

Meeting of:	Cabinet
Date of Meeting:	Monday, 28 February 2022
Relevant Scrutiny Committee:	Corporate Performance and Resources
Report Title:	Draft Vale of Glamorgan Council Annual Delivery Plan 2022-23
Purpose of Report:	To enable Cabinet to consider the draft Annual Delivery Plan 2022-23 post consultation.
Report Owner:	Leader and Cabinet Member for Performance & Resources
Responsible Officer:	Rob Thomas – Chief Executive
Elected Member and Officer Consultation:	The Annual Delivery Plan is relevant to all wards and as such individual Member consultation has not been undertaken. Consultation has been undertaken on the draft Annual Delivery Plan including the Well-being Objectives. This included consultation with the public, staff, trade unions all Scrutiny Committees and with partners.
Policy Framework:	This is a matter for Executive decision by Cabinet. The Annual Delivery Plan sets out the Council's priorities for year 3 of the Corporate Plan and informs annual service planning processes.
<p>Executive Summary:</p> <ul style="list-style-type: none"> • The report sets out how the draft Annual Delivery Plan (Appendix A) has been developed, the outcome of the consultation and the subsequent changes to the Plan. • The Annual Delivery Plan for 2022-23 is aligned to the Council's four Well-being Objectives. • The Plan details the activities that will be undertaken in 2022-23 to deliver these objectives. • The actions in the ADP will also contribute to six cross-cutting themes; Project Zero, hardship, care and support, transformation, infrastructure and community capacity. • The commitments within the Annual Delivery Plan will be reflected in Annual Service Plans together with service improvement targets which will detail how different Council services will contribute to the delivery of our four Well-being Objectives. • Publishing our Well-being Objectives at the start of the financial year will enable us to meet our statutory obligations under the performance duties of the Local Government and Election (Wales) Act 2021 and the Well-being of Future Generations (Wales) Act 2015 (WFGA), both of which place specific duties on the Council in relation to objective setting and reporting. Under 	

the Well-being of Future Generations (Wales) Act, the Council is required to publish its Well-being Objectives by 31 March each year and to keep these under review.

- Our Corporate Plan Well-being Objectives and associated commitments for 2022-2023 as outlined in the draft Annual Delivery Plan will be reflected in Service Plans for 2022 -2023. Work has commenced to develop the Service Plans which will be presented to the relevant Scrutiny Committees together with proposed service improvement targets for 2022-23.

Recommendations

1. That Cabinet considers the consultation report (Appendix B) on the draft Plan and the updated draft Annual Delivery Plan (Appendix A) following consultation.
2. That Cabinet considers the reference detailing the comments from Corporate Performance and Resources Scrutiny Committee following their consideration of the draft Annual Delivery Plan and consultation report on the 17th February 2022 alongside this item on the agenda.
3. That Cabinet endorses the draft Annual Delivery Plan (Appendix A) and refer to Council on 7th March, 2022 for consideration and approval.
4. That the urgency procedure set out in section 14:14 of the Council's Constitution be exercised in respect of Resolution (3).

Reasons for Recommendations

1. To enable Cabinet to consider the consultation feedback and the subsequent changes to the Plan.
2. To enable Cabinet to consider the comments of the Corporate Performance and Resources Scrutiny Committee as part of its consideration of the Plan.
3. To ensure that the Annual Delivery Plan can be presented to Council in March for consideration and endorsement.
4. To enable the response to be submitted by 31st March, 2022.

1. Background

- 1.1 The Local Government and Elections (Wales) Act 2021 Act and the Well-being of Future Generations (Wales) Act 2015 (WFGA), both place specific duties on the Council in relation to objective setting and reporting duties. Under the Well-being of Future Generations (Wales) Act, the Council is required to publish its Well-being Objectives by 31 March each year and to keep these under review. Under the Local Government and Elections (Wales) Act 2021 the Council is required to keep performance under review, to consult on and report on performance. The Local Government and Elections (Wales) Act 2021 replaces the previous legislative requirements regarding performance that were covered by the Local Government Measure (2019).
- 1.2 The Council published a new Corporate Plan 2020-25 in April 2020. The new Corporate Plan detailed actions that would be taken over a five-year period to deliver four Well-being/Improvement Objectives, these are:
 - To work with and for our communities
 - To support learning, employment and sustainable economic growth
 - To support people at home and in their community
 - To respect, enhance and enjoy our environment

- 1.3** In response to feedback during the engagement and consultation stages of developing the Corporate Plan, the Council adopted a new approach to enhance the transparency of monitoring and reporting on the achievement of its Well-being Objectives. This has resulted in an Annual Delivery Plan (ADP) being produced each year which sets out the actions to be taken in the year ahead to deliver the Well-being Objectives and the overarching five-year Corporate Plan.
- 1.4** The draft ADP 2022-2023 (Appendix A) details the key activities to be undertaken in year 3 of the Corporate Plan and will be published in March 2022 ahead of delivery commencing from April 2022. This Plan is also the key means of meeting our statutory obligations as described above and directly informs individual Service Plans, our corporate framework of performance measures and service improvement targets which are also produced annually.
- 1.5** Annual Service Plans detail how the priorities in the ADP will be developed and delivered each year. Progress is, and will continue to be, regularly scrutinised by all five of the Council's scrutiny committees and Cabinet.
- 1.6** Audit Wales undertakes work throughout the year to ensure that the Council is delivering on the commitments within the Corporate Plan and effectively monitoring and reporting progress. The ADP is an essential part of this work.
- 1.7** The current ADP ends in March 2022 and therefore a new plan needs to be approved and published setting out the Council's priorities for the next year. This report provides an overview of the process undertaken to develop the new Plan including the consultation and seeks the Committee's views on the draft Plan prior to consideration by Cabinet.

2. Key Issues for Consideration

- 2.1** The Corporate Plan is the Council's key strategic document. The Plan sets out how the Council's vision of Strong Communities with a Bright Future will be delivered over a five-year period. The commitments contained within the Plan set the tone for the way in which the organisation will respond to opportunities and challenges and provides a vehicle to align other actions undertaken to pursue our Well-being Objectives.
- 2.2** The ADP provides a bridge between the five-year Corporate Plan and the Annual Service Plans and sets out clearly the actions people can expect from the Council in the year ahead and how the Well-being Objectives will be delivered.
- 2.3** In line with our duties under the WFG Act and those defined in the Local Government and Elections (Wales) Act 2021, we continually review the relevance of our Well-being Objectives and the current objectives were agreed in 2020 as part of the development on the Corporate Plan 2020-25. These objectives were reviewed as part of end of year performance work to produce the self-assessment that was published in October 2021. As a result, we are confident that our Well-being Objectives and the associated commitments outlined in the

appended draft ADP 2022/2023 are relevant in delivering improved outcomes for Vale residents and contribute to the national Well-being Goals.

- 2.4** Under the Well-being of Future Generations (Wales) Act, the Council is required to publish its Well-being Objectives by 31 March each year. The Well-being Objectives have been subject to an internal review and consultation has been undertaken on the draft ADP.
- 2.5** The ADP has been developed through a series of detailed discussions with the Senior Leadership Team. The actions set out in this year's ADP reflect what residents, partners, elected members and staff have told us through various engagement and consultation activities through the year, for example the Project Zero consultation, budget consultation and the recent Public Services Board Let's Talk survey. The actions also reflect our Recovery Strategy, the findings from the work of our regulators, the information in our Annual Report 2020-21, the Council's performance in the national context, and our transformation programme, Reshaping. The feedback from the consultation undertaken from 29th November 2021 to the 9th January 2022 is set out in this report as Appendix B and has resulted in a number of amendments to the Plan.
- 2.6** In summary, in drafting the plan for 2022-23 the following have been considered:
- Council performance and expected progress in delivering actions in the ADP 2021-22
 - Corporate Risk Register
 - Statutory duties
 - Resources
 - Future Generations Commissioner's Future Generations Report
 - Coronavirus Recovery Strategy
 - Findings from the work of our regulators
 - Views of residents and partners
 - Transformation Programme
 - Consultation on the draft ADP
 - Budget consultation
- 2.7** The ADP is structured by each of the Council's four Well-being Objectives. It contains actions that will be taken across the organisation to contribute to the delivery of these objectives and the outcomes the Council wishes to achieve for our communities. Some actions will be delivered by single services. However, many will be contributed to by services across the organisation showing how by working collaboratively, our work can have the greatest impact.
- 2.8** The actions detailed in the ADP reflect the complexity and breadth of services delivered by the Council which range from education and social care to waste management and play as well as regeneration, housing, libraries and regulatory services. The ADP also reflects how services are changing, our recovery strategy and the work that is ongoing to respond to a range of issues including the climate

and nature emergencies and the pandemic. The actions take account of the need for more long-term planning and there is an emphasis on prevention.

2.9 The ADP has been developed at a time where there is still uncertainty in terms of the pandemic and reflects the many different impacts it has and is continuing to have on our lives. In addition to the four Well-being Objectives, we have also identified six cross cutting themes for this year's ADP. Actions across all four Well-being Objectives will contribute to multiple themes demonstrating the integrated way in which we work and the multi-faceted nature of our activities. The six themes provided the framework for the consultation and are:

- **Project Zero** – delivering our commitments to tackle climate change and respond to the nature emergency. This includes a green infrastructure strategy, improvements to our housing, schools and other buildings, the promotion of active travel and public transport and installation of electric vehicle charging points as well as a focus on procurement and community engagement.
- **Community capacity** - increasing capacity within our communities ensuring they have a stronger voice and are able to influence and shape services and activities in the Vale. Across all the activities detailed in the Plan there will be an increased focus on community engagement. A new public participation strategy will be published and we will continue the community conversation on climate change. We will also take steps to increase youth participation and enable people to have more say in the work of the Council.
- **Hardship** – meeting the needs of those experiencing hardship for example financial difficulties, housing need or difficulties accessing suitable employment. This includes reducing homelessness, money advice, the one stop shop, benefits and employment services, and food poverty projects, including projects in our schools to support pupils and their families.
- **Care and Support** - meeting the needs of our more vulnerable residents, ensuring people have access to care and support and information to keep them safe and well with due regard to their physical and mental well-being. The plan details a range of activity to support people including being more age friendly, safeguarding and public protection, working with children and their families and more integration across health and social care as well as a focus in schools on pupil well-being.
- **Transformation** - this brings together work with the community and tackling climate change but also use of our technology and assets, workforce development and innovative projects and opportunities for changing how we work across all services from education and social care to waste management.

active travel, public transport and transport infrastructure, a review of the Local Development Plan and the use of Section 106 monies. There is also an action to develop a new Community Safety Strategy and a Green Infrastructure Plan as well as a range of actions to meet the needs of more vulnerable residents and to provide advice, support and information to those experiencing hardship. There were a number of comments, particularly from young people, about the difficulty in engaging with long, detailed and wide-ranging documents and the accessibility of the engagement and plans. There were some common themes across both the budget and ADP consultation including transport, the environment, community safety and health and social care.

2.15 In terms of changes to the draft Plan following consultation and further internal discussions, the following changes have been made and actions taken:

- All feedback has been shared with the Senior Leadership Team and circulated to relevant officers.
- A new Public Participation Strategy has recently been approved by Cabinet.
- Work will be undertaken with the Youth Service and Policy and Business Transformation to improve how we engage with young people on corporate issues.
- A Plan on a Page will be produced as an easy to read version of the Plan.
- Work will be undertaken by the Communications Team to highlight activities being undertaken in partnership regarding health and social care.
- Comments relating to Project Zero activities will be considered as part of the implementation of the Climate Change Challenge Plan and the community conversation on climate change.
- Some minor amendments to the foreword and introduction have been made e.g. encouraging people to get more involved and referencing the continuing impact of COVID-19.
- In Objective 1, actions 1, 2 have been amended to strengthen commitments to engagement and action 10 has been amended slightly.
- In Objective 3, actions 2,3 and 12 have been amended to strengthen references to leisure and action 9 has been amended to expand the remit.
- In Objective 4, action 2 has been amended to include reference to the planting of trees.

2.16 Below is the timetable for consulting and approving the ADP 2022-23 which has been devised in tandem with the development, scrutiny and approval of Annual Service Plans and associated target setting.

2.17

29 th November 2021 – 9 th January 2022	Consultation on the ADP including the public, partners, staff, Trade Unions, Town and Community Councils and presentation to all scrutiny committees
January 2022	ADP amended in response to the consultation feedback

17 th February 2022	Corporate Performance and Resources Scrutiny Committee consider the revised ADP
28 th February 2022	Cabinet considers final draft ADP
7 th March 2022	Council considers final draft ADP
April 2022 – March 2023	Delivery of the ADP

- 2.18** Due to the timings of the Corporate Performance and Resources Scrutiny Committee and the Cabinet meeting it has not been possible to include the comments from the Corporate Performance and Resources Scrutiny Committee in this report. The comments of Corporate Performance and Resources Scrutiny Committee from their meeting on the 17th February have been referred to Cabinet separately as a reference for consideration alongside this item.
- 2.19** Cabinet is requested to consider the outcome of the consultation and the revised Annual Delivery Plan together with the comments of the Corporate Performance and Resources Scrutiny Committee and to refer the Plan to Council in March for approval.

3. How do proposals evidence the Five Ways of Working and contribute to our Well-being Objectives?

- 3.1** The draft Corporate Plan details how the Council will contribute to the national Well-being Goals as required by the Well-being of Future Generations Act through the delivery of the Well-being Objectives contained in the plan. The draft Annual Delivery Plan details how the Council will contribute to the national Well-being Goals through delivery of its year 3 commitments in the Corporate Plan 2020-2025.
- 3.2** The draft ADP has been developed in accordance with the five ways of working and they are also reflected in the content of the Plan. There is a strong emphasis on collaboration as the Council recognises the need to work with partners to deliver services and improve local well-being. The plan reflects the importance of prevention and many of the activities in the plan contribute to longer term issues e.g. tackling deprivation, economic recovery, climate change, physical and mental well-being.
- 3.3** The involvement of partners and stakeholders in the delivery of the plan is critical to its success as is the need to work in a more integrated way, recognising the connections across Council services and with other partners.

4. Resources and Legal Considerations

Financial

- 4.1** In determining its commitments in the draft Annual Delivery Plan 2022-2023, the Council has been mindful of the economic situation locally and nationally and taken into account legislation changes and government policy. Key Well-being Objectives set out in the Corporate Plan 2020-2025 and the ADP 2022-23 either have resources committed to their achievement (Medium Term Financial Plan and annual budget review) or the likely prospect of such resources being made available in the period of the plan.

All Annual Service Plans will include information relating to the use of financial, asset, ICT and people resources and how these are being deployed to support the delivery of the Council's Well-being Objectives.

Employment

- 4.2** There are no direct employment implications associated with this report.

Legal (Including Equalities)

- 4.3** The Local Government and Elections Act (Wales) 2021 requires the Council to keep its performance under review. An integral part of this framework is in the development and evaluation of a plan for improvement. For the Council, this is the ADP delivering the Corporate Plan.
- 4.4** The Well-being of Future Generations (Wales) Act 2015 requires the Council to set and publish annual Well-being Objectives that maximise its contribution to achieving the Well-being Goals for Wales and report its progress in meeting these.
- 4.5** The draft ADP details a series of commitments which the Council intends to focus its attention on during 2022-23 in order to improve the well-being of Vale of Glamorgan citizens. The commitments in the ADP 2022-23 will impact on; everyone who receives a service from the council; Vale of Glamorgan residents; unemployed adults; Looked After Children, vulnerable young people; adults in receipt of care; older people; children and adults with a disability, school children, housing tenants. An Equality Impact Assessment has been undertaken and is attached as Appendix C.
- 4.6** Individual commitments and planned service activities within the Annual Delivery Plan will give due consideration to the impact, directly or indirectly on Vale citizens overall. In line with Council policy, any changes to services and policies across all Council services will be the subject of more detailed equality impact assessments which will need to explore any potential impact.

