 of the report.

The Deputy Leader noted that the levels of collaboration within Wales were remarkable and varied. That established communication between partners was invaluable at the outbreak of the pandemic as action was required at pace and enabled faster collaborative responses.

This was a matter for Executive decision.

Cabinet, having considered the report and all the issues and implications contained therein

RESOLVED –

- (1) T H A T the report be noted.
- (2) T H A T the report be circulated by e-mail to all Vale of Glamorgan Council elected Members, members of the Public Services Board and all Town and Community Councils.
- (3) T H A T further updates be provided to Cabinet on a quarterly basis, and in accordance with the forward work programme.

Reasons for decisions

- (1) Having regard to the contents of the report and discussions at the meeting.

- (2) To provide elected Members and strategic partners with an overview of strategic collaborative working initiatives.
- (3) To provide regular updates for Cabinet.

C487 VALE OF GLAMORGAN COUNCIL - PROPOSED FEES AND CHARGES FOR 2021/2022 (L/PR) (SCRUTINY – CORPORATE PERFORMANCE AND RESOURCES) –

The above report had been presented to the Extraordinary meeting of the Corporate Performance and Resources Scrutiny Committee on 11th February, 2021 and the reference from the Scrutiny Committee was circulated at the meeting.

The report sought Cabinet approval of fees and charges for the Vale of Glamorgan Council for 2021/22.

The proposed fees and charges contained in the report and associated appendices reflected an inflationary increase of 0.7% (September 2020 CPI) rounded to the nearest 10p. Some fees and charges had increased higher than inflation, remained the same or decreased to reflect the take up of services and the cost of delivery and the rationale for doing so was outlined in the body of the report.

The Leader noted that the issue raised at Scrutiny concerning café licences was included in Appendix 1A and B, whereby a separate report for consideration by Cabinet would be brought forward.

Councillor King proposed an additional Recommendation concerning the café licenses advising that the current arrangements for café licences be continued at no cost, to assist traders in recovering from the effects of the pandemic until such time as a new fee structure can be agreed by Cabinet in 2021/22.

This was a matter for Executive decision.

Cabinet, having considered the report, together with the recommendations from the Corporate Performance and Resources Scrutiny Committee, and all the issues and implications contained therein and with additional Recommendation 3

RESOLVED –

- (1) T H A T the report and recommendations of the Corporate Performance and Resources Scrutiny Committee be noted.
- (2) T H A T the proposals for amendments to fees and charges and associated policy and process changes as set out in the report and appendices to take effect from 1st April, 2021 be approved.
- (3) T H A T the current arrangements for café licences be continued at no cost, to assist traders in recovering from the effects of the pandemic until such time as a new fee structure can be agreed by Cabinet in 2021/22.

Reasons for decisions

- (1) Having regard to the contents of the report, the recommendations of the Scrutiny Committee and discussions at the meeting..
- (2) To approve of the fees and charges proposed for 2021/22.
- (3) To continue to support businesses to trade externally, subject to the relevant licence conditions, and to introduce appropriate charging arrangements for café licences at the most suitable time.

C488 CAPITAL STRATEGY 2021/22 AND FINAL CAPITAL PROPOSALS 2021/22 TO 2025/26 (L/PR) (SCRUTINY – CORPORATE PERFORMANCE AND RESOURCES) –

The report provided the Council's Capital Strategy for 2021/22 at Appendix 1. The Capital Strategy provided a framework which outlined how capital expenditure, capital financing and treasury management activity contributed to the provision of corporate objectives, along with an overview of how associated risk was managed and the implications for future financial sustainability.

The report set out the Council's proposed Final Capital Programme for the period 2021/22 to 2025/26 at Appendix 2.

The total value of capital schemes over the next five years was £249.90m. This included £69.19m for the Band B 21st Century Schools Programme and £126.88m for the Housing Improvement Programme.

Welsh Government had advised that the Public Highway's Refurbishment grant would continue and the Capital Programme would be amended accordingly when a formal award letter was issued to the Council. Council funding of £480k (£300k plus £180k of asset renewal) for investment in highways during 2021/22 had been included in the five year Capital Programme.

Appendix 2 showed a proposed spend for 2021/22 of over £107m and a total five year programme in excess of £249m.

It was understood that the Highway Refurbishment Grant from Welsh Government would continue this year, but the details were yet to be received. The Capital Programme would be updated through normal processes once the final offer letter had been received.

The Deputy Leader referred to the details concerning the School Improvement Programme as described in paragraph 2.3 of the report, noting work progressing on time and on budget at three secondary and two primary school sites. Paragraph 3.9 of the report also detailed the targeted regeneration investment which would provide support for town centres as restrictions due to the pandemic were removed in time.

This was a matter for Executive decision.

Cabinet, having considered the report and all the issues and implications contained therein

RESOLVED TO RECOMMEND TO COUNCIL–

- (1) T H A T the Capital Strategy 2021/22 as set out in Appendix 1 to the report be approved.
- (2) T H A T the final Capital Programme for the years 2021/22 to 2025/26 as set out in Appendix 2 to the report be approved.
- (3) T H A T the Managing Director and the Head of Finance, in consultation with the Cabinet Member for Performance and Resources, be given delegated authority to make additions, deletions or transfers to or from the 2021/22 to 2025/26 Housing Improvement Programme as appropriate.
- (4) T H A T the Managing Director and the Head of Finance, in consultation with the Cabinet Member for Performance and Resources, be given delegated authority to make additions, deletions or transfers to or from the 2021/22 to 2025/26 Asset Renewal budgets as appropriate.
- (5) T H A T the Managing Director and the Head of Finance, in consultation with the Cabinet Member for Performance and Resources, be given delegated authority to make additions, deletions or transfers to S106 funded schemes subject to Member consultation as required under the existing process.
- (6) T H A T the Managing Director and the Head of Finance, in consultation with the Cabinet Member for Performance and Resources, be given delegated authority to make additions, deletions or transfers to or from Energy Management Schemes.
- (7) T H A T the Managing Director and the Head of Finance, in consultation with the Cabinet Member for Performance and Resources, be given delegated authority to make additions, deletions or transfers to or from the Building Strong Communities Fund schemes.

Reasons for decisions

- (1) Having regard to the contents of the report and discussions at the meeting.
- (2) To set and approve future Capital Programmes to 2025/26.
- (3) To enable the Housing Capital budget to be managed effectively.
- (4) To enable the Asset Renewal budgets to be managed effectively.
- (5) To enable S106 schemes to be managed effectively.
- (6) To enable the Energy Management Schemes to be managed effectively.
- (7) To enable the Building Stronger Communities Fund to be managed effectively

**C489 FINAL PROPOSALS FOR THE REVENUE BUDGET 2021/22 (L/PR)
(SCRUTINY – CORPORATE PERFORMANCE AND RESOURCES) –**

The initial budget proposals presented to Cabinet in November 2020 outlined the potential financial picture for the Council in 2021/22. At the time the report was drafted, the Council had not received the provisional settlement from Welsh Government (WG) for 2021/22 and therefore the budget was modelled on three scenarios – a cash flat settlement, -1% and +1%.

The provisional settlement was received on 22nd December from WG, which gave a headline increase of 4.9% over the current year. Taking into account adjustments, this was an increase in funding of £7.119m (4.42%) from the previous year. The final settlement was not due to be received until 2nd March, 2021. The Revised Initial Budget Proposals were presented to Cabinet on 8th February, 2021 and then referred to Corporate Performance and Resources Scrutiny Committee for comment. The Revised Initial Proposals were accepted by Corporate Performance and Resources Scrutiny Committee on 11th February, 2021.

In setting the proposed budget for 2021/22, funding had been provided towards cost pressures.

An efficiency target of £500k had been proposed for 2021/22 which covered all service areas. It was slightly increased from 2020/21 representing a refocusing of the Reshaping Services programme and was aligned to the Corporate Recovery Strategy. It was considered that the target set for 2021/22 was at a level that could be achieved by services.

It was proposed that the Band D Council Tax rate be set at £1,357.02 for 2021/22 which was an increase of 3.9% from the current year.

In light of no indication being received from WG for future years' settlements, it was considered prudent to assume that there may be a flatlined settlement going forward. If Council Tax continued to increase by 3.9% this could result in the possible total shortfall in funding for 2022/23 and 2023/24 of £9.935m. Whilst it had been possible to set efficiency targets at a lower level in recent years this may not be the case going forward and in light of projected levels of shortfall in future years, services were requested to continue to plan ways of achieving further efficiencies which would be innovative and transformational with regards to service delivery.

The Leader noted that savings in excess of £59m had had to be made over the previous ten years and each year it had become increasingly difficult to identify budgets to reduce whilst still trying to maintain frontline services.

With regards to schools, the budget did not require schools to find efficiencies in the new financial year and provided growth at the initial estimate stage. The budget would continue to fund schools at £1.321m above their Indicator Base Assessment for 2021/22.