5. Background Papers

Vale of Glamorgan Council Corporate Plan April 2020

https://www.valeofglamorgan.gov.uk/en/our_council/achieving_our_vision/Corporate-Plan.aspx

Local Government & Elections Bill - Part 6 Performance & Governance of Principal Councils - Consultation Response, Cabinet, 21 December 2021

[https://www.valeofglamorgan.gov.uk/Documents/ Committee%20Reports/Cabinet/2020/20-12-21/LGE-Bill-Performance-Consultation.pdf](https://www.valeofglamorgan.gov.uk/Documents/Committee%20Reports/Cabinet/2020/20-12-21/LGE-Bill-Performance-Consultation.pdf)

Appendix A

A copy of the Plan is available in Welsh.



Annual Delivery Plan

2022-2023

DRAFT

Draft Annual Delivery Plan 2022-23

Foreword

The past year has again been one of unprecedented challenges as we continue to deal with the effects of the pandemic on our health, the economy and on so many areas of life. As we look ahead to 2022-23, I remain optimistic about the future and our ability to adapt and respond to current and future challenges.

In developing this delivery plan for 2022-23 I am conscious that although some aspects of our lives have returned to a degree of normality, that we have to be prepared for change and must remain resilient, and recognise that some things may never be the same again. People's experiences and needs are varied and it is only by working together that we can meet the diverse and often complex needs of individuals and communities.

I would like to take the opportunity to thank our many volunteers, community groups, partners and Council staff who have continued to go above and beyond and have shown great resilience, strength and innovation in the past two years. Despite the many challenges, the Council has continued to take forward the objectives in its [Corporate Plan 2020-25](#) and in developing our Annual Delivery Plan for 2022-23 I am grateful to all those who have ensured the continued delivery of our services and projects. These include social care, education and the 21st Century Schools Programme, highways and waste management services, housing, leisure and play services, our libraries, parks and resort areas, benefits and advice services and community safety and public protection.

The Council like most organisations must continue to adapt how it delivers its services, ensuring it is meeting residents' needs in the best way it can. Through our consultation and engagement activities, considering our performance information and analysing other data and research we continue to make the changes necessary to ensure we are providing the services that the people of the Vale of Glamorgan need.

The Annual Delivery Plan reflects how services are changing, our Recovery Strategy and our Transformation Programme and although we are still dealing with the pandemic we are also taking steps to adapt and recover. We continue to be ambitious in our plans for the future and we remain committed to achieving our vision of '**strong communities with a bright future**'. The activities outlined in this Plan will ensure we continue to deliver our four Well-being Objectives, but they also ensure that we are taking forward an integrated programme of activity that will:

- Deliver our commitments to tackle climate change and respond to the nature emergency.
- Increase capacity within our communities ensuring they have a stronger voice and are able to influence and shape services and activities in the Vale.
- Meet the needs of those experiencing hardship for example financial difficulties, housing need or difficulties accessing suitable employment.

- Meet the needs of our more vulnerable residents, ensuring people of all ages have access to care and support and information to keep them safe and well with due regard to their physical and mental well-being.
- Transform how we work to ensure the organisation is responsive to the changing needs of our communities, staff and other stakeholders.
- Invest in our schools and housing and ensure we have the right infrastructure in the Vale to support economic, social, environmental and cultural well-being.

I would also like to highlight [Project Zero](#) which was launched in 2021 and is our response to the climate emergency. Our Climate Change Challenge Plan sets out a range of steps we will take around, transport, energy, our buildings, food, land, waste and procurement. At the heart of Project Zero is the need for collective action and behaviour change and a recognition that success is only possible if we all work together. Project Zero brings together the work we are doing to build the first carbon zero school in Wales, to improve our housing stock and to protect and enhance green space, biodiversity and our natural resources. It is out of necessity an ambitious plan and one that we are committed to delivering. Our Project Zero commitments are reflected in this delivery plan for 2022-23 and this work together with an increased focus on tackling inequalities and community engagement will underpin what we do in 2022-23.



Neil Moore
Leader of the Council

Introduction to the Annual Delivery Plan

This is the third Annual Delivery Plan (ADP) for the Council's Corporate Plan 2020-2025, ***Working Together for a Brighter Future***. The commitments detailed in our Corporate Plan are long-term in nature and each year we set out in an ADP the steps we will take to meet them. This helps to demonstrate our progress and focus for the year ahead. This plan sets out the steps we will take in 2022-23.

The actions we will take over the coming year will contribute to the delivery of our four Well-being Objectives and our vision of Strong Communities with a Bright Future. Our plans have been shaped by the Well-being of Future Generations Act and you can read more about this in the [Corporate Plan](#). The Objectives also provide the framework to demonstrate how we will secure continuous improvement and report on our progress as required by the Local Government Measure.

Well-being Objectives

Our four Well-being Objectives are:

- **To work with and for our communities**
- **To support learning, employment and sustainable economic growth**
- **To support people at home and in their community**
- **To respect, enhance and enjoy our environment**

These Objectives have been reviewed and remain as important as ever providing a framework for our recovery and also our new transformation programme:

- ***To work with and for our communities*** - we need to be resilient, innovative and responsive to the needs of our customers. We cannot and do not want to be an organisation that stands still. The activities we will undertake to deliver this Objective reflect the importance of effective involvement, communication and engagement to understand and respond to the diverse needs of the community. This year's ADP has an increased focus on working with the community and providing opportunities for the community to get involved in shaping our activities. As we look more optimistically to the year ahead we can also reflect on how we have improved our online offer and changed some of the ways in which we engage with our residents, recognising online services and meetings do not suit everyone's needs but for some they provide more opportunities to access services and participate. Work that we have undertaken to understand the impact of COVID-19 and as part of the Public Services Board's Well-being Assessment has highlighted inequalities and the socio-economic duty means that we will continue to strive to better understand issues of inequality and the actions needed. In taking forward this Objective we will be mindful of the different needs and aspirations of people of all ages and from all areas of the Vale. We understand that to be an effective organisation we need to be a responsible employer and that our staff are one of our greatest assets and that our Councillors

need to be supported by a strong and committed team to represent and serve their communities.

- ***To support learning, employment and sustainable economic growth*** - we understand that for many the best route out of poverty or financial difficulties is through employment and we will work with a range of partners to promote economic recovery and growth for the area. The activities that will be undertaken to deliver this Objective recognise the importance of providing appropriate learning and development opportunities to people of all ages. We will invest in our schools, prioritise pupil well-being, focusing on their physical wellbeing and also their social, emotional and mental health needs. We will continue to support people to achieve their best and to provide the necessary support, information and advice to people when they are experiencing difficulties, for example in employment, housing and debt advice. COVID-19 and Brexit will continue to have a significant impact on the economy and we will continue to support local businesses during these uncertain times. We will also work within the Cardiff Capital region recognising that transport, planning and economic development need to be considered in both a local and a regional context.
- ***To support people at home and in their community*** - this Objective brings together a range of activity to ensure advice, care and support are available when people need it, that people feel safe and that we are supporting people's health and well-being. We recognise the importance of prevention and early intervention to improve and maintain well-being and to tackle health inequalities. We will build on the strong partnership arrangements in place across health and social care services and also recognise the vital role housing has on peoples' well-being. The Council will continue to promote active and healthy choices through leisure and cultural activities and to encourage people to consider how their transport choices impact on their health and the environment. We will continue to work with our partners to keep people informed and safe and to provide support to people of all ages recognising the difficulties that people have experienced in recent times and the continuing impact of COVID-19.
- ***To respect, enhance and enjoy our environment*** - the way we live our lives and how we deliver services has an impact on the environment. The environment is one of our greatest assets and we have a duty to protect and enhance it for future generations. Access to parks and green space locally is important for people of all ages and health and well-being are inextricably linked with the environment. We believe it is important to enjoy where we live and to make the most of living and working in such a beautiful area as the Vale. We will take steps to minimise our negative impact on the environment and to influence others to follow our lead and consider how their actions may impact on the natural and built environment. We will continue to encourage residents, visitors and business to minimise waste, reduce carbon emissions and to

consider how their actions may contribute to pollution. We want people to be able to safely enjoy our parks, towns, countryside and coastal areas and to respect the local area, its residents and visitors. We recognise that tackling climate change and protecting our environment and natural resources is a collective responsibility and this year's Plan has an increased focus on how we can make the changes big and small to ensure we leave the right legacy for future generations.

Transforming how we work

The Reshaping Programme provides the strategic framework for the transformational change commitments in our Corporate Plan and reflects the Council's Coronavirus Recovery Strategy. Three areas of opportunity have been identified to take our transformational programme forward and these will be embedded in the activities detailed in the Annual Delivery Plan. These are:

- **Opportunities to take action on big community issues**
- **Opportunities to change the way we work**
- **Opportunities to use our resources differently**

These areas of opportunity represent a significant development in the Council's approach to transformation, encompassing a wide range of internal and external considerations. The Council has set a series of strategic priorities for transformational change in the following arenas:

1. **Reshaping with Our Community:** To challenge ourselves to work differently with our community, partners including schools and the third sector to take collective action and empower others to meet future challenges.
2. **Reshaping with Our Work:** To challenge ourselves to embrace new ways of working and delivering services that are fit for the future.
3. **Reshaping with Our Resources:** To challenge ourselves in how we use our people, assets and financial resources to deliver sustainable services.

These three arenas of transformation will be enabled through our use of digital technology, supporting our workforce and partners to develop and learn, further development of our organisational culture, involving, engaging and communicating effectively and ensuring strong programme management and governance arrangements are in place.

Developing the Annual Delivery Plan

The actions set out in this year's ADP reflect what residents, partners, elected members and staff have told us through various engagement and consultation activities through the year. The response to the consultation undertaken on this draft Plan will shape our final Plan for 22-23. The actions also reflect our Recovery Strategy, the findings from the work of our regulators, the information in our [Annual Report \(2020/21\)](#), the Council's performance in the national context, our transformation programme and the [Future Generations Report](#) published in May 2020. The Council works with other public and third sector organisations as

part of the Public Services Board. The Council's Well-being Objectives align with [Public Service Board's Well-being Objectives](#) and the actions detailed in this ADP will contribute to their delivery.

We continue to embed the five ways of working across all our activities and they remain integral to the development and delivery of the ADP. We are confident that the actions we set out will not only contribute to the delivery of our Well-being Objectives but will also contribute to the national Well-being Goals and reflect our role locally, regionally and nationally.

The ADP sets out for each of our Well-being Objectives the commitments we make in the Corporate Plan and the steps we will take in 2022-23 to work towards achieving Strong Communities with a Bright Future. In this year's ADP there is a particular emphasis on a series of cross cutting themes to which most if not all actions in the Plan will contribute:

- **Project Zero** – delivering our commitments to tackle climate change and respond to the nature emergency. This includes a Green Infrastructure Strategy, improvements to our housing, schools and other buildings, the promotion of active travel and public transport and installation of electric vehicle charging points as well as a focus on procurement and community engagement.
- **Community capacity** - increasing capacity within our communities ensuring they have a stronger voice and are able to influence and shape services and activities in the Vale. Across all the activities detailed in the Plan there will be an increased focus on community engagement. A new Public Participation Strategy will be published and we will continue the community conversation on climate change. We will also take steps to increase youth participation and enable and encourage people to have more say in the work of the Council.
- **Hardship** – meeting the needs of those experiencing hardship for example financial difficulties, housing need or difficulties accessing suitable employment. This includes reducing homelessness, money advice, the one stop shop, benefits and employment services, and food poverty projects, including projects in our schools to support pupils and their families.
- **Care and Support** - meeting the needs of our more vulnerable residents, ensuring people have access to care and support and information to keep them safe and well with due regard to their physical and mental well-being. The Plan details a range of activity to support people including being more age friendly, safeguarding and public protection, working with children and their families and more joined up working across health and social care as well as a focus in schools on pupil well-being.
- **Transformation** - this brings together work with the community and tackling climate change but also use of our technology and assets, workforce development and innovative projects and opportunities for changing how we work across all services from education and social care to waste management.

- **Infrastructure** - investing in our schools and housing and ensuring we have the right infrastructure in the Vale to support economic, social, environmental and cultural well-being. Activities include the 21st century schools programme, review of the Local Development Plan and building new council homes as well as working through the Cardiff Capital Region focusing on planning, transport and economic development across South East Wales.

Taking education and skills as an example we can see how relevant commitments across the Annual Delivery Plan will contribute to the above themes. Investment in new and existing school buildings will improve our infrastructure and make a significant contribution to Project Zero. An increased focus on youth participation will support work to increase community capacity and will give young people a stronger voice in and out of schools. Work undertaken to support those experiencing hardship and a focus on the mental health and well-being of pupils will help to provide supportive environments and mechanisms for young people and their families/carers to access the support they need. Through our transformation activities we will embrace new ways of working including the new curriculum and we will provide the support and services pupils with additional learning needs require. To complement this activity the work undertaken to enhance opportunities for play and sport, learning and recreational activities provided through our libraries and a focus on economic recovery and employment opportunities including work within the Cardiff Capital Region ensure we will deliver increased support and real opportunities for people of all ages to look ahead to a brighter future. This shows how education and skills activities which although primarily focused in Objective 2 cut across all of the above themes and all four of our Well-being Objectives. It illustrates the integrated approach we are taking to deliver our Well-being Objectives and to contribute to the national Well-being Goals.

The following pages detail the actions we will take over the next twelve months to deliver our Objectives. The Objectives and actions are not in order of importance or delivery and together provide an ambitious programme of action that will provide better services and improve local well-being. All activities will be undertaken in accordance with the Council's values as detailed below and we will ensure that the actions we take now do not compromise the ability of future generations to meet their own needs but provide a positive legacy.



OBJECTIVE ONE

To work with and for our communities

We are a modern and forward-looking Council which embraces innovation and works in partnership to ensure services meet the needs of our residents and local communities. We are committed to meeting the needs of the current generation and to leaving a positive legacy for future generations.

Our Corporate Plan commitments are to:

- Improve how we involve, engage and communicate with others about our work and decisions
- Work innovatively, using technology, resources and our assets to transform our services so they are sustainable for the future
- Develop our strong culture of good customer service aligned to the Council's values of being ambitious, open, together and proud
- Promote equality of opportunity and work with the community to ensure we are responsive to the diverse needs of our customers
- Promote the use of the Welsh Language and contribute to the Welsh Government target of 1 million Welsh speakers by 2050
- Support the development and well-being of our staff and recognise their contribution to the work of the Council
- Ensure we have robust governance and scrutiny arrangements in place and support our elected members to fulfil their roles

In 2022-23 we will:

1. Make effective use of **assets and technology** to improve our services and how we communicate including more responsive online services, enhancements to the website and use of the new digital customer experience system.
2. Publish a **Public Participation Strategy** that enables and encourages greater involvement for residents and other stakeholders in decision making as part of enhancing our understanding of community and customer needs and aspirations.
3. Support increasing numbers of **young people** to be engaged in a wider range of **participation** opportunities and with decision making within the Council.
4. Build momentum around the **Climate Change Community Conversation** and the nature emergency involving different stakeholder groups and developing a green ambassadors group to shape our plans and encourage behaviour change.
5. Deliver the next phase of the Council's **Transformational Change Programme** that puts in place new ways of working to respond to current and future community needs and organisational challenges including COVID recovery, Brexit and the climate and nature emergencies.

Work with **not for private-profit, voluntary and community organisations** to deliver and shape local services and to encourage people to get more involved in their local communities.

6. Deliver year three of the Council's [Strategic Equality Plan](#), achieve **Age Friendly** status for the Vale and progress work as part of national action around **race and sexual orientation and gender identity**.
7. Increase the use of the **Welsh Language** and enhance Welsh Language services through the delivery of the Council's new 5 year Welsh Language Promotion Strategy and a new Welsh in Education Strategic Plan (WESP).
8. Work in partnership as part of the [Armed Forces Covenant](#) to achieve gold standard for our support for members of the armed forces, veterans, family members and widow or widowers.
9. Implement the requirements of the **Local Government and Elections (Wales) Act 2021** including supporting the introduction of Corporate Joint Committees and embedding new arrangements.
10. Develop and deliver a comprehensive **induction programme**, training and support for **members** following the 2022 local government elections.
11. Implement a new **HR strategy and Employee Development Programme** with a particular focus on improving diversity across the workforce, planning for the future and staff well-being.

OBJECTIVE TWO

To support learning, employment and sustainable economic growth

We are a Council that understands the importance of a well-educated and skilled population, supporting people of all ages to develop and learn. We are committed to encouraging people's ambitions and to ensuring that individuals and communities are able to prosper and achieve their best.

Our Corporate Plan commitments are to:

- Ensure there is appropriate access to quality early years, nursery and education provision enabling people to achieve their best possible outcomes whatever their age
- Invest in our schools to provide the right learning environment for the 21st century and facilities which benefit the wider community
- Work with schools, families and others to improve the services and support for those with additional learning needs
- Work with education, training providers, businesses and other agencies to provide a range of advice, support and training opportunities which improve people's skills and readiness for work
- Work with partners to ensure people can access appropriate money advice, information and debt support relating to housing, benefits, education, training and employment
- Support and promote volunteering and community learning recognising the range of benefits to individuals and the community
- Work as part of the Cardiff Capital Region to progress strategic planning and transport initiatives and promote sustainable economic growth and employment
- Support economic growth through regeneration, improved infrastructure and support for town centres, tourism and industry

In 2022-23 we will:

1. Work in partnership with the Central South Consortium Joint Education Service to prepare our schools for the introduction of the **new education curriculum** in 2022 recognising the impacts of COVID-19 measures on **continuity of learning** and the **well-being** of learners and school-based staff.
2. Work across our schools and youth services to meet the needs and respond to the **social, emotional and mental health** difficulties of children and young people including work on trauma informed approaches and the Whole School Approach to Mental Health and Well-being.
3. Provide training and support to schools to facilitate the phased implementation of **Additional Learning Needs** (ALN) reform.
4. Work in partnership with the Central South Consortium Joint Education Service to support our schools to **minimise exclusions and enhance attendance** whilst recognising the impacts of COVID-19.
5. Deliver [21st Century Schools Programme](#) improvements (Band B) including the expansion of Ysgol Y Deri, a new school building at St Nicholas, expansion of primary school capacity in

Cowbridge, expansion of Welsh language primary school provision in Barry, the development of a Centre of Learning and Well-being.

6. Work with others including key businesses to support **employment** and the development of **skills** for the future including the delivery of initiatives such as Inspire to Work (I2W), Inspire to Achieve (I2A) and Communities for Work, and opportunities within the Council for apprenticeships, training and employment.
7. Provide residents with **advice and support and information** on a range of issues including housing, debt, fuel poverty, benefits, employment, and training through a number of services including the one stop shop, Money Advice Team and the Benefits Team.
8. Work in partnership with the [Cardiff Capital Region](#), Welsh and UK Governments to develop regional and local strategies for transport, planning and economic development including the Strategic Development Plan, Regional Transport Plan, investment in transport (including transport interchanges for Barry and Cogan), major projects and the continued growth of the Bro Tathan and Cardiff Airport Enterprise Zone.
9. Work with partners including Welsh and UK Governments to support the ongoing **recovery and economic growth of Barry** ensuring a diversity of both business and education facilities and that support from both UK and Welsh Government are fully utilised.
10. Develop and implement **sustainable economic growth and recovery strategies** that focus on our **town centres** and encourage the provision of business space, support local business, social enterprises and tourism.
11. Reshape **procurement** practices and policies to ensure our procurement activities contribute to the national Well-being Goals, support work around climate change, community benefits and build on the foundational economy project.

OBJECTIVE THREE

To support people at home and in their community

We are a pro-active Council that works in partnership to maximise people's physical and mental well-being to ensure they are safe at home and in the community and are able to make choices that support their overall well-being. We are a Council which ensures people have the necessary advice, care and support when they need it.

Our Corporate Plan commitments are to:

- Encourage people of all ages to have active and healthy lifestyles to promote better physical and mental well-being
- Provide more opportunities for cycling and walking and develop a range of travel options to encourage people out of their cars
- Promote leisure, art and cultural activities which meet a diverse range of needs
- Work in partnership to provide more seamless health and social care services
- Provide care and support to children and families in need which reflects their individual strengths and circumstances
- Provide person-centred care and support to adults in need
- Work with our partners to ensure timely and appropriate mental health and emotional well-being support
- Undertake our safeguarding duties to protect people from harm
- Work in partnership to develop cohesive communities and promote community safety
- Keep people safe through strong and resilient emergency planning and regulatory services which protect the public, consumers and business
- Increase the supply of good quality, accessible and affordable housing by working in partnership to address housing need
- Provide housing advice and support to prevent homelessness

In 2022-23 we will:

1. Work in partnership regionally and nationally to continue to **respond** to and **recover** from the **effects of the COVID-19 pandemic**.
2. Develop and promote the range of **events, leisure, recreational and educational activities** available across our venues and outdoor spaces with an ambition to deliver a number of carbon neutral public events.
3. Work in partnership to facilitate and promote inclusive opportunities for **leisure, play and sports development** with a focus on tackling inequalities, the promotion of health and well-being and areas where there have previously been low participation rates.
4. Work in partnership to address **food poverty** and to implement the [Move More, Eat Well Plan](#).
5. Develop a new **Community Strategy** to improve quality of life for tenants on Council housing estates to include anti-poverty initiatives, digital inclusion and community garden/growing projects.

6. Improve **public transport infrastructure and services** through support for socially necessary bus services and upgrades to the transport infrastructure including the award of supported bus service contracts in April 2022.
7. Implement **new ways of working for Social Services** that effectively support our residents in the context of the challenges created by the pandemic and for their future needs.
8. Work with community leaders/ partners in Llantwit Major as a pilot to review and transform the range of **support available to older people** within their community.
9. Respond to the **workforce challenges** in the **social care sector** for appropriately skilled and experienced people including social workers, domiciliary care staff, foster carers and adult placement service hosts.
10. Strengthen existing partnership arrangements with the Cardiff and Vale University Health Board and establish the Vale Alliance to develop and implement more **integrated models of care**.
11. Refocus the way **domiciliary care** is provided to enhance the individual's voice and control over their care arrangements through the expansion of 'Your Choice'.
12. Provide a range of services, support and information to support **mental health and well-being** for all ages with an increased focus on leisure, arts and cultural services and the benefits they bring.
13. Work co-productively with **children and their families** through a strengths-based model to improve outcomes and enhance wellbeing.
14. Deliver the priorities of the [Regional Safeguarding Board](#), ensuring effective arrangements are in place to protect children and adults at risk of neglect, abuse and exploitation.
15. Deliver the actions contained in the [Shared Regulatory Services Business plan](#) for 2022/23 to improve health and well-being, safeguard the vulnerable, protect the environment, support the local economy and maximise the use of resources.
16. Work with partners to deliver the [Safer Vale](#) Action Plan including priorities for social cohesion and community protection and develop a new Safer Vale Strategy for 2023-2026.
17. Implement the **Regional Violence against Women, Domestic Abuse and Sexual Violence Strategy** (VAWDASV).
18. Work with partners to implement the **Youth Offending Service Recovery Plan** to enhance young people's outcomes.
19. Maximise **Council house building** and acquisition opportunities including Holm View Phase 2 and progress the development of over 100 new Council Homes across the Vale.

20. Implement a **five-year Local Housing strategy** to address housing need and reduce homelessness and to increase the supply of good quality, accessible and affordable housing.
21. Work with partners to **reduce homelessness** and implement a Housing Support Programme Strategy.

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OBJECTIVE FOUR

To respect, enhance and enjoy our environment

We are a Council which sets ambitious standards for ourselves, partners and communities. We understand how our environment contributes to individual, community and global well-being and are committed to protecting and enhancing our environment to ensure we can all be proud of the legacy we will leave for future generations.

Our Corporate Plan commitments are to:

- Work to reduce the organisation's carbon emissions to net zero before 2030 and encourage others to follow our lead as part of minimising the negative impact of our activities on the environment
- Work with and empower community groups and other partners to sustain local facilities including public toilets, libraries, parks, play areas and community centres
- Protect, preserve and where possible enhance our natural and built environment and cultural heritage
- Work with the community and partners to ensure the local environment is clean, attractive and well managed
- Work with the community, developers and others to ensure that new developments are sustainable and that developers mitigate their impacts, integrate with local communities and provide necessary infrastructure
- Provide effective waste management services and work with our residents, partners and businesses to minimise waste and its impact on the environment
- Minimise pollution recognising the detrimental impact it may have on the environment and people's wellbeing
- Work to reduce the impact of erosion, flooding and pollution on our coastal areas and watercourses

In 2022-23 we will:

1. Implement [Project Zero](#), our **Climate Change Challenge Plan**, focusing work on our buildings, energy use, transport, land and food and work with the Public Services Board to reduce our carbon emissions and engage with the community.
2. Publish a **Green Infrastructure Strategy** and work with our partners including the [Local Nature Partnership](#) to respond to the nature emergency, implement an ambitious tree planting programme, deliver the Biodiversity Forward Plan and raise awareness about the importance of biodiversity.
3. Improve existing **school buildings** and deliver new buildings for St Nicholas, St Baruc, the Centre of Learning and Wellbeing, Ysgol y Deri, and primary school provision in Cowbridge, where possible making them **low carbon and ideally zero carbon buildings** to operate.
4. Deliver **near zero carbon**, or at a minimum A rated new **Council homes** utilising Modern Methods of Construction and off-site manufacturing and develop Optimised Retrofit Programmes to meet carbon reduction targets for the existing Council housing stock and to help tackle fuel poverty.

5. Establish a network of locally accessible **Electric Vehicle** charging points and undertake work to ensure a more **sustainable Council vehicle fleet** including the use of electric, hybrid and alternatively fuelled vehicles.
6. Encourage and support sustainable changes to how people travel by increasing opportunities for **active travel** (walking and cycling) through the implementation of the new Integrated Network Map and effective **maintenance and repair programmes** for our roads and pavements and highway infrastructure.
7. Implement the revised Local **Flood Risk** Management Strategy including specific schemes alongside the Shoreline Management Plan and coastal monitoring.
8. Gather the evidence base for the **review of the Local Development Plan** including a public call for candidate sites for development and consultation on the Integrated Sustainability Appraisal and prepare the vision and objectives/growth options and the preferred strategy.
9. Invest in education, sustainable transport, and community facilities as a result of negotiating **Section 106 payments** from developers in areas where development has occurred as detailed in the annual **Section 106 report**.
10. Review and implement options for **community organisations to operate facilities** such as sports grounds, parks, open spaces, allotments and public conveniences as part of the **Council's Transformation Programme**.
11. In accordance with the Vale of Glamorgan **Waste Management Strategy 2021/31**, deliver a range of improvements to waste management including the final roll out of the new recycling arrangements in the Eastern Vale , creation of a Re-Use Facility, completion of the Resource Recovery Centre and a new Household Waste Recycling Centre in the Western Vale.
12. Work with community groups to develop a **litter and enforcement strategy** recognising the role of the community in improving our local environment.
13. Undertake local **air quality** assessments and review the data to ensure that national air quality objectives continue to be achieved.

Delivery & Monitoring The Plan

The Annual Delivery Plan actions are reflected in the Council's Service Plans showing how each Council department will work to contribute to our Well-being Objectives. Targets are set for delivering these actions.

The Council's work on the Corporate Plan is regularly monitored through an assessment of progress against our actions and performance indicators to allow councillors to scrutinise and oversee progress. This is reported to our Scrutiny Committees and Cabinet each quarter. Service Plans are also used to develop Team Plans and to inform our staff appraisals through the #itsaboutme process.

We publish all of the information about our Corporate Plan, Annual Delivery Plan and other performance reports on our website www.valeofglamorgan.gov.uk. Information is also available at our offices and libraries.

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Getting Involved

There are lots of ways to influence decision making in the Council. You can get involved by joining our citizens' panel, [Vale Viewpoint](#), and participate in consultations on our work and that of our partners.

Our Scrutiny Committees are open to the public and provide an opportunity to become involved in the Council's activities. You can request a service area or matter to be considered by a Committee by completing a [form](#). You can also register to speak at Scrutiny Committees by following the information on the Council's [website](#). More information about the Council's Scrutiny Committees and how you can get involved is available [here](#).

We welcome feedback about our work and you can contact us at:

improvements@valeofglamorgan.gov.uk

Policy & Business Transformation Service, Vale of Glamorgan Council, Civic Offices, Holton Road, Barry. CF63 4RU.

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Glossary

Biodiversity	Biodiversity is a term used to describe the enormous variety of life on Earth. Biodiversity refers to every living thing, including plants, bacteria, animals, and humans.
Biodiversity Forward Plan	The Biodiversity Forward Plan looks at how the Council manages and improves natural resources to ensure that biodiversity and sustainability are considered in all service areas and are core themes in service delivery, becoming an integral part of the decision-making processes throughout the Council.
Domiciliary Care	The range of services put in place to support an individual in their own home.
Green Infrastructure Strategy	Green Infrastructure = Green space, soil, vegetation and water that provide the ecosystem services that make places more liveable. This includes, for example, streets trees, green roofs and walls, natural play spaces, wildlife / nature gardens, pollinator corridors, landscaping, drainage and air quality management solutions
Local Development Plan	The required statutory Plan for each Local Planning Authority area in Wales under Part 6 of the Planning and Compulsory Purchase Act 2004. The Plan provides a framework for sustainable development within the area.
Local Government Act	The Local Government and Elections (Wales) Act 2021 outlined provision for the establishment of a new and reformed legislative framework for local government elections, democracy, performance and governance.
Local Nature Partnership	Local Nature Partnerships are a cross sector partnership group that deliver effective action, advice and support to conserve, promote and enhance nature at the local level and contribute to the national nature recovery agenda.
Net Zero carbon	Net zero refers to the balance between the amount of carbon produced and the amount removed from the atmosphere. We reach net zero when the amount we add is no more than the amount taken away.
Optimised Retrofit Programmes	A Housing department programme utilising Welsh Government grant funding to expand knowledge and improve local contractor capability in

	green heating services, to decarbonise the domestic heating market and provide sustainable housing with an EPC target rating of A.
Project Zero	Project Zero is the Vale of Glamorgan Council's response to the climate change emergency, bringing together the wide range of work and opportunities available to tackle the climate emergency, reduce the Council's carbon emissions to net zero by 2030 and encourage others to make positive changes.
Public Services Board	Public Services Boards were established as part of the Well-being of Future Generations Act. Our Vale - The Vale of Glamorgan Public Services Board (PSB) brings together senior leaders from public and third sector organisations across the Vale of Glamorgan to work in partnership for a better future.
Regional Safeguarding Board	The Cardiff and Vale of Glamorgan Region have 2 Regional Safeguarding Boards, one for adults and one for children. The Regional Safeguarding Boards are a multi-agency partnership comprising of statutory, independent and charitable organisations who work together to safeguard adults and children from abuse.
Safer Vale and Safer Vale Action Plan	Safer Vale is a multi agency partnership that works together to make the Vale of Glamorgan a safer environment in which people can live, work and visit, free from crime and disorder and the fear of crime. The Safer Vale Action Plan outlines the actions the partnership will take to make the Vale of Glamorgan safer.
Section 106	Section 106 of the Town and Country Planning Act 1990 allows a local planning authority to enter into a legally-binding agreement to secure planning obligations with a landowner as part of the granting of planning permission. More information on the Section 106 agreements in the Vale can be seen here .
Shared Regulatory Services	The Shared Regulatory Services is a partnership between Bridgend Council, Cardiff Council and the Vale of Glamorgan Council. The Service delivers a fully integrated service under a single management structure for trading standards, environmental health and licensing functions with shared governance arrangements ensuring full elected member involvement.