It was noted that there would be increased demand on Social Services in order to serve the ageing population of the Vale of Glamorgan. Some grant funding would be

received from Welsh Government for Social Services across Wales, but the announcement had not yet been made. Proposals for any new funding under that grant scheme would be transferred to Social Services in addition to the cost pressures awarded in the budget proposals.

As part of the budget setting process it would also necessary to look at budgets for the coming financial years, based on an assumption of a cash flat settlement from Welsh Government and a Council Tax rise of 3.9% per year, lower than the 4.9% predicted previously. This would be reassessed as part of the Medium Term Financial Plan.

The reserves held by the Authority and likely drawdown over coming years were detailed in the report. The Leader highlighted that the estimated reserves between the 31st March 2020 and 31st March 2024 would fall by £38.9m to £42.2m.

With regards the General Fund, the estimated level of reserve as of the 01st April 2021 would be £10.8m. Planned drawdown of £750k was already in place for 2021/22 as previously agreed, to support the implementation of the Oracle upgrade. There had been unplanned drawdown during the current year of £3.4m as a result of the pandemic. The ongoing effects of COVID-19 would be difficult to predict over the coming financial year.

The Deputy Leader thanked Cabinet Members for their ongoing support for schools as part of the budget and noted that the Schools Budget Forum had viewed the proposals positively.

This was a matter for Executive and Council decision.

Cabinet, having considered the report and all the issues and implications contained therein

RESOLVED –

1. T H A T the following be recommended to Council:

(i) T H A T the budget for 2021/22 be fixed at £251.653m including a provision of £290k for discretionary rate relief to rural shops and post offices and charitable organisations.

(ii) T H A T the budgets for 2021/22 as set out in Appendix C to the report and in the following table be approved:

	£000
Schools	97,982
Strategy, Culture, Community Learning & Resources	8,149
Additional Learning Needs	3,079
Standards and Provision	4,379
Directors Office	232
Children & Young People	17,700

Adult Services	52,742
Resource Management & Safeguarding	292
Youth Offending Service	707
Neighbourhood & Transport Services	24,791
Building Services	0
Regulatory Services	1,825
Council Fund Housing	1,420
Resources	809
Regeneration	1,869
Development Management	1,209
Private Housing	980
General Policy	33,488
Use of Reserves	0
Grand Total	251,653

(iii) T H A T the recommendations regarding Net Growth for 2021/22 as set out in Appendix D to the report and Efficiencies for 2021/22 as set out in Appendix E to the report be approved.

(iv) T H A T the proposed draft report on Education Budget and Indicator Based Assessment (IBA) at Appendix A to the report be endorsed and the Director of Learning and Skills make arrangements for it to be forwarded to the School Budget Forum.

2. That Cabinet approval be granted for the following:

(i) T H A T the Director of Learning and Skills be given delegated powers to determine the amount of money to be allocated to the schools' delegated budgets after consultation with the Schools Budget Forum.

(ii) T H A T the reclassification of reserves as set out at Appendix G to be report be approved.

(iii) T H A T the Council Tax bandings for 2021/22 for its own purposes (excluding Police and Town and Community Council precepts) for a base budget of £251.653m be noted.

Band	Council Tax £
A	904.68
B	1,055.46
C	1,206.24
D	1,357.02
E	1,658.58
F	1,960.14

G	2,261.70
H	2,714.04
I	3,166.38

Reasons for decisions

1.

- (i) To set the 2021/22 budget in line with statutory requirements.
- (ii) To allocate budgets to services.
- (iii) To reduce risk to services and balance the budget.
- (iv) To present the report to the Schools Budget Forum.

2.

- (i) To set out delegated authority in relation to the allocation of the Education and Schools budget.
- (ii) To ensure that reserves are both adequate in purpose and level.
- (iii) To ensure that Members are aware of the Council Tax Bandings associated with the base budget proposed in this report.

C490 FINAL HOUSING REVENUE ACCOUNT (HRA) BUDGET PROPOSALS 2021/22 (L/PR) (SCRUTINY – CORPORATE PERFORMANCE AND RESOURCES) –

The report detailed the final Housing Revenue Account (HRA) budget proposals for 2021/22 and the proposed rents and service charges for the coming financial year.

In setting the rent level for 2021/22 the Council had ensured that it had complied with the Policy for Social Housing Rents which was issued by Welsh Government in November 2020. The maximum allowable uplift had been set at CPI (as at September 2020) 0.5% plus 1%.

The Council proposed to increase its rent by an average of 1.5%. Due to Covid-19, the Welsh Government had suspended Target Rent Bands which would be reviewed next year. This year a method of self-certification would be used.

This was a matter for Executive and Council decision.

Cabinet, having considered the report and all the issues and implications contained therein

RESOLVED –

(1) T H A T the final Housing Revenue Account budget proposals for 2021/22 be recommended to Council as outlined below:

	Proposed Budget 2021/22 £'000
Expenditure	
Supervision & Management	5,547
Repairs & Maintenance	3,543
Capital Financing Costs	4,768
Rent, Rates & Taxes & Other Charges	253
Increase in Bad Debt Provision	1,271
Capital Expenditure from Revenue Account (CERA)	6,392
Income	
Dwelling Rents	(20,574)
Non Dwelling Rents	(168)
Interest	(10)
Charges for Services and Facilities	(539)
Contribution towards expenditure	(303)
Grant Income	(205)
(Surplus)/Deficit for the Year	(25)
Working Balance Brought Forward as at 1st April 2021	(890)
Working Balance Carried Forward as at 31st March 2022	(915)

(2) T H A T an average rent increase of 1.5% be approved and recommended to Council, as set out in paragraphs 2.8-2.10 of the report.

(3) T H A T the increase suggested for other services be approved and recommended to Council, as set out in paragraphs 2.11-2.24 of the report.

(4) T H A T the following charges for 2021/22 financial year be recommended to Council:

50 Week Basis	Current Charges	Proposed Charges
Heating	£6.66 per week	£7.87 per week
Warden Housing Management	£10.71 per week	£10.92 per week
VCAS:		
- Monitoring	£1.24 per week	£1.29 per week
- Maintenance	£2.18 per week	£2.20 per week

Grounds Maintenance	£1.38 per week	£1.34 per week
Cleaning of Communal Areas	£2.49 per week	£2.52 per week
Lighting of Communal Areas	£1.15 per week	£1.63 per week
Laundry Facilities	£0.24 per week	£0.48 per week
Window Cleaning	£0.17 per week	£0.17 per week
Lift Maintenance	£0.75 per week	£1.07 per week
Door Entry	£0.47 per week	£0.44 per week
Intercom	£0.74 per week	£0.92 per week
CCTV	£0.90 per week	£0.92 per week
Sewerage Treatment Plants	£358.44 per annum	Based on the Rateable Value (RV) from the Welsh Water Schedule 2021/22
Cesspool Emptying	£346.00 per annum	Based on the Rateable Value (RV) from the Welsh Water Schedule 2021/22

(5) T H A T all changes to rents and service charges be implemented from 1st April, 2021 and that increase notices be sent to tenants 28 days in advance of the new charges coming into effect.

Reason for decisions

(1-5) In order that charges are approved, new rent levels are set within the specified Welsh Government guidelines and to meet the tenant notification deadline as required by statute.

C491 TREASURY MANAGEMENT AND INVESTMENT STRATEGY 2021/22 AND UPDATE FOR 2020/21 (L/PR) (SCRUTINY – CORPORATE PERFORMANCE AND RESOURCES) –

The interim report provided an update on the Council's Treasury Management operations for the period 1st April to 31st December, 2020. All activities were in accordance with the Council's approved strategy on Treasury Management. Details of monies borrowed and repaid and those invested were outlined in the report.

The report presented the proposed 2021/22 Treasury Management and Investment Strategy at Appendix 1.

The Council needed to ensure that the Prudential Code was complied with, which had been developed by CIPFA as a professional code of practice. To demonstrate the Council had fulfilled these objectives, the Code set out prudential indicators that should be used and the factors that must be taken into account. These were shown in Appendix 1 as part of the Strategy.

The Council also has a legal requirement to comply with the Welsh Government Guidance on Investments and had taken this into consideration when developing the Strategy.

Capital expenditure when financed by long term debt incurred two elements of cost, interest on and repayment of the principal sum borrowed. The resources the Council must put aside in each year to repay the principal sum borrowed was known as Minimum Revenue Provision (MRP) and the Council's policy for calculation was detailed in the report.

The Treasury Management Policy for 2021/22 was attached at Appendix 2 to the report.

The Leader reminded Members that there would be a Treasury Management training session on the 01st March 2021 which colleagues could attend. The Deputy Leader stated that attendance at the annual training would be beneficial to Members.

This was a matter for Executive and Council decision.

Cabinet, having considered the report and all the issues and implications contained therein

RESOLVED –

(1) T H A T the Treasury Management Interim Report for the period 1st April to 31st December, 2020 be endorsed.

(2) T H A T the policy for making Minimum Revenue Provision in 2021/22 be approved.