Strengths Based Model	Strengths-based practice is a collaborative process between the person supported by services and those supporting them, allowing them to work together to determine an outcome that draws on the person's strengths and assets
Vale Alliance	The Vale Alliance is a project aiming to bring together social care and health services to deliver more seamless support to our residents
Your Choice	Your Choice is an outcome based domiciliary care commissioning model which provides much greater levels of choice and control for our service users
21st Century Schools Programme	The 21st Century Schools Programme is a long term strategic investment in educational estate throughout Wales. It is a unique collaboration between Welsh Government, the Welsh Local Government Association (WLGA), local authorities, colleges and diocesan authorities.

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Annual Delivery Plan 2022-23 Consultation Responses

Detailed below is a summary of the consultation responses received, details of the responses to the on-line survey, the results of the twitter polls and comments received via social media and a detailed report from Youth Services on the discussions they facilitated as part of the consultation on the Annual Delivery Plan.

Summary of Responses

Consultee	Comments	Action
Scrutiny Committees		
Healthy Living and Social Care Scrutiny Committee 7 th December 2021	With no comment or questions, the Scrutiny Committee subsequently recommended that the Cabinet reference, report and appended Annual Delivery Plan 2022-2023 Consultation Draft be noted.	No action required
Learning and Culture Scrutiny Committee 9 th December 2021	Members, having given the draft Plan their full consideration, subsequently recommended that the draft Annual Delivery Plan as contained in the reference from Cabinet dated 22 nd November, 2021 (Minute No. C742) be endorsed	No action required
Environment and Regeneration Scrutiny Committee 14 th December 2021	Following consideration of the report, the Scrutiny Committee subsequently recommended that the Cabinet reference, report and appended Annual Delivery Plan 2022-2023 Consultation Draft be noted.	No action required
Homes and Safe Communities Scrutiny Committee 16 th December 2021	Committee, having considered the report and all the issues and implications contained therein, subsequently recommended that the draft Annual Delivery Plan be noted.	No action required
Corporate Performance and Resources Scrutiny Committee 22 nd December 2021	<p>Councillor Dr Johnson commented that overall, the ADP demonstrated the sheer breadth of the work undertaken by the Council but there was a need for the language to be 'sharpened' and to avoid too many 'buzzwords' when talking about the various outputs within the ADP and report, as well as refining what counted as an output.</p> <p>The Chair asked for more information about several aspects within the Plan, such as delivery year three of the Council's Strategic Equality Plan, achieving Age Friendly status for the Vale and progress work as part of national action around race equality</p>	<p>Plan reviewed and some language simplified. A summary/plan on a page will also be produced once the ADP is finalised.</p> <p>Members of the Committee have been provided with more information about the issues raised by the Chair.</p>

	<p>and sexual orientation and gender identity and how the Council were getting on with that at the moment, as well as the Move More, Eat Well Plan and the expansion of 'Your Choice'. He asked the Head of Policy & Business Transformation to come back to the Committee with answers to these at a later date. In the meantime, the Head of Service explained that for Age Friendly status, some funding had been secured from Welsh Government (WG) which was supporting the application and the process to become recognized as being age friendly in conjunction with the Public Services Board. For Move More, Eat Well, work was being undertaken with the 'Big Fresh' Company within schools.</p> <p>Scrutiny Committee, having considered the reference, report and all the issues and implications contained therein recommended that the Plan be noted.</p>	
<p>Email Responses</p>		
<p>Cardiff and Vale UHB</p> <p>This was the only email received in response to the consultation</p>	<p>The UHB welcomes the commitment set out in the draft Annual Delivery Plan to meeting the needs of more vulnerable residents and to tackling inequalities through prevention and early intervention. The Plan is clear on how the actions will contribute both to the Well-being Objectives in the Corporate Plan and the Public Services Board's Well-being Objectives. We are also very pleased to see reference to the exciting work that the Council and Health Board are progressing to better integrate health and care services to ensure more seamless services through the creation of the Vale Alliance.</p> <p>We look forward to working with Council colleagues to support the transformational change set out in the Plan and to explore how we can work collaboratively on the three Reshaping opportunities that are outlined.</p>	<p>No action required</p>

Survey Responses		
<p>The survey was promoted through a range of channels and ran from 29th November until the 9th January. There were 88 responses to the survey.</p> <p>Questions were framed around the 6 themes of: Project Zero, community capacity, care and support, hardship, transformation and infrastructure.</p> <p>More information regarding the responses received is provided later in this report.</p>	<p>Based on the data collected, a majority of respondents agree with the themes and actions put forward in the Plan. This is particularly true of Care and Support, Hardship and Community Capacity, which received the most ‘yes’ votes. Although less than half of respondents agreed with the transformation priority, it was a small number that disagreed.</p> <p>The majority of the suggestions made were constructive and presented consistent themes, such as housing, development, transport, energy efficiency and improving communication with the Council and with residents and partners.</p> <p>Many respondents would like to see the Council redevelop existing buildings and using brown sites for any new developments. They said that new housing should be carbon neutral and that support should be offered to make people’s homes more energy efficient.</p> <p>Several respondents were concerned about the rise in pollution from traffic and new developments. To tackle this, they suggested planting more trees, provision for EV charging points and having emission free zones.</p> <p>As well as investing in electric cars and energy efficient measures, they also suggested that the Council should support renewable energy sources such as wind farms.</p>	<p>The feedback has been forwarded to relevant officers for their consideration as part of the implementation of the ADP 22-23 commitments e.g. transport and planning to help inform delivery of the Plan.</p> <p>The Plan includes commitments around the energy efficiency of council buildings including housing and schools and Project Zero includes a range of commitments around energy and planning and working with developers.</p> <p>The suggestion of emission free/traffic free zones has been forwarded to relevant colleagues to consider as part of Project Zero.</p> <p>There are commitments in the plan regarding green infrastructure which includes tree planting - however this has been made more explicit. The Plan includes commitment to establish a network of</p>

	<p>Finally, a large portion of respondents said that more support needed to be available for vulnerable people. They said that the Council should provide classes and training opportunities to support employment, finances and healthy living. They also suggested that there needed to be a more joined up approach with the health service and other Local Authorities.</p> <p>As with comments from the consultation with young people feedback highlighted the difficulties engaging with long and wordy documents and the desire for more face to face engagement.</p>	<p>locally accessible Electric Vehicle charging points regarding electric vehicles and for a more sustainable fleet.</p> <p>As part of Project Zero the Council will be looking at renewable energy sources and already purchases 100% of its electricity from renewable sources.</p> <p>The Council continues to work closely with the health board and Cardiff Council. The Plan includes details of this work but further work will be undertaken to highlight this to the public. The Plan also includes activities to ensure people have information and support on a range of topics but relevant teams will be asked to consider the development and promotion of further opportunities.</p> <p>The importance of working with partners, third sector and the community is consistent across all sections of the survey and will be a key part of the delivery of the ADP and the Reshaping programme.</p> <p>The ADP includes a range of commitments to include community engagement including the climate conversation, youth participation, work with the third sector and a new Public Participation Strategy. The survey responses will be forwarded to those leading on these activities.</p> <p>A new public participation strategy will assist in improving how the Council engages with the public and</p>
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		other stakeholders on a range of issues. As part of the Strategy the Council wants to hear from all stakeholders - citizens, businesses, visitors and others. The Strategy will improve how we can ensure all voices are heard, particularly those from seldom-heard groups and young people are also given the opportunity to participate. This will include the mechanisms and the materials used for participation.
Twitter		
Six twitter polls were run in December one on each of the six areas of focus in the ADP 22-23. The full results of the polls are provided later in this report.	The number of votes cast in each poll was low ranging from 46 votes cast in the twitter poll on care and support and only 18 votes cast in the polls on community capacity and transformation. There was support for the majority of areas of focus but as with the survey results less support for transformation.	It is important that the Council continues to take forward its transformation agenda and further work will be undertaken to demonstrate the difference this makes to services across the Council.
Facebook		
A total of ten comments about the draft plan were also received via Facebook	Comments focused on being more responsive, budgets, Council tax, green infrastructure and trees, highways, street lighting and employment.	The majority of these issues are already included in the draft Plan and all the comments received will help shape the communications around the launch and delivery of the Plan to highlight to residents the key areas of activity for the year ahead.
Youth Service Led Discussions		
75 young people were engaged by the youth service in a series of discussions with the following. Penarth Youth Action Barry #Youthy Youth Club Llandough Youth Club #LOL	Overall young people agreed with the all the objectives set out in the ADP. The main topics where young people engaged well in were Project Zero, Community Capacity and Infrastructure. The use of language, creating documents/ information in an easy-to-	Proposed that further work is undertaken with the groups on Project Zero. Plan reviewed and some language simplified. A

Appendix B

<p>St Athan VPOD Rhoose VPOD Vale Youth Cabinet Youthy 18+ Youth Club Vale Rights Ambassadors Gloves in the Gym/ Knives in the Bin (Targeted Wellbeing / Fitness Provision. Llantwit Youth Council</p> <p>More information about the comments from young people is provided in the report from the Youth Service at the end of this Appendix.</p>	<p>understand format, it may be worth considering the National Participation Standards and signing up to the Charter when developing a Participation Strategy.</p> <p>Reaching more young people by engaging schools, visiting schools running sessions / focus groups within school time.</p> <p>Young People were keen to engage in Project Zero conversations, Active Travel and what improvements could be made to their local area by investing money.</p> <p>If the ADP was to be broken down into smaller sections more work could be done to discuss different areas, but time was a constraint.</p> <p>Provide young people with a response on how their answers have contributed to the work carried out by the council.</p>	<p>summary/plan on a page will also be produced once the ADP is finalised</p> <p>This proposal will need to be explored further with schools with due regard to capacity of schools and officers to include this in the school day.</p> <p>The detailed comments have been forwarded to the Director of Environment and Housing and officers from the Directorate will meet with Youth Services to consider how to build on this interest from young people for further engagement and how to respond to the suggestions raised. The draft Plan and Climate Challenge Plan include a number of commitments around active travel, public transport and more sustainable travel choices.</p> <p>A Task and Finish Group to be established involving Education including Youth Services, the Corporate Communications Team and the Strategy and Partnership team to develop a framework for effective consultation on corporate issues that can be implemented through the year and feed in to the development of key plans and the budget etc.</p> <p>Following approval of the ADP by Cabinet. Feedback to be provided to all the youth groups that got involved and for future activities recognising the need for engagement to be timely, accessible and interesting.</p>
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		<p>Many of the detailed suggestions can be looked at as part of the implementation of the ADP and also the development of Project Zero.</p>
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Responses to the On-line Survey

The consultation questionnaire was divided into 6 sections, with each asking respondents whether the actions were the correct ones to take, and whether there was anything else the Council should be considering to address the themes.

Section 1 - Project Zero.

1. Do you think that these are the correct actions to take in 2022-23?

[More Details](#)

 Insights



This theme received the most suggestions (55) and included a range of ideas. Many of the ideas and themes resonate with work being undertaken as part of Project Zero.

Several respondents suggested planting more trees (or replacing, where they may have been felled) to offset carbon emissions, especially in areas where emissions are higher i.e. roads, housing developments.

There were also several comments on the Council’s use of brownfield vs green spaces for developments and ensuring that any new developments were energy efficient. Some respondents also suggested that the Council should support grants to make properties more energy efficient.

EVC points and electric cars were also mentioned several times, however responses on these were mixed. Around 50% of those comments were encouraging of EVs and supported our initiative to make Council vehicles electric. Others said that they didn’t believe this should be a priority, and that for many families purchasing an EV was not realistic.

Some respondents also suggested that there should be zero emission / traffic-free zones, for example on Holton Road.

There were common themes in response to this question and comments made around infrastructure. Transport issues and green space were raised in response to a number of questions in the survey.

Appendix B

Detailed below are all the comments received in response to the question - Do you think there's anything else we should be doing to tackle climate change in 2022/23? These have been grouped under themes.

Transport

- Use smaller more efficient 'Hopper buses' at low usage times in the vale
- More on transport as it has a massive impact on climate change.
- Improve road access into wales to reduce pollution on the existing congested roads.
- Introduce more speed restrictions on residential roads.
- Make life simpler for cyclists and pedestrian. Improve public transport and have more zero emission zones
- The provision of electrical vehicle charging points should be left to the private sector unless the Council can make a profit from their use.
- The changes in planning, meaning that 'every' new dwelling has to have a vehicle charging point means that affordable housing and dwellings of multiple occupancy will either put a strain on residents, or lead to problems in terms of their use. Also the development of additional charging points, who will own them and be responsible for their maintenance, and does that mean that the poor electric car owner has recourse to repayment if he can not charge his car overnight and has to be towed to an alternative charging point. I can see more problems and the provision of working charging points in a locality is just one. any dwellings, whether new or existing, do not have private parking so they need to be charged in the street or parking area, so who provides the long cables and, if they're not allowed to park outside their own home, how are they expected to recharge their vehicle.
- Electric cars and charging points seem to be pointless especially in rural areas. If you've got an electric car, you've got a charger at home- it comes with the car. Stick to journeys within the charge range from home. The technology is a con anyway, exploiting green issues for profits for car manufacturers. Decent, fair priced integrated public transport, ideally electric, is essential. TfW must be made to work effectively - a rush hour evening spent on Cardiff Central will show how bad they are, and they must be prevented from curtailing journeys at a whim. Their management is totally ineffective and the operating staff are apathetic about providing a service. Bus services must be integrated with train services with bus routes radiating from rail/tram stations rather than providing alternatives on long routes. It appears that NAT also struggle with maintaining bus services (staffing issues on 321 route at least?).
- Don't focus too much on electric vehicles (not that they aren't important). Modal shift to public transport and cycling/walking is far more important. Electric bikes have huge potential in the Vale - if you can build some safe routes. Offer free cycle training and road safety driving (safer urban driving) to all residents/businesses. Reduce traffic speeds, improve bus services etc
- Only allow houses to be built with space and access to charger points otherwise all plans are useless and just window dressing problems for the future unless maybe travel will only be I suspect for the wealthy.
- Less cars on the road, more Reliable transport services and services for elderly people as I think some older people shouldn't be driving.