(3) T H A T Cabinet recommends to Council that the proposed 2021/22 Treasury Management and Investment Strategy be approved including the following specific resolutions (detailed in Appendix 1 to the report):

- The Authorised Limit for External Debt be set at £216.333m for 2020/21, £251.843m for 2021/22, £275.794m for 2022/23 and £288.550m for 2023/24;
- The Operational Boundary for External Debt be set at £204.430m for 2020/21, £239.140m for 2021/22, £268.091m for 2022/23 and £280.847m for 2023/24;
- The Section 151 Officer be given delegated authority within the total Authorised Limit and Operational Boundary as estimated for individual years to effect movement between the separately agreed limits for borrowing and other long term liabilities;

- An upper limit is set on its fixed interest rate exposures of £151.949 for 2020/21, for 2021/22 of £194.282m, for 2022/23 of £225.120m and for 2023/24 of £238.166m of its net outstanding principal sum on its borrowings / investments;
- An upper limit is set on its variable interest rate exposures of £0 for 2020/21, 2021/22, 2022/23 and 2023/24 of its net outstanding principal sum on its investments;
- An upper limit of £0m for 2020/21, £10m for 2021/22, £10m in 2022/23 and £10m in 2023/24 is set for total principal sums invested for over 364 days;
- The amount of projected borrowing that is fixed rate maturing in each period as a percentage of total projected borrowing that is fixed rate for 2021/22 be set as:

	Upper Limit	Lower Limit
Under 12 months	20%	0%
12 months and within 24 months	20%	0%
24 months and within 5 years	30%	0%
5 years and within 10 years	40%	0%
10 years and above	100%	0%

- The Prudential Indicators set out in Appendix 1 to the report be approved;
- The Treasury Management Policy set out in Appendix 2 to the report be approved.

Reasons for decisions

- (1) To present the Treasury Management Interim Report.
- (2) To agree the basis of the Minimum Revenue Provision calculation for 2021/22.
- (3) The Treasury Management and Annual Investment Strategy is prepared as required by the Local Government Act 2003.

C492 ANNUAL EQUALITY MONITORING REPORT 2019 – 2020 (L/PR) (SCRUTINY – LEARNING AND CULTURE) –

The report brought to the attention of Cabinet the Council's progress against the equality objectives of the Strategic Equality Plan 2016 - 2020 and other actions taken to improve equality for people living and working in the Vale of Glamorgan.

The report summarised what Services had done to collect and analyse equality data on how people with protected characteristics had used their services. It noted what had been done to make improvements in the reporting period 2019 – 2020.

The report provided a commentary on the progress that had been made with each of the equality objectives and where the Council needed to continue to focus its efforts.

Reference was made to appendices which showed the data collected and analysed by Services, a detailed report on employment information, and an employment action plan.

The Leader referred to bullet point 4 of paragraph 2.2 which referred to helping staff know more about equality law, and staff and the public to understand the needs of protected groups. He added that in future this would also include Members of the Authority.

The Leader noted that should there be no comments on the Strategic Equality Plan from Scrutiny, the Plan could then be agreed and placed online on the Council's website.

The Deputy Leader referred to the amount of work already ongoing regarding Quality Objective 2 which concerned closing attainment gaps amongst children and helping disadvantaged children such as Children Looked After and pupils eligible for free school meals, to reach their full potential, particularly with the added pressures on children as a result of the pandemic.

Councillor King referred to Quality Objective 8 and was pleased to see discussion of the reduction of the gender pay gap and employment opportunities for protected groups but noted that the pandemic would have had an effect on such matters over the last year.

The Leader also highlighted the significant impact that the pandemic would have had on aspects such as hate crime, domestic abuse, harassment and discrimination and the need to do as much as possible to protect vulnerable people.

This was a matter for Executive decision.

Cabinet, having considered the report and all the issues and implications contained therein

RESOLVED –

(1) T H A T the content of the report and the Annual Equality Monitoring Report (2019-20) at Appendix A be noted.

(2) T H A T the report and Appendix A be endorsed and referred to the Learning and Culture Scrutiny Committee for consideration, with any comments being referred back to Cabinet to enable publication by 31st March, 2021.

Reasons for decisions

(1) Having regard to the contents of the report and discussions at the meeting.

(2) To ensure Scrutiny Committee consideration of the report and to allow the Council to meet its reporting duty under the specific duties for Wales and continue to make progress towards meeting the public sector equality duty and to ensure its equality work was available for scrutiny by the Equality and Human Rights Commission and others.

C493 PROPOSAL TO MARKET AND DISPOSE OF THE TRAIN SHED AT BSC2, INNOVATION QUARTER, BARRY WATERFRONT (DL/ER) (SCRUTINY – ENVIRONMENT AND REGENERATION) –

The building known as the Train Shed formed part of the BSC2. The Vale of Glamorgan Council owned the freehold interest of the property, which was managed by the Regeneration department. The building was located within the Innovation Quarter, which was a Joint Venture between the Vale of Glamorgan Council and the Welsh Government.

The property was previously leased to Barry Railway Engineering Company (BRECO) Limited. This lease was terminated in 2020 and the Train Shed was now vacant.

The Train Shed at the BSC2, along with a small number of car parking spaces, had been identified as an asset which could be used for commercial / leisure purposes, which in turn would add to the offer available in this location. Work had been undertaken to explore a range of potential uses.

The Vale of Glamorgan Council Property Section had undertaken a preliminary marketing report that recommended that the property be advertised for let by informal tender process. Change of use may be subject to the appropriate planning consent.

This was a matter for Executive decision.

Cabinet, having considered the report and all the issues and implications contained therein

RESOLVED –

(1) T H A T the Train Shed be declared surplus to requirements and the marketing and disposal of the Train Shed at the BSC2 and a designated number of car parking spaces to the front of the building be authorised by virtue of a lease opportunity.

(2) T H A T delegated authority be granted to the Head of Regeneration and Planning (in consultation with the Leader, Cabinet Member for Education and Regeneration, Managing Director and the Head of Finance) to market and dispose of the Train Shed at the BSC2 (identified edged red in Appendix A to the report), and parking spaces, by virtue of a lease for a leisure or other appropriate use, in liaison with the Operational Manager (Regeneration) and Operational Manager (Property).

(3) T H A T delegated authority be granted to the Monitoring Officer / Head of Legal and Democratic Services to prepare, complete and execute all appropriate legal documentation associated with the leasing of the Train Shed at the BSC2 for a term of 10 years with a break clause at 5 years.

(4) T H A T authority be granted to the Head of Regeneration and Planning to utilise the commercial rental income for the maintenance of the building and that any surplus income (after deducting any income due for payment to the Welsh Government in accordance with the IQ Joint Venture) be reinvested into regeneration initiatives.

Reasons for decisions

(1) In order to publicise the intention to market and dispose the Train Shed at the BSC2.

(2) To authorise the marketing and disposal of the Train Shed property and land for parking (edged red in Appendix A to the report).

(3) To enable a lease and all associated legal documentation to be executed and completed.

(4) For the income generated to maintain the building and any surplus income generated to be reinvested into regeneration schemes.

C494 DIGITAL ENGAGEMENT AND VOLUNTEERING OFFICER (HBS) (SCRUTINY – HOMES AND SAFE COMMUNITIES) –

The report set out the rationale for the expansion of support and assistance for volunteering in the Vale of Glamorgan, specifically to address inequality, social isolation and loneliness. The proposal had been adapted to reflect the challenges posed by COVID-19 and set out how a digital approach could assist vulnerable people who may be left isolated or experiencing poor mental health or loneliness as a consequence of the COVID-19 pandemic. This linked in with a key strategic recovery priority of the Council's Coronavirus Recovery Strategy as reported to Cabinet on 21st September, 2020, which sought to support residents whose physical and mental health had been negatively impacted by coronavirus as well as other priorities around digital inclusion.

It was proposed to use Welsh Government funding from the Early Years Prevention Fund to support the employment of a dedicated individual to develop a bespoke project on behalf of the Public Service Board.

The Leader noted that the report also echoed aspects of the Equality Strategy.

This was a matter for Executive decision.

Cabinet, having considered the report and all the issues and implications contained therein

RESOLVED – T H A T approval be granted for the Council to be the host employer of a Welsh Government funded Digital Engagement Officer to support residents to volunteer using digital means.

Reason for decision

To ensure that the existing Timebanking project continued to make a positive impact on people and communities in the Vale of Glamorgan and Welsh Government funding was used to further develop the existing Timebanking scheme to work with new partners and benefit more residents by developing more engagement via digital means.

**C495 HOUSING REVENUE ACCOUNT BUSINESS PLAN (HBS)
(SCRUTINY – HOMES AND SAFE COMMUNITIES) –**

The report set out the Council's 30-year Business Plan for housing in support of the Council's continued Major Repairs Allowance (MRA) investment from Welsh Government (WG).

WG required all Local Authorities with retained housing stock to submit a fit for purpose annual Housing Business Plan, incorporating a detailed financial forecast in the form of a 30-year financial model.

The Business Plan incorporated a forward statement from the Leader of the Council and the Cabinet Member for Housing and Building Services, reflecting the work being undertaken during the pandemic and to continue to develop sustainable communities and deliver key services.