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- Charge for unlicensed street scooters. Road tax and insurance like every other vehicle. Kids are becoming dangerous with these

Planning/Green Space/nature

- Protecting and retaining our local greenfields
- Stop trying building on working farms & Greenland all for money.
- Shocking that Model Farm has been there for nearly the last 100 years but a company comes along and wants to close it down and build when there are plenty of empty buildings/areas to use.
- Re-evaluate proposals for Model Farm. Development of prime farmland and historic woodland during a climate crisis is environmental vandalism.
- Stop development on green field sites. e.g. Model Farm
- Put your words into actions. Don't destroy a sustainable farm to build a business park. Don't build a business park where it will have an immense negative impact on transport systems
- Reduced housing developments and complete ban on Green field sites.
- Please do more to conserve the green and agricultural spaces that we have including Model Farm in Rhoose who are using innovative biodiverse farming methods, have fields of wild flowers and wildlife in abundance. This site and local area could be enhanced to help children learn about their local ecosystem. Please help the farm progress and support their endeavours as part of your plan.
- Ensure no building on green fields! Ensure documents are easy to read and not full of complicated jargon, especially documents such as the LDP. Ensure public have support to make their views heard in a non patronising way through consultation and at meetings, especially planning meetings. Take note of public wishes and views and support the, as much as profit making multi million companies that want to use local farms as business parks or offset their responsibilities by planting trees. Maintain local farming to offset the carbon footprint. Encourage wildflower seeds rather than concreting over them. Ensure building is in strategic places minimising effect on the environment.
- Yes. Just build on brown sites not green spaces. We have lost our skylarks over Barry docks and lost a lot of habitat due extensive house building. Rhoose Point is a good example
- More green spaces, green roofs, trees and solar panels
- Nature emergency- stop concreting everything then stop the house building use brownfield sites and make developers build the promised infrastructure first - invest in road capacity to stop the traffic queues and that will help encourage green businesses
- Plant more trees
- Replacing trees that have been destroyed in the garden suburb and other local areas
- Stop selling off green spaces

Energy

- Ensuring that new homes are energy efficient and have electric car chargers.

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- Compile, maintain and audit a register of reputable contractors operating in the Vale who can provide advice and installation services in the fields of 1) thermal insulation of homes and 2) installation of heat pumps.
- Unfortunately, we should have started 15yrs + ago with planning. All new and refurbished warehouse, industrial and community buildings should have solar units fitted.
- Offshore wind turbines. Or supporting the building of the barrage

Waste

- Increased support for recycling opportunities which reduce littering
- Better public bins- have more that have the recycling options and empty them more regularly. Especially in areas of high use- seafront, playing fields etc.
- Add more recycling options. Soft plastic
- Plastic containers should have a deposit charged to encourage more recycling or alternative packaging
- Yes, you need to look at your waste management and recycling. At the moment you only pay lip service to recycling, your re-usable plastic bags blow around the streets for weeks after the "kerbside collection". Give everyone waterproof, easily cleaned, lidded boxes like those for the glass. Start collecting ALL plastics, batteries, wood, clothes, they all have a recycle value and can be turned into something a lot more useful and attractive than plastic bags. Make Holton Road a pedestrianised area, and persuade either NAT or Cardiff Bus to put on more services in the nights and at weekends...one bus an hour or two Monday to Saturday and one bus every two or three hours on a Sunday directly to Cardiff Bay is not enough. Get your enforcement officer out of the car and onto the streets, in the parks and on the beaches 24/7.
- Help to close down the incinerator!

Capacity/Approach


- Communally, we lack capacity for undertaking the enormous task of improving our homes, schools etc. toward a greener future. There needs to be training, education, apprenticeships, startups etc. that should be driven and coordinated by the Local Authority.
- Give yourself options to change focus, as demands change.
- Yes, but not sure what!!
- Not that I can think in any event much of it is posturing it does not happen
- Yes I agree but we are a very small local authority and need to work much closer with our neighbouring Councils especially in the areas of active travel.
- Nothing other than absolutely essential until we have an economic recovery. At present, like everyone, we should scale back expenses. We should not abuse powers or be inconsiderate of financial suffering.
- Council staff need clear direction on what they should be doing. Carbon cost rather than monetary cost needs to be a key driver in decisions. "Coal face staff" need to be included in the various Project Zero meetings/committees /working groups


- No, too soon to implement. Would be rushed in order to meet Welsh Government commitments. Should be phased implementation of a grand plans in order to ensure multi agency approach and overlapping of all services. This risks becoming a box ticking exercise. Educate the population more

Section 2 - Community Capacity

3. Do you think that these are the correct actions to take in 2022-23?

[More Details](#)

 Insights

 Yes	52
 No	14
 Maybe	21



The responses across this theme were consistent, with a majority of respondents expressing that they felt that the Council does not listen to the community on issues that they have engaged with.

Many others also stated they felt that the engagement process needed to be simplified, as reading long and wordy documents are not accessible. They also felt that more face to face engagement needed to be undertaken, particularly by Council officers and managers. Engagement with young people and through schools was also raised but there were some differing opinions on this.

Detailed below are all the comments received in response to the question - Do you think there's anything else we should be doing to increase community capacity in 2022/23? These have been grouped under themes. Not all of the issues raised are within the Council's control.

How the Council engages

- Officers need to be out in the community more. There have been some excellent examples of this recently where officers are bringing about change working with the community to deliver highway improvements
- Officers of the vale should listen more and engage more with local communities.
- Yes you need to listen to the voices of the community during consultation exercises of all types and take action accordingly...this should not be a tick box exercise!
- Actually respond to community concerns don't ignore them
- It is very difficult for the public to have the knowledge and time to gain the awareness to understand complicated documents, respond and input. People working and managing family life are often excluded due to time restraints and so inevitably lack of understanding. They have to put trust in elected members to share their voice, or paid experts from the council. Unfortunately that trust is often broken, and when people voice an opinion they are treated dismissively and patronisingly, as has occurred at consultations of the LDP previously, and at planning meetings. The public are not supported. I would like a public support group so that

we have the support to share our voice and views and to be given information, currently only afforded to elite multi million companies who are advised, given information on mitigation and overcoming the barriers or those issues brought up by public members

- Engage us - more than just form filling like this.
- Agree but I don't feel there is much appetite for community engagement and suggest a lot more is done engaging at primary, secondary and college levels which I know happens already but more could be done perhaps starting at a younger age? The main issue I see with community capacity ideas is having staff employed locally to do this - with very little new staff being taken on for many years the local authority will need to employ the right people to make this happen - community engagement does not happen overnight it needs trained community development people if you are going to take the issue seriously
- Yes I do. Cancel all of the above aspirations for the next year to save money. Just put it all on hold. The immediate financial crisis that the Council finds itself in is clearly more pressing than the climate crisis which is overhyped and moves at a glacial pace despite the panic in the media. If you were a family on a limited budget then your first priority wouldn't be to dash out and buy an electric car. I also disagree with any moves to enter into youth participation if they aren't ratepayers in the Vale. By all means engage with their parents if they pay. This objective is just more wokery from an unelected Labour Council. The Council should not be run by Greta Thunberg under proxy.
- better consultations - with community groups not just online (excludes many)
- Even if you do, you do not listen to the community anyway, so a pointless exercise. Parking charges were objected to over & over but you did anyway...
- Children should focus on education, adults have difficulty understanding the politics around these matters, children should not be used to manipulate agendas.
- Listen to what you are told not just ask for opinions then ignore and do your own thing
- Actively engaging with schools. More doing than planning to do.
- They might have a stronger voice but will it have any power to change
- There is no chance this is going to happen in any event what is a community

Specific Issues/suggestions

- New large social housing development will increase anti social behaviour and crime. To be monitored and cctv to be installed to increase community safety
- The loss of Albert Road Surgery shows the total lack of community involvement & has failed at outset unfortunately
- Attend to the poor road surfaces in the Vale
- Bring back a community newspaper like the Barry Gem (can be on line only to be environmentally friendly) to keep us updated on events and stories.
- Stop wasting money on welsh language services which you are promoting
- Increasing employment in the area. Getting homeless youths to work out of poverty by reducing benefits
- Get a fairer share of funding from the Welsh govt. and, once an increase in revenue has been obtained, consult again.
- reduce snr staff pay & pensions

- Recovery from the pandemic
- Better transport links.

Section 3 - Hardship

5. Do you think that these are the correct actions to take in 2022-23?

[More Details](#)

[Insights](#)

• Yes	57
• No	13
• Maybe	16



Responses to this theme were productive overall, with many good suggestions shared. The most common concerns were around finances, employment, education / training, housing stock and food poverty / obesity.

Several respondents felt that training or classes should be on offer to help people with budgeting, preparing healthy meals and getting back into work. The need for a long-term approach was also recognised.

Some said that there was not enough support for people already in work, particularly financial support. However, there were also some responses regarding reducing expenses and council tax, distribution of wealth and encouraging people off benefits.

The role of the third sector and the community was also highlighted.

Detailed below are all the comments received in response to the question - Do you think there's anything else we should be doing to support those experiencing hardship in 2022/23? These have been grouped under themes.

Education/Training

- Education on finances, health etc it's not all about money poor food choices often cost more than healthy options i.e fizzy drinks v squash, fresh meat /veg v ready meals or take away. Unfortunately for some priorities have changed from good healthy living too ipads, Netflix, take aways etc and even alcohol and drugs. We need to face the truth to solve society issues
- You need to run free courses for those suffering hardship, needlecraft, growing own fruit and veg, cookery courses, basic carpentry courses, make do and mend courses, finance management courses. Its no good throwing processed food and half worn out clothing at those who are going through a difficult phase. With homelessness you need to look at the cause and work on that, if it is drugs and alcohol related draw up a contract and remember

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the drugs and alcohol came first, which is why the homelessness occurs...no money to pay the rent.

- Money advice on budgeting and making it a priority to house and feed families above everything else. Classes on how to cook cheap nourishing meals from scratch would be useful.

Employment

- Hardships are becoming a decision as opposed to a necessity. Reduce these and increase employment opportunities in the area
- Support volunteering and apprenticeship as a means to employment
- Form volunteer graffiti cleaning teams and pay them for their efforts in helping our communities. The way out of poverty is work and I'm happy to pay those who make a genuine contribution.
- Offering jobs so that they can move forward

Finances (support, taxes)

- Reduce ease of access to social benefits
- Yes working people also suffer hardship financially but it's always a focus of those on benefits. Often children of working parents go without too as there is very little help for working people.
- Make those on benefits work for them
- No support for people who actually work but aren't making enough to support themselves. I am a single parent and because I work I get no support which is Ludacris...basically saying if I quote my job I will get all benefits I need which is not what we want to be setting as an example...
- Much more emphasis on wealth redistribution, get wealthy citizens to contribute more via local taxes, support people back into employment and education
- Increase tax on wealthier residents to support those in need, redistribution of wealth
- Yes cut the rise in council tax then they would not be so hard up. And therefore would not need all the help. They don't want to ask for help these increases all the time re causing it. A vicious circle.
- To ensure correct responses to those who can but don't work as opposed to penalising those who have difficulty and want to work, ensuring that the 16 hour rule does not impact on ability to go into work and make more money.
- Everyone is experiencing hardship to my knowledge. Reduce expenses wherever possible, such as council tax.

Other comments/suggestions

- Some how you will need to get those less Needy on board so they can help you achieve your goals.


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- The term hardship needs to be looked at and defined with what is necessary for life and what people now take for granted that the council should pay for.
- Recovery from the pandemic
- Support families and friends/community to more effectively support their own (I.e. individuals helping and supporting others)
- Unfortunately much of the problem is outside the control of a local authority
- Maximise the use of existing services in the voluntary sector who have more experience in these areas by enabling the voluntary sector to develop and expand - they will have really suffered financially especially in terms of fundraising
- Tackling the source of these issues effectively is better in the long run than trying to patch things up
- Strings must be attached, to get x you must do y
- Actually support them in the first place
- Period poverty
- Helping people to become independent. Agree with school projects if they are run by community and school is access point only. Also tackling food poverty and obesity should be a priority as it has a negative impact on people's life chances and is a drain on NHS and medical services.
- These problems are historic, past actions aren't changing things enough. I don't know what the answer is but projects come to an end without changing much.
- Introduce more affordable and energy efficient houses
- Just make sure your promises are kept

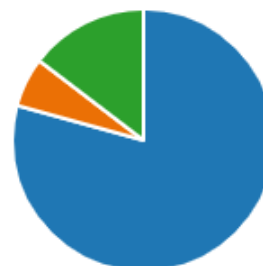
Section 4 - Care and Support

7. Do you think that these are the correct actions to take in 2022-23?

[More Details](#)

 Insights

 Yes	65
 No	5
 Maybe	12



Care and Support received the highest number of 'yes' responses, yet had the fewest suggestions.

The suggestions were varied and covered a broad range of issues, such as childcare providers, support for older people, young carers, teacher wellbeing and integrating health and social services.

Many respondents felt that there needed to be more housing support for older people, for example building or converting properties and providing easier access to these services.

One respondent suggested that all childcare providers should receive Flying Start training.

The overarching response was that more collaborative working was needed between the health and social care services, as well as between Local Authorities. This was mentioned in the capacity of

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pooling resources, staff, experiences and policies, as well as providing a more efficient experience for residents.

Detailed below are all the comments received in response to the question - Do you think there's anything else we should be doing to meet the care and support needs of residents in 2022/23? These have been grouped under themes.

Services for the elderly

- Join services up. We have had endless circular conversations with different departments when trying to support elderly relatives.
- More timely reablement teams and supportive home care to reduce current reliance on agencies
- My experience of accessing services for the elderly are extremely disjointed and slow moving. It's very frustrating for carers to find and access available services. Finding out what is available and how to access services is extremely difficult. My father died before he was able to access what he was entitled to despite having worked the whole of his life and making a contribution. This needs to improve dramatically for future generations.
- Build/convert more affordable properties for older people to move into.
- More support for care homes and stop locking them down.

Young People/Schools

- Extend Flying Start training for all childcare providers so that all children and their families have better outcomes.
- Similar comment too last question. Plus Education is free but sometimes this makes some people not appreciate it. If all parents encouraged their children to cherish and embrace their potential through education all including the education system itself would improve and benefit. Perhaps imposing such a rigid structure as national curriculum on teachers is not ideal for all! In the care sector we need to go back to having 'Village' hospitals some where to go between main hospital and home.
- Could you also think about teacher wellbeing in schools?! Because more and more pressure is put on teachers with no regard for their mental health.

Family/carers/other providers

- Promote the use of direct payments so that friends and family members are more likely to be able to afford to participate in meeting care requirements of their loved ones rather than relying on formal carers
- Greater support for young carers and hospices that are nearly entirely self funded like Ty Hafan.

Resources and Integrated/Regional working

- Working collaboratively with neighbouring authorities to pool resources/ staff/ experiences/ policies/ research. Absolutely vital to integrate health & social services but we have been trying to do this for years and years - what needs to be done to make this happen? You need the right people at the top to understand what needs to be done - still masses of duplication also need to involve housing in these processes. Lots of opportunities here to work differently and make financial savings
- More care and support....instead of spending lavishly on events and pointless job positions in the council we should be spending on people who actually need it...more housing, parks etc...areas for people to enjoy and be able to get out the house more and enjoy.
- No comment again it is too much for a local authority to achieve without a "joined" up approach
- Those with greater incomes should contribute a greater proportion of their income, redistribution of wealth to support those with less income and smaller assists. More support for homeless and DA victims
- Further allocation of funds to NHS and Social Care rather than throwing millions of good money after bad at a failing airport may assist in managing the health and social care crisis.
- More people on the ground and less managers
- Ensure enough staff are employed to meet the needs.


Support/Access to Services

- If someone really needs help, then they should get it if they haven't put themselves in their precarious position. There are too many spongers and these need to be weeded out.
- More support to those begging on the streets, emergency contact number so we can raise concerns about young people
- Make communities more walking friendly, ensure that older and vulnerable residents can safely access services they need even without a car.
- Safeguarding for those vulnerable residents are paramount.
- GP surgery in N Penarth to replace Albert Rd Surgery - the loss of this essential service demonstrates the complete & utter failure of your strategy here causing worry & grave concern to us OAP

Section 5 - Transformation

9. Do you think that these are the correct actions to take in 2022-23?

[More Details](#)

 Insights

 Yes	43
 No	17
 Maybe	26



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Less than half of respondents agreed that Transformation should be a priority. However, the suggestions that were made were actionable and ambitious. Many responses echoed those for Project Zero, such as issues with public transport and energy efficiency in homes.

One respondent suggested that the Council should invest in renewable energy sources, such as small wind and hydro-electric generation. They were also in favour of introducing more EV charging points, switching Council transportation to electric and training staff to maintain electric vehicles.

Some respondents advised that the way the Council communicates internally, as well as externally needed to be improved. For example, they felt digital inclusion was an issue and that information wasn't being shared between departments.

Two respondents said that this should not be a priority until the Vale of Glamorgan had achieved economic recovery. These respondents left the same comments in every section.

Detailed below are all the comments received in response to the question - Do you think there's anything else we should be doing to transform the way we work in 2022/23? These have been grouped under themes and a number of the comments are consistent with those received in response to the Project Zero question and with commitments in the Climate Challenge Plan.

Transport/roads

- An efficient public transport is a must
- Start maintaining what we have roads and pavements etc.
- Greater access to cheap and effective public transport. The Vale is not a flat land and push bikes are useless here with thousands spent on creating cycle lanes, the money would be better spent on smaller effective public transport as they do in other countries.

Environment

- Yes do not destroy working farms in favour of white elephant business parks just for financial gain
- Why was permission given to build a huge environmentally damaging incinerator at Barry Dock? I think this very hypocritical of the council to now be concerned about the environment and climate change.
- Encourage school meal providers to waste less food and use less water and plastic
- Relax planning rules on small wind and hydro electric generation. More charging points for electric vehicles. Switch to electric vehicles for council transportation, Train staff to maintain electric vehicles

Ways of Working/Workforce

- The Local Authority should be playing a dynamic role in building workforce capacity so that new 'green jobs' can emerge and develop for local people. There is currently a lack of capacity for undertaking the scale of work needed to properly upgrade the energy efficiency of our homes and businesses, fit and service heat pumps etc.
- You need to have an effective vetting process for projects/services to ensure that they are effective at what they are doing. There are many people making too much money from green issues. E.g. I instigated 2 projects to mitigate carbon emissions from 2 S Wales power stations. My employing company put \$2m+ into carbon sequestration in Brazil. That

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company then bombarded me with sleazy American "carbon traders", and after 14 years the Brazilian ecological group running the carbon sequestration project stopped after only 4% of the target sequestration had been achieved. The income from the sequestration pot and the cash generation mechanism we provided was diverted into pet projects, not involving carbon fixing. I had left the company, and nothing was done to track carbon fixing progress. And that was ecologists that ripped us (and the planet) off. Its no good "doing the right thing" if you are dealing with rogues.

- I think VOG current staff are exhausted and have had to take on additional roles as staff leave and absorb extra work - you will need a huge expansion of trained workforce to make this happen but again the team could work for several local authorities
- Apart from health and safety training suspend all work in this area for at least the next year to save money and keep rates down for Council taxpayers.
- Restructuring sometimes works, but other times introducing new big partnerships and new tech seems good but needs to be planned very carefully.
- I think the way we have adapted to the changes brought about by Covid have been good however it is an area which needs further work
- This is a rather generic statement which alludes to action. I would like to see successes firmly evidenced to make this a reality
- Integrating care within the community is essential for this to be delivered - accountability too?
- I have no idea what this statement means, well intentioned but too vague

Communication/responsiveness

- Try listening and hearing what your residents are telling you, reduce the Council Tax and encourage people to participate in contributing to the area. Waste management...give us proper, solid, lidded bins instead of these dreadful, not fit for purpose re-usable plastic bags for our waste. Garden waste collection should be all year round and weekly black bag collections might just go some way to reducing the rodent population that we in the town centre area are plagued with. Proper dustbins to put the black bags in would be nice and stop the wretched seagulls ripping them apart.
- Make sure all VOG departments improve communication with themselves and residents so we know what is going on.
- Talk across departments, allow funding to be shared/pooled not in silos so much...
- Yes you should respond more quickly to issues in the community e.g. have been without street lights 3 in a row on a dangerous bend. Complaints have been made and so far ignored.

Digital/Technology

- If you mean more online then I disagree we have a situation today of 'digital discrimination' many older people, those with impairment or learning difficulties are missing out with so much only online and impersonal.
- Accelerate the use of AI in sorting and recycling waste


Resources

- Not until we have an economic recovery. It is unacceptable to demand higher payments from people whose income has been reduced and who have a higher cost of living.
- Take a good hard look at your staffing costs and amount of managers. Those who you have should be working effectively and efficiently. Residents should not be paying significantly more council tax just to cover the salaries of more managers.
- be existing resources/ equipment

Section 6 - Infrastructure

11. Do you think that these are the correct actions to take in 2022-23?

[More Details](#)

 Insights

 Yes	44
 No	17
 Maybe	23



Many of the responses in this section echoed those in the sections on Project Zero and transformation - once again raising the issues of housing and roads.

Many responses linked to planning and development with a number of respondents unhappy with the possibility of more housing developments, particularly those built on green sites. Some suggested that existing buildings should be redeveloped.

Several respondents also raised the issue of pollution as a result of new housing and increase in traffic.

As well as concerns about traffic, several respondents also said that roads needed to be improved, both from the perspective of better maintaining existing roads, as well as consideration for infrastructure around developments.

Detailed below are all the comments received in response to the question - Do you think there's anything else we should be doing around infrastructure in 2022/23? These have been grouped under themes.

Transport

- Our roads cannot take anymore traffic, the roads are a nightmare.
- Most homes have 2 plus cars.
- No mention of the deplorable condition of many roads in Penarth and resurfacing plan
- I appreciate that major roads are the responsibility of the Welsh Government. However, hopefully, the Vale has some influence with regard to road projects. I am fully behind the need for challenging targets to reduce carbon emissions but I am also deeply sceptical about naive assumptions that all spending on roads is bad. Traffic congestion is extremely wasteful and has a very bad effect on productivity. Road projects undertaken now will probably be used by electric cars and hydrogen powered trucks in the very near future. I wonder whether

this last point is taken into account when environmental assessments are conducted on road building projects.

- Coordinate with neighbouring regions, safer cycling routes into Cardiff needed. Any new homes must be within walking distance of services, public transport etc and be built to discourage car use. NO new roads
- Stop house building! How much more green areas are you going to take up? The road infrastructure cannot cope with the level of traffic now. Just stop & leave some country side!
- Improve the roads in and out of Barry, we need a dual carriageway from culverhouse cross into Barry to carry the increased traffic from new housing. It can take 30 minutes to travel this stretch of road
- Have a road repair plan in place.
- Some roads in the vale are in a very poor state
- Try sorting out the traffic problems at the Merry Harrier junction...takes over an hour on the bus to get from Biglis Roundabout to Llandough at peak times. The transport and road infrastructure needs to be addressed before you even consider more housing, which will only increase road usage of private cars.

Planning/Development/Environment

- New building should all be on 'Brown sites' and not green spaces. There are a lot of such sites. Barry Waterfront area is a great example
- Yes more utilisation of existing vacant buildings to provide housing instead of building on fields
- The LDP is way out of date and not related to current knowledge on climate change
- A reduction in house developments, with a complete ban on green field sites, to allow required infrastructure to catch up.
- Get a grip on the developers and planning department who are putting greed before people
- Infrastructure should come before building, and road building has been stopped. People cannot get appointments and we are planning for more building. Do we want a Vale or a big housing estate? Management of empty properties, sustainable homes, and building on brown field sites should be high on the agenda, not on wastelands where pollution inhibits growing own vegetables, or flooding is a risk.
- All new construction should be on brown field sites and be using carbon neutral construction techniques and enable carbon neutral living.
- Reviewing of the LDP? Barry is to overpopulated now, we have no A&E department no maternity unit we have to travel 45minutes away into Cardiff. There is a concerning lack Jobs the town is dying and there is a major lack of Dentists, Dr's and schools and you want to build More council homes!!!
- Keep our greens spaces. When they go you can't get them back nor the wildlife. Since 1991 the growth of new housing has been horrendous. The impact on pollution through too many cars now is appalling plus the sheer quantity of them. Public transport needs to be put forward as a viable alternative
- only build on brownfield sites
- Need the infrastructure first - can't rely on promises of developers
- More inspections of emissions required to ensure safe air for residents to breath & accountability - name & shame does work!

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Housing

- Council homes rather than contracted out private landlords.
- Local authorities have not got the experience or the skilled workforce to be building new council homes - please consider using development teams already used to doing this in the social housing sector rather than reinventing a whole new council team - definitely work with Bridgend and Cardiff to achieve these actions
- Yes to schools but I strongly believe that in the Vale we are building houses as a tick box exercise without considering residents wellbeing. Especially no real regard for the real world of commuting and transport infrastructure. Which is also not good for climate change.
- Build more than 53 homes! To tackle homelessness and those waiting on lists 53 seems a meagre number.

Schools

- Schools- yes! REALLY look at your building stock of schools and focus on those that need work rather than those that will make the VoG look good. All pupils across the VoG, whether in deprived area or not should have access to the same standard of facilities. This is simply not the case.

Resources/Scope

- More funding needed in basic infrastructure. Lots of under investment over the last 20 years and things are looking tatty and unloved. New is all well and good but money needs to be spent on existing potholes tarmacing benches toilets etc
- Fix the potholes and maybe find a better way to recycle as I have seen many years ago in Germany where large bins are available in cordoned off land and are emptied regularly and not like the appalling situation at Barry Island with bags of rubbish and possibly recycling left next to overflowing bins. Surely community service offenders could perform this unskilled task and pay back to our community. The Germans never seem to suffer the 'British' desire to live amongst the rubbish they throw away. We could learn a lot from them and the secret of their success.
- Again beyond reach

Employment

- Reduce social housing and increase employment opportunities. Lack of employment opportunities increasing crime and antisocial behaviour in the vale
- The increase in access to housing association and council property such as the large social development on subway road, does not encourage individuals to access employment but continue to rely on tax payers. Three times weekly an employment engagement officer to attend the subway road development and get individuals to access employment opportunities or sanction benefits

Profile of respondents

As the charts below show, there was a relatively equal split of respondents from each area in the Vale (in relation to the population of each area). Almost all respondents were local residents (76), with some responding as Council staff (3), councillors (1) and public/third sector organisations (3). Not all answered this question.

Almost 50% of the respondents were female.

A majority of respondents were aged 55-74, with around 30% falling into the 25-54 bracket. There were no respondents under the age of 25. Not all respondents provided their age.

13. Which area of the Vale of Glamorgan do you live in?

[More Details](#)

● Barry	39
● Eastern Vale (Penarth, Sully, Di...	19
● Western Vale (Rhoose, Llantwi...	28



Public Consultation Responses via Social Media

Facebook

A total of ten comments about the draft plan were received via Facebook these focused on being responsive, budgets, Council tax, green infrastructure and trees, highways, street lighting and employment.

1. They don't listen at the best of times!
2. Would be nice to think this isn't just lip service because local elections are just around the corner.
3. That's WHY they are pretending to listen. Best bet is to stand as an independent and wake them up that way.
4. What's the point in asking when dinas councillors asked what should the residents do if there are floods answer was deal with it yourself but there are sand bags available. So why ask.
5. How to manage your budget more efficiently so we won't be faced with an increase in council tax.
6. Green infrastructure, and Keeping what little green infrastructure we have in the town. Like our lovely trees on Friars Point before they start building on the space. Surely all those 100 year old trees have a TPO, I've asked this question but never got an answer.



Appendix B




7. Is this the bit before you tell us your gonna screw more money out of us in council tax in order to pay for less services than you provided last year?
8. Reducing the 17% pay rises for councillors to a respectable level would be a good start.
9. Fix the roads i have a £200 bill for a new wheel thanks to hitting a pothole on Pencoedtre Rd a few months ago
10. Increasing employment in the area and street lighting under subway road bridge near the docks train station

Twitter

In addition to promoting the online survey via social media six twitter polls were run in December. There was a poll on each of the six areas of focus in the ADP 22-23 and the results of the polls are below. The number of votes cast in each poll was low ranging from 46 votes cast in the twitter poll on care and support and only 18 votes cast in the polls on community capacity and transformation. There was support for the majority of areas of focus but as with the survey results less support for transformation.

06.12.21	<div data-bbox="379 943 592 999"> Vale Council @VOGCouncil</div> <p data-bbox="379 1025 1166 1106">#ADPVale we're making Project Zero a priority - do you agree? 🌍</p> <p data-bbox="379 1149 1126 1305">This means delivering on our commitments to tackle climate change, by improving green infrastructure strategy, schools, housing, active travel and public transport and our procurement process 🏠🚲</p> <p data-bbox="379 1341 628 1379">Actions below ↴</p> <table border="1" data-bbox="379 1400 1174 1543"><tr><td>Yes</td><td>58.3%</td></tr><tr><td>No</td><td>29.2%</td></tr><tr><td>Maybe</td><td>12.5%</td></tr></table> <p data-bbox="379 1563 588 1588">24 votes · Final results</p> <p data-bbox="379 1615 764 1639">3:09 PM · Dec 6, 2021 · Twitter Web App</p>	Yes	58.3%	No	29.2%	Maybe	12.5%
Yes	58.3%						
No	29.2%						
Maybe	12.5%						

<p>07.12.21</p>	 <p>Vale Council @VOGCouncil</p> <p>#ADPVale we're making Community Capacity a priority - do you agree?</p> <p>This means giving you a stronger voice and influence in shaping services and activities in the Vale.</p> <p>Actions below 🗳️</p> <table border="1"> <tr> <td>Yes</td> <td>72.2%</td> </tr> <tr> <td>No</td> <td>22.2%</td> </tr> <tr> <td>Maybe</td> <td>5.6%</td> </tr> </table> <p>18 votes · Final results</p> <p>3:34 PM · Dec 7, 2021 · Twitter Web App</p> <p> View Tweet activity</p>	Yes	72.2%	No	22.2%	Maybe	5.6%	
Yes	72.2%							
No	22.2%							
Maybe	5.6%							
<p>08.12.21</p>	 <p>Vale Council @VOGCouncil · Dec 8</p> <p>#ADPVale we're making tackling Hardship a priority - do you agree?</p> <p>This means supporting those with hardship i.e. finances, housing or employment. We'll aim to reduce homelessness, give money advice, benefits and employment services and food poverty projects.</p> <p>Actions below 🗳️</p> <table border="1"> <tr> <td>Yes</td> <td>70%</td> </tr> <tr> <td>No</td> <td>26.7%</td> </tr> <tr> <td>Maybe</td> <td>3.3%</td> </tr> </table> <p>30 votes · Final results</p> <p>🗨️ 1 ↻ 1 ❤️ 1 📤 </p>	Yes	70%	No	26.7%	Maybe	3.3%	
Yes	70%							
No	26.7%							
Maybe	3.3%							