Guidance for the submission of the Housing Business Plan was received from WG in December 2020, with a submission deadline of 31st March, 2021.

WG had requested specific content for the Business Plan on this occasion relating to the considerations given to Brexit and difficulties caused through the pandemic. To this end, the Business Plan was a smaller focused document covering the key areas of interest.

The Housing Business Plan was both viable and sustainable in terms of meeting the Council's obligations under Welsh Housing Quality Standard for existing stock and also provided consideration on the investment needed to respond to climate change, new build and regeneration whilst managing the level of debt within the Housing Revenue Account.

This was a matter for Executive decision.

Cabinet, having considered the report and all the issues and implications contained therein

RESOLVED –

- (1) T H A T the Housing Business Plan 2021/51 attached at Appendix 1 to the report be approved.
- (2) T H A T the report be submitted to Full Council for approval prior to submission to Welsh Government.

Reasons for decisions

- (1) Having regard to the contents of the report and discussions at the meeting.
- (2) To obtain Council approval for the Housing Business Plan 2021/51 prior to submission to Welsh Government.

C496 NEIGHBOURHOOD SERVICES ASSET MANAGEMENT AND MOBILE WORKING SYSTEM (NST) (SCRUTINY – ENVIRONMENT AND REGENERATION) –

Neighbourhood Services currently had an existing mobile and asset management system in place for Highway Maintenance / Street Works and Street Lighting. The Council had been informed by the current supplier that this current version would be discontinued, and all customers would be expected to upgrade to the supplier's new platform. Upon being informed of this, a benchmarking exercise was undertaken to assess the current and future requirements of the service. Operating without such a system was not an option as it was the main method of evidencing the Council's inspection and maintenance work to ensure that it complied with its legal duties under Highways and Health and Safety Legislation.

The benchmarking exercise had enabled consideration of the expansion of the asset management function to other areas, including parks and grounds and waste management.

As part of the redesigned Neighbourhood Services model, established under the Council's Reshaping Services programme, there was a requirement for a cloud-based asset management and mobile working platform. This would support an integrated way of working for the staff that inspected, serviced and maintained the Council's highways, waste management, parks and grounds assets and infrastructure. This was similar to the transition arrangements for Shared Regulatory Services (SRS) where a number of services and separate databases and IT programmes from the partner Councils were brought onto one comprehensive mobile working platform.

Officers undertook a benchmarking exercise to award the most appropriate call-off contract for an asset management system utilising the Crown Commercial Services G-Cloud 12 Framework (Ref.RM1557.12). This procurement exercise resulted in the selection of a preferred system that would meet all the Council's requirements both now and for the future.

The procurement of the asset management and mobile working system would provide the Council's Neighbourhood Services and Transport Division with direct access to service information required by frontline staff regardless of their location.

The report provided the rationale behind the benchmarking exercise and award of contract and was for noting. For reasons of commercial sensitivity there was a further related report on this Agenda at Part II, seeking the authority of Cabinet to enter into a contract for the procurement of a new system explained within that report.

This was a matter for Executive decision.

Cabinet, having considered the report and all the issues and implications contained therein

RESOLVED – T H A T the requirements for a fit for purpose asset management and mobile working platform for Neighbourhood Services and Transport and the assessments of options undertaken be noted, with a view to taking a decision on this matter under the Part II report later on the agenda.

Reason for decision

To allow the Part I and Part II reports to be considered together.

C497 SUPPORTING THE RECRUITMENT AND RETENTION OF QUALIFIED SOCIAL WORKERS IN CHILDREN AND YOUNG PEOPLE SERVICES (L/PR) (SCRUTINY – HEALTHY LIVING AND SOCIAL CARE) –

The ability to recruit and retain sufficient Qualified Social Workers (QSWs) was central to the operation of an effective Social Services Directorate. Workforce stability improved the quality of the Council's service to those it supported and the Council's ability to achieve positive outcomes.

Recruitment and retention into Children and Young People Services was not without issue. There was a recognised and longstanding challenge nationally in recruiting and retaining QSWs into teams where Intake and Court work were the thrust of their business.

Local Authorities that had agreed an enhancement to the salaries of QSWs in these teams in recognition of these challenges were able to demonstrate increased success in recruiting and retaining staff. This created consequences for the Vale of Glamorgan and the Council was not able to compete in terms of their salary offer, but whose reliance on agency staff was increasingly exponentially.

It was proposed to enhance the salaries of QSWs in these teams to improve workforce stability, enable the Local Authority to meet its statutory responsibilities and to support the delivery of a robust service to children and families in the Vale of Glamorgan.