<p>09.12.21</p>	 <p>Vale Council @VOGCouncil · 23h ...</p> <p>#ADPVale we're making Infrastructure a priority - do you agree?</p> <p>This means investing in our schools and housing and ensuring we have the right infrastructure in the Vale to support economic, social, environmental and cultural well-being.</p> <p>Actions below 🗳️</p> <table border="1"> <tr> <td>Yes</td> <td>54.3%</td> </tr> <tr> <td>No</td> <td>28.3%</td> </tr> <tr> <td>Maybe</td> <td>17.4%</td> </tr> </table> <p>46 votes · 0 minutes left</p> <p>🗨️ 2 ↻ ❤️ ↗️ 📊</p>	Yes	54.3%	No	28.3%	Maybe	17.4%
Yes	54.3%						
No	28.3%						
Maybe	17.4%						
<p>10.12.21</p>	 <p>Vale Council @VOGCouncil · Dec 10 ...</p> <p>#ADPVale we're making Care and Support a priority - do you agree?</p> <p>This means giving more support to vulnerable residents, ensuring people have access to care, support and information to keep them safe and well both physically and mentally.</p> <p>Actions below 🗳️</p> <table border="1"> <tr> <td>Yes</td> <td>76.2%</td> </tr> <tr> <td>No</td> <td>14.3%</td> </tr> <tr> <td>Maybe</td> <td>9.5%</td> </tr> </table> <p>21 votes · Final results</p> <p>🗨️ 1 ↻ ❤️ ↗️ 📊</p>	Yes	76.2%	No	14.3%	Maybe	9.5%
Yes	76.2%						
No	14.3%						
Maybe	9.5%						
<p>13.12.21</p>	 <p>Vale Council @VOGCouncil · Dec 13 ...</p> <p>#ADPVale we're making Transformation a priority - do you agree?</p> <p>This is about bringing together our work with the community and on climate change, but also developing our technology, assets, workforce and projects to change how we deliver your services.</p> <p>Actions below 🗳️</p> <table border="1"> <tr> <td>Yes</td> <td>38.9%</td> </tr> <tr> <td>No</td> <td>50%</td> </tr> <tr> <td>Maybe</td> <td>11.1%</td> </tr> </table> <p>18 votes · Final results</p> <p>🗨️ 1 ↻ ❤️ ↗️ 📊</p>	Yes	38.9%	No	50%	Maybe	11.1%
Yes	38.9%						
No	50%						
Maybe	11.1%						

Annual Development Plan - Consultation with Young People

Methodology

The Vale Youth Service facilitates open access youth provisions in various locations across the county, including youth clubs, participation projects and a mobile bus provision, The VPOD.

Young people accessing these open access provisions were provided with a brief introduction of the ADP, its purpose and why young people should be consulted.

Young people were verbally asked if they agreed or disagreed with the objectives set out in the ADP. They were then given the opportunity to give additional comments on each of the different objects. A series of questions, discussions and their responses were gathered through flipchart work.

A total of 75 young people took part in the following settings.

- Penarth Youth Action – 5 YP took part aged 12-16
- Barry Youthful Youth Club – 15 YP took part aged 12-16
- Llandough Youth Club #LOL 16 YP took part aged 11-14
- St Athan VPOD – 8 YP took part aged 15-17
- Rhose VPOD – 5 YP took part aged 11
- Vale Youth Cabinet – 6 YP took part aged 14-17
- Youthful 18+ Youth Club 3 YP took part aged 18-21
- Vale Rights Ambassadors – 6 YP took part aged 13-17
- Gloves in the Gym/ Knives in the Bin (Targeted Wellbeing / Fitness Provision. 11 YP aged 11-12 & 3 YP aged 16-17
- Llantwit Youth Council – 3 YP took part aged 14-18

These 20 minute sessions were facilitated by Vale Youth Service Staff between the 25th November and 15th December 2021.

Feedback

Overall young people agreed with all the objectives set out in the ADP. This was conducted through open discussion with young people stating they “agree” with each objective. Several young people were more engaged than others, many didn’t fully understand why they were being asked the questions or didn’t understand why their opinion mattered.

The main topics where young people engaged well in were Project Zero, Community Capacity and Infrastructure. Additional comments to different objectives set out in the ADP can be seen further on, this has been broken down by each provision.

Recommendations

Whilst most young people taking part in discussions remained engaged, a trend did emerge through the conversation.

- The use of language, creating documents/ information in an easy-to-understand format, it may be worth considering the National Participation Standards and signing up to the Charter when developing a Participation Strategy.
- Reaching more young people by engaging schools, visiting schools running sessions / focus groups within school time.

Appendix B

- Young People were keen to engage in Project Zero conversations, Active Travel and what improvements could be made to their local area by investing money.
- If the ADP was to be broken down into smaller sections more work could be done to discuss different areas, but time was a constraint.
- Provide young people with a response on how their answers have contributed to the work carried out by the council.

Detailed responses from each group is listed below, these refer to areas where they wanted to engage in further conversation.

Below are the key areas of what the council want to work, do you agree or disagree with these.

Project Zero – The council want to work on tackling climate change, they have ideas around how to improve buildings such as homes / schools, provide more active travel options.

Penarth Youth Action:

How can the council improve active travel and the use of public transport

- Look into carbon friendly transport
- Encourage residents to cycle more
- Increase taxes on cars especially diesel cars
- Rewards for biking & walking to schools
- Create more pedestrianised areas, widen roads for bike lanes to prevent traffic build up
- Lower the price of bikes to encourage more people to buy the,
- Add more accessible bike lessons so more people will want to ride their bikes
- Try and make bus fares and train fares cheaper.
- Provide more hire places for bikes
- Create more bike trails so that it's easier and safer to travel

How can community spaces and local facilities be made more environmentally friendly?

- Better public transport
- Wales has a large coast, harness tidal energy
- Solar panels on large infrastructure
- Plant more trees, add more flowers, create nature roofs on building, add more recycling bins
- Investing in more green spaces. Creating nature reserves
- More pedestrianised areas / wider roads for bike lanes / better pavements
- Invest in taps that automatically turn off after 20 seconds / no paper towels invest in more hand driers.

Barry #Youthy Club

How can the council improve active travel / healthy lifestyle?

- More electric charging points to be installed in area
- Encouraging residents to eat healthier foods

How can community spaces and local facilities be made more environmentally friendly?

- Investing in more plant pots including biodegradable resources
- Reducing littering in the area – additional recycling bins
- Consideration to be made in turning rundown buildings and play areas into suitable spaces for young people and looking into ways to make these spaces safer.
- Cleaner parks and planting more trees

LOL Youth Club (Llandough)

How can the council improve active travel / healthy lifestyle?

- More public transport, buses needed in the area
- Have an electric bike point installed in the area
- Look at ways to make public transport cleaner
- Promote healthy eating, and ensuring food in schools is healthy and providing more vegetarian and vegan options
- Electric car charging points to be installed

How can community spaces and local facilities be made more environmentally friendly?

- Provide more litter picking equipment for community use
- Increase planting of trees, plants, flower gardens to encourage more wildlife and create specific places for more bees
- Look at ways to stop littering and increase the number of bins available, and for bins to be emptied more regularly.
- Look at ways to reduce plastic use
- Create more electric charging points
- Create more Mental Health / Wellbeing HUBS

St Athan VPOD Provision

How can the council improve active travel / healthy lifestyle?

- Increase public transport routes – including the development a train station in St Athan – Young people struggle to travel in and out of St Athan. There aren't much leisure opportunities for young people and most travel to Llantwit Major / Barry for school / clubs / shopping
- Regular buses and reduced bus fares would help (bus fare is expensive)

How can community spaces and local facilities be made more environmentally friendly?

- Young people were quite vocal about the lack of opportunities for them in the area. They would like to see more facilities opened up in area without the need to travel. Such as leisure activities / clubs / shops. Some young people even suggested having

a secondary school in St Athan, they felt these ideas would make their specific area more environmentally friendly.

- The discussion around feeling safe in the local area, some young people did say there wasn't much surveillance in the area and that lighting and the facilities by the skate ramp were quite poor. No presence of authority in the area
- At Athan needs better community health facilities, there is no optician, dentist create a wellbeing space would benefit the area.

Rhose VPOD Provision

How can the council improve active travel / healthy lifestyle?

- Look into public transport, increase in train service would benefit the area and reduce the need for cars.

Vale Youth Cabinet

How can the council improve active travel / healthy lifestyle?

- Provide more public transport routes and lower transport fares would encourage more people to use.
- Making public transport more accessible
- Invest more in cycle lanes throughout the Vale of Glamorgan Council
- Subside the cost of public transport

How can community spaces and local facilities be made more environmentally friendly?

- Introduce recycling bins in public spaces forcing more people to recycle when they are out
- Look at biodegradable resources such as toilet paper.
- Implement more paper and cardboard resources over plastic – reduce the use of single use plastics within the community, go plastic free.

#Youthy18+ Provision

How can the council improve active travel and the use of public transport?

- Temporary bus passes for families who may not be able to afford to travel on public transport. This could be in place for a certain amount of time until family situation changes, and they can then afford travel themselves.

How can local facilities such as libraries / parks / public toilets / play areas / community spaces be made environmentally friendly.

- More bins, since they've been taken away there is more litter.
- More dog waste bins as this leaves dog walkers with issue of disposing waste.
- Loss of local shops on the high street makes shopping less accessible to people. E.g. Game has closed which leaves no options for those who can't shop online.
- Only one public toilet in Barry town centre which costs money.

- Soft play spaces for adults, this stops in children's parks.

Gloves in the Gym/ Knives in the Bin

How can the council improve active travel / healthy lifestyle?

- Create walk to school schemes and provide rewards for this
- Provide more public transport
- Change drop off / pick up times in school to reduce traffic.

How can community spaces and local facilities be made more environmentally friendly?

- Look at ways to use more recycle materials in plants to upgrade facilities / equipment
- Provide more bins in local areas, with recycling facilities
- Make community centres more energy efficient / solar power

Llantwit Youth Council

How can the council improve active travel and the use of public transport?

- Redevelopment of walking & cycling lanes in both Llantwit Major & St Athan – in particular the ones that are very thin, dangerous, and poorly lit in Winter months. Young people believe that many people are reluctant to travel via bicycle due to how dangerous it can potentially be.
- Look at E-Scooters as a means of transport. However, although they are a good idea and could be beneficial. There would need to be tight regulations to ensure they do not become a danger to the general public. One young person has been in incident whereby almost had a collision with an E-Scooter travelling 25-30mph.
- Students should not have to apply for railcards and/or bus passes for discount. Instead, they should be provided with them anyway via their institution. E.g., school bus passes for university students.
- Improved public transport in Llantwit Major & St Athan as transport in both areas very poor. Llantwit very inconsistent – buses are never on time. Bus times in Llantwit Major & St Athan are hourly and this no longer coincides with train times which makes transport very difficult. E.g., the train arrives at 55 pasts, whereas the bus arrives on the hour.
- Cyclists make driving in a car extremely difficult on occasions – more needs to be done to prevents this.

How can local facilities such as libraries / parks / public toilets / play areas / community spaces be made environmentally friendly...

- Make sure toilets are cleaned regularly to encourage people to show more respect when using them – as they are often both dirty & damaged.

- Add water fountains to the listed community spaces to encourage people to re-use their plastic bottles.
- Alternative methods to bulletin boards.

Community Capacity – This means speaking more to local residents including young people, they want to hear from everyone and have set out ideas on how to do this.

Penarth Youth Action:

How can the council hear more from young people on what's important to them?

- Young people friendly forms
- Text messages instead of emails
- Use young person friendly language, no one will read pages of texts
- Use social media in a young person friendly way – eg TikTok / Instagram
- Through schools and youth provisions
- Use “younger” forms of communication – more social media
- Work more with schools, they are the largest HUB of young people

Barry #Youthy Club

How can the council hear more from young people on what's important to them?

- Reach out in more interactive ways using social media groups.
- Phone calls

LOL Youth Club (Llandough)

How can the council hear more from young people on what's important to them?

- Create easier to read information reports
- Consider using polls in Instagram
- Better use of social media, to engage with young people
- Consider emailing schools to come out and visit, run sessions with pupils and open up discussions
- Create a website specifically for young people to give our opinions on things
- Consider having specific events for young people where they can speak out loud.
- Create polls and votes for young people.

Vale Youth Cabinet

How can the council hear more from young people on what's important to them?

- Create young person friendly questionnaires and surveys
- Consider looking at community-based suggestion boxes.

Vale Rights Ambassadors

How can the council hear more from young people on what's important to them?

- Attend schools and provide opportunities for all pupils to get involved have their say, have drop-in sessions at lunchtime
- Information provided is hard to understand, use young person friendly language
- Peer on peer consultation – young people engage better with young people.

Gloves in the Gym/ Knives in the Bin

How can the council hear more from young people on what's important to them?

- Actively listen to young people, come into schools and talk to us
- Specific social media page for young people
- Enabling young people to attend council meetings
- Making questions more simplifies – questions are hard to understand “weird”

Llantwit Youth Council

How can the council hear more from young people on what is important to them?

- Make information young person friendly.
- Engage via Social Media platforms – through the issue is maybe young people are concerned about anonymity, or a lack thereof.

The four following objectives were discussed more broadly. Young People were asked their ideas for specific improvements that could be made in their local areas, their local schools, where money should be spent.

Hardship – This about putting more support to help those in need of homes, providing money advice, reducing homelessness, looking at food poverty projects.

Care and Support – looking at ways to make people feel safe in their local area, focus on pupil wellbeing in schools. Providing more options to improve people's physical and mental health

Transformation – looking at how they can make changes in the council on how services get delivered to make improvements to schools, social care, waste management.

Infrastructure – spending money in schools, housing to ensure that it supports social and environmental needs to people

Penarth Youth Action

Where should money be spent to improve your local area (Penarth)

- Lighting in the community / making areas safer
- Improving open spaces such as parks / pavements
- Improving transport connections, public transport
- Investing in renewable energy
- Sea defences, stop cliff from falling
- Cleanliness / graffiti in parks

Barry #Youthy Club

What improvements could be made to your school learning environment?

- Better development in wellbeing rooms, to support kids with mental health issues
- Increase in sport lessons
- More opportunities for after school clubs,
- Increase in recycling bin facilities in schools
- Development of life lessons, business, housing, mortgages financial advice for young people instead of just maths

Rhose VPOD Provision

What improvements could be made in your area?

- Increase support for wellbeing is needed.
- More activities and opportunities to try more things,
- Free swimming in the area
- Café / safe spaces to socialise.

Vale Youth Cabinet

Where could money be spent in your local area to make improvements?

- Looking at ways to make buildings more accessible, especially schools.
- Provide more learning resources to less fortunate pupils – such uniforms
- Provide more mental health / wellbeing hubs
- Provide more work experience opportunities for young people.

Vale Rights Ambassadors

What improvements could be made to your local community?

- Better lighting, I don't always feel safe walking at night, specifically train stations, Cadoxton, Cogan and Llantwit Major are all poorly lit – I don't want to use public transport at night.
- Better sport opportunities for girls – provide girl only spaces, community hubs / sessions that enable girls to feel safer
- Wellbeing centres / sessions where young people have a safe space to come in and chat / discuss things that matter to them.

Gloves in the Gym/ Knives in the Bin

What improvements could be made to your school learning environment?

- Work with schools to reduce the amount of paper used, use of technology
- Upgrade St Richard Gwyn school, only secondary school in Barry not to have new facilities
- Create specific wellbeing / nurture rooms in all schools
- Create more arts facilities in schools

Highlighted below are some of the barriers that were faced by some of the groups taking part in the consultation. It's worth considering these barriers as they can be planned for in the future when consulting with young people.