It was recognised that in making this payment to QSWs in those teams, the enhancement should be paid also to Practitioner and Team Managers to retain a differential.

The Leader noted that recruitment into certain teams in Social Services had been an issue for some time and needed to be addressed to recruit and retain staff and would represent a cost saving over time against the use of agency staff over long periods.

The Leader proposed a change to Recommendation 3 as the report concerned a staffing issue and as such should be in consultation with the Executive Leader and Cabinet Member for Performance and Resources rather than the Cabinet Member for Social Care and Health.

The Director of Social Services added that a number of approaches had been taken over a number of years to try and improve the position, but the Authority had to keep pace with competitors in order to attract candidates and fill available positions.

The Managing Director thanked Cabinet for noting the proposed action and noted the number of actions taken before proposing this step in an area that required capacity and resilience and hopefully would be a step towards filling vacant roles over the longer term by staying competitive and attracting and retaining staff.

Councillor Wilkinson said the matter needed to be addressed quickly as families needed to see the same people regularly in order to have confidence in them in an area where confidence and communication were key.

Councillor Williams agreed that it was vital to encourage and maintain permanent staff. Agency staff were able to fill a need, but consistency was important. He recognised the work done by those already in post and the work they do for Vale of Glamorgan residents.

This was a matter for Executive decision.

Cabinet, having considered the report and all the issues and implications contained therein and with the amendment to Recommendation 3

RESOLVED –

(1) T H A T payment of an enhanced salary by way of an annual allowance of £5000 to Qualified Social Workers (QSWs) employed and recruited to the Intake and Family Support and the Care Planning and Proceedings Teams be agreed.

(2) T H A T in making this payment to QSWs in those teams, the enhancement should be paid also to Practitioner and Team Managers.

(3) T H A T delegated authority be granted to the Director of Social Services, in consultation with the Head of Human Resources, Head of Finance and the Executive Leader and Cabinet Member for Performance and Resources, to review and amend the annual allowance should this be required.

Reasons for decisions

- (1) To ensure that the Vale of Glamorgan was able to attract and retain QSWs in these teams.
- (2) To ensure a differential between the salaries of QSWs and their line managers in these teams was maintained.
- (3) To ensure that the allowance remained at an appropriate level to attract and retain QSWs in the Intake and Family Support and the Care Planning and Proceedings Teams.

The Leader noted there was one item for discussion under Part II of the agenda. As that matter was considered sensitive, it was necessary to move into private session where confidential matters could be discussed under Part II. Therefore, the Cabinet Officer would ensure that the recording was closed at this point and would ensure that only relevant parties remained to hear the detail of the items being discussed.

Following the meeting, the outcome of the Part II discussion would be formally captured as part of the minutes of the meeting, advising all parties of the final decision of the Cabinet for this item.

C498 EXCLUSION OF PRESS AND PUBLIC –

RESOLVED – T H A T under Section 100A(4) of the Local Government Act 1972, the press and public be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in Part 4 of Schedule 12A (as amended) of the Act, the relevant paragraphs of the Schedule being referred to in brackets after the minute heading.

C499 NEIGHBOURHOOD SERVICES ASSET MANAGEMENT AND MOBILE WORKING SYSTEM (NST) (SCRUTINY – ENVIRONMENT AND REGENERATION) (EXEMPT INFORMATION – PARAGRAPHS 12 AND 14) –

Following the Part I report on the same item earlier on the agenda, the Cabinet Member presented the report, which sought Cabinet approval to award a contract for the supply of a new asset management and mobile working system for Neighbourhood Services and Transport.

This was a matter for Executive decision.

Cabinet, having considered the report and all the issues and implications contained therein

RESOLVED –

- (1) T H A T following a benchmarking exercise under Crown Commercial Services G-Cloud 12 Framework (Ref.RM1557.12), approval be granted to award a call off contract under the framework to the preferred supplier for the supply of the Council's asset management and mobile working system for the provision of frontline Neighbourhood Services.
- (2) T H A T delegated authority be granted to the Director of Environment and Housing, in consultation with the Cabinet Member for Neighbourhood Services and Transport, to award the contract for the asset management and mobile working system.
- (3) T H A T delegated authority be granted to the Monitoring Officer / Head of Legal and Democratic Services to enter into the appropriate contract documentation.
- (4) T H A T delegated authority be granted to the Director of Environment and Housing, in consultation with the Cabinet Member for Neighbourhood Services and Transport, to use £148k of Neighbourhood Services and Transport reserves to fund the initial procurement costs.

Reason for decisions

To enable the award of a contract, to provide an asset management and mobile working system for Neighbourhood Services.