Barry #Youthy Club

During this session some of the young people really struggled with taking part in the discussions. Many stated that they didn't understand why they had to do it and why it was important to do. Also, some of them just didn't want to do it because it's 'boring'. There was a lot of 'the Council is for grown-ups so why do they care what I think' or 'they don't care what I think' kind of views.

Youth Service staff explained that is why this is important, to make sure that the Council are listening to young people because their voices are just as important as all the adults.

St Athan VPOD Provision

This group were challenging to engage fully, when explained the purpose of the ADP they weren't interested, with a bit of persuasion they did though engage well around active travel routes / public transport and opportunities available to them due to their Rural Location. This was done through discussion with the ideas recorded by taking note form rather than on flipchart paper.

Rhose VPOD Provision

This was quite a young group of young, aged group, and most of their discussion centred around community space and active travel. Transport links came up as did opportunities for more activities needed especially as the area is growing in residents

Equality Impact Assessment

Please click on headings to find [general guidance](#) or section guidance with an example. You will find supporting information in appendices at the end of the guidance.

When you start to assess your proposal, arrange to meet Tim Greaves, Equality Coordinator, for specific guidance. Send the completed form to him for a final check and so that he can publish it on our Vale of Glamorgan equality web pages.

Please also contact Tim Greaves if you need this equality impact assessment form in a different format.

1. [What are you assessing?](#)

The Council's Annual Delivery Plan 2022-23
--

2. [Who is responsible?](#)

Name	Tom Bowring	Job Title	Head of Policy and Business Transformation
Team	Policy and Business Transformation	Directorate	Managing Director and Resources

3. [When is the assessment being carried out?](#)

Date of start of assessment	December 2021
------------------------------------	---------------

4. [Describe the proposal?](#)

<p>What is the purpose of the proposal? The Annual Delivery Plan 2022-2023 sets out our in-year commitments in relation to delivering the four Corporate Plan Well-being Objectives outlined in the Corporate Plan 2020-2025. The Annual Delivery Plan details how we will deliver our vision in year 3 of the Corporate Plan and provides the framework for annual Service Plans.</p>

<p>Why do you need to put it in place?</p>

Equality Impact Assessment

The Annual Delivery Plan for the period 2022-2023 is the third year of the new approach taken by the Council in response to feedback during the development of the Corporate Plan which suggested that the Council could enhance the transparency of achieving its Well-being Objectives by being more specific about the actions that will be taken in each year to deliver the Corporate Plan. An Annual Delivery Plan is published each Spring for the life of the Corporate Plan and will be informed by comprehensive engagement with all key stakeholders.

Do we need to commit significant resources to it (such as money or staff time)

The current Corporate Plan approved by Council on the 26th February 2020 sets out the Council's priorities for the next five years (2020-2025). The Annual Delivery Plan sets out the key activities that will be undertaken by the Council in-year to deliver on the commitments in the Corporate Plan and will be published each Spring.

The development of a robust Annual Delivery Plan requires extensive engagement across the Council and with external stakeholders. The Annual Delivery Plan reflects the Council's Corporate Plan priorities and this informs the way resources are allocated, whilst also taking account of the availability of resources to deliver it. The outcome of the Council's annual budget consultation and revenue settlement from the Welsh Government also inform the content and extent of delivery of the Annual Delivery Plan for 2022-23.

What are the intended outcomes of the proposal? The Annual Delivery Plan will detail our in-year commitments to deliver on our four Corporate Plan Wellbeing Objectives. The Plan will also provide the framework for how we contribute annually to the national well-being goals and improve local well-being and services.

Who does the proposal affect? The Annual Delivery Plan affects Vale residents and also those who visit and work in the Vale. The Plan outlines a variety of high-level and specific activities encompassing numerous Council services with more detailed actions included in Service Plans. Any changes to services and policies across all Council Directorates will be the subject of more detailed equality impact assessments which will need to explore any potential impact.

Note: If the proposal affects lesbian, gay, homosexual, or transgender people, ensure you explicitly include same-sex couples and use gender neutral language.

Will the proposal affect how other organisations work? Many of the activities in the Annual Delivery Plan will be delivered in partnership (internally and externally) and the Plan is aligned to the Corporate Plan and the Public Services Boards Well-being Plan. A key element of the consultation is to enable the views of partners to be considered as part of the development of the ADP.

Will the proposal affect how you deliver services? The Annual Delivery Plan 2022-23 sets out the Council's commitments in year 3 of the new Corporate Plan (2020-2025) which will influence and shape service delivery across the Council.

Will the proposal impact on other policies or practices? The Annual Delivery Plan 2022-23 sets out the Council's commitments in year 3 of the Corporate Plan (2020-2025) which will in turn influence policies and practices across the Council.

Equality Impact Assessment

Can you change the proposal so that it further promotes equality of opportunity and fosters good relations? As part of the consultation on the draft Annual Delivery Plan 2022-23, we sought feedback on what changes are needed to the draft plan and what the priorities are for year 3 of the Corporate Plan.

This year there is a particular emphasis on a series of cross cutting themes to which most if not all actions in the Plan will contribute to. These themes include increasing community capacity and engagement (community capacity), meeting the needs of those experiencing hardship (hardship), and meeting the needs of our more vulnerable residents (care and support).

The Annual Delivery Plan includes commitments to enable greater involvement for residents and other stakeholders in decision making, enhance and promote the use of the Welsh language, achieve Age Friendly status for the Vale, progress work as part of national action around race and sexual orientation and gender identity, and work to address food poverty.

The Plan also includes actions around access to education for all ages recognising the impact of COVID-19 on continuity of learning, support for those with additional learning needs, the provision of advice and support, physical and mental well-being of all citizens, safeguarding and increasing the supply of accessible and affordable housing. The Plan also recognises the importance of arts and cultural services and the benefits they bring to well-being.

Development of the Council's Strategic Equality Objectives and consultation on the Corporate Plan 2020-2025 took place around the same time and were both informed by the findings. The Annual Delivery Plan is in line with the commitments set out within the Corporate Plan. The Annual Delivery Plan includes an action to deliver year three of the Council's Strategic Equality Plan.

How will you achieve the proposed changes? The Annual Delivery Plan will be delivered by services across the Council working together and with the local community and other partners to ensure we deliver services that best meet the needs of the community.

Who will deliver the proposal? The Annual Delivery Plan will be delivered by Council Services.

How will you know whether you have achieved the proposal's purpose? The Annual Delivery Plan will be monitored through the Council's performance management arrangements and will be reported regularly to Senior Leadership Team, Cabinet and Scrutiny.

5. [What evidence are you using?](#)

Engagement (with internal and external stakeholders)

The engagement for the draft Annual Delivery Plan this year has once again been limited by rising COVID-19 cases and Welsh Government advice/ changing regulations. Despite

Equality Impact Assessment

these challenges, the draft Plan has undergone extensive engagement with the Senior Leadership Team. In addition to internal engagement, the draft Plan also went out for public consultation on 29th November 2021 through a short bilingual survey. The draft Plan was shared with many key stakeholder networks and partners for their feedback.

Recent engagement has also been undertaken to inform the Public Service Boards draft Well-being Assessment. The draft Well-being Assessment provides a picture of what life in the Vale is like at present and what the future may look like based on extensive analysis of reports and data on a wide range of topics covering social, cultural, economic and environmental well-being for residents. The findings from the Assessment have been reviewed and where appropriate reflected in the actions outlined in the Annual Delivery Plan.

The Annual Delivery Plan outlines the in-year progress made against the Corporate Plan which was approved in February 2020. Feedback gained from the previous engagement undertaken over the course of 2019 to develop the Corporate Plan 2020-25 included an online survey, face to face stakeholder events, activities and stalls were reflected in the final Corporate Plan 2020-25 and previous Annual Delivery Plan. Details of which can be found [here](#).

Consultation (with internal and external stakeholders)

Whilst consultation has been limited on the draft Annual Delivery Plan 2022-23 due to COVID-19, however that draft plan has been circulated to a wide number of stakeholder networks to gather feedback. The draft Plan was circulated to all Vale Public Services Board partners, all Town and Community Councils, all Vale 50+ Strategy Forum members, Arts and Culture networks/contacts, equality and diversity networks/contacts, housing service networks/contacts, community safety networks/contacts, school inclusion networks/contacts and rural creative communities networks/contacts. The formal feedback provided by consultees and organisations, is reflected in the final Plan and detailed in the consultation report.

To further consult with internal and external stakeholders an electronic public survey on the draft Annual Delivery Plan was launched on 29th November until 9th January. 88 responses were received to the online survey. Whilst consultation was run predominantly online due to ongoing restrictions faced by the pandemic an offer was extended for residents and stakeholders to respond in writing or via telephone if they were not able to access the consultation online. In total, 88 surveys were completed. A series of online Twitter polls were also held during the consultation period to gather feedback on the 6 themes of the Plan. The feedback has been reflected in the final plan and results of the consultation disseminated to relevant officers. To further promote the consultation feedback on the draft Plan the draft was promoted to staff internally via StaffNet and externally via the Council's website and social media channels. Internal stakeholders have already continuously been consulted with the draft Plan being developed, presented and discussed at several Senior Leadership Team meetings.

The Youth Service also held engagement discussions with 75 young people taking part in a series of discussions on the draft ADP. The feedback from the young people has been

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reflected in the final Plan and the feedback log and will be used to inform future work with young people.

National data and research

Both the Corporate Plan and Annual Delivery Plan have been developed to be reflective of national data and research. Demographic trend data such as population estimates and population projections have been fully considered in the development of the Corporate Plan which in turn has informed the Annual Delivery Plan. We will continue to monitor these trends to ensure that work taken to deliver the Plan will be responsive to any new data or research relevant to the actions being taken forward.

Working in partnership with the Vale of Glamorgan Public Services Board an online Evidence Base has been developed which enables the review of demographic, economic, social and environmental data sets specific to the Vale of Glamorgan. Key indicator sets are monitored through the Evidence Base to enable the appropriate response to data trends. The evidence base can be seen at - www.valepsb.wales/en/Our-Evidence/Our-Evidence.aspx

The evidence base has been further enhanced through the draft Well-being Assessment which provides the latest qualitative and quantitative data on key indicators to understand life in the Vale. The suite of reports that makes up the draft Assessment can be accessed [here](#).

The majority of data relevant to the protected characteristics is drawn from the national Census, as such the most up-to-date data that has informed the development of this Plan is from the 2011 Census. We are awaiting the findings from the latest national Census undertaken in 2021, as such it will be necessary to review new data relevant to ethnicity, nationality, disability and religion and belief when this information is available and for this information to inform the implementation of this Plan as appropriate.

Local data and research

The Plan also reflects a number of areas impacted by COVID-19 as highlighted within the updated Vale of Glamorgan Community Impact Assessment (March 2021) which can be accessed [here](#). The updated Community Impact Assessment contains desk-based research assessing the impact COVID-19 has had both nationally and locally with particular reference to protected characteristics and minority groups. The 2nd edition of the Community Impact Assessment was presented to Cabinet on 8th March 2021 and highlights numerous areas which have shaped the Annual Delivery Plan.

The results from the draft Annual Delivery Plan survey consultation that launched on 29th November and the annual budget consultation have been reflected in the final Plan to ensure the Plan is inline with feedback from residents. The information gathered through this related consultation and engagement in addition to results from the public draft Annual Delivery Plan consultation survey have been combined with data and research gathered on specific localities in the Vale of Glamorgan. This is inclusive of information at a 'Community Area' as defined by the Vale of Glamorgan Public Services Board Well-being Assessment

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2017, at a Middle Layer Super Output Area Level (MSOA) and at a Lower Layer Super Output Area Level (LSOA). The suite of reports that makes up the draft Well-being Assessment can be found [here](#).

6. [How robust is the evidence?](#)

Does it show what the impact will be (positive and negative)?

The aim of the Council's work is to have a positive impact on all residents, visitors and workers in the Vale of Glamorgan. The Corporate Plan 2020-2025 and supporting Annual Delivery Plan set out clearly the priorities the Council will work towards, to ensure we improve local well-being both over the coming year and over next five years, all aimed at having a positive impact on Vale citizens.

To create this positive impact across the Vale of Glamorgan the Corporate Plan and the Annual Delivery Plan identify a number of actions that will be undertaken in-year and over the next 4 years that are reflected across 4 shared well-being objectives;

- Objective One: To work with and for our communities
- Objective Two: To support learning, employment and sustainable economic growth
- Objective Three: To support people at home and in their community
- Objective Four: To respect, enhance and enjoy our environment

The Council is confident that in working in a more integrated approach towards these 4 well-being objectives it can influence a wide range of activities and services across the Vale; making a positive difference to the well-being of residents and visitors. Working to achieve the 4 Objectives will also help maximise our contribution to delivering the national well-being goals.

What are the gaps?

The Corporate Plan contains 35 high level commitments that outline how we will work to achieve the 4 Objectives. More detail on how the 35 commitments will be achieved are contained in the Annual Delivery Plan which includes 57 actions for the period 2022/2023. The Annual Delivery Plan actions will be translated into actions detailed in 2022/23 Service and Team plans across the Council. The performance against actions in Service Plans are monitored, reported and scrutinised on a quarterly basis.

What will you do about this?

The Annual Delivery Plan has been developed to fill any gaps left by the high-level actions outlined in the Corporate Plan to clearly outline what specific work the Council will be doing for year two of the five year Plan to achieve the high level commitments and objectives. As the Annual Delivery Plan is an annual document, each year the Annual Delivery Plan will reflect different areas of focus to ensure any gaps left by the previous years are explored ensuring actions are achieved by the end of the Plan in 2025. Areas of focus will be identified in part through the Service Planning process with Directors, Heads of Service and Operational Managers and through priorities highlighted in other strategic documents.

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What monitoring data will you collect?

An Annual Delivery Plan is produced on an annual basis to provide a breakdown of more detailed actions that will be undertaken throughout the year to help achieve the commitments and objectives set out in the Corporate Plan. The actions identified in the Annual Delivery Plan will be linked to Service Plans which will include lower level strategic actions that outline how we are achieving the actions in the Annual Delivery Plan and Corporate Plan. The Service Plan actions are monitored and reported against each quarter through Corporate Performance reports. These reports will also include performance monitoring of a suite of related performance indicators to provide a comprehensive overview of the performance towards achieving the 4 well-being objectives.

How often will you analyse and report on this?

The Annual Delivery Plan actions are aligned to the Corporate Plan commitments and objectives. In turn these are aligned to a Service Plan. Service Plans are annual service level planning documents that are signed off by Scrutiny, Cabinet and Full Council and detail how each service will contribute towards delivering the Annual Delivery Plan and Corporate Plan commitments. They appear on the Council's website [here](#). All actions and performance indicators within a Service Plan are monitored by the Corporate Performance Team and are analysed and reported on a quarterly basis as aligned with the Annual Delivery Plan and Corporate Plan commitments and objectives. The performance of each Service Plan action and performance indicator is reported to the relevant Scrutiny Committee and then to Cabinet. All quarterly performance reports are published on the Council's performance management webpage [here](#). Each team within the Council is also required to create a Team Plan each year which encompasses lower team level actions related to each Service Plan action in their area for the year. These are monitored by the teams themselves and inform quarterly monitoring in line with the Council's performance management framework.

Reporting on our performance on a quarterly basis will help ensure we continuously assess progress being made against our commitment in the Annual Delivery Plan and the priorities aligned to the four Corporate Plan Well-being Objectives throughout the year.

Where will you publish monitoring data and reports?

All data and reports in relation to the Annual Delivery Plan 2022/2023 will be made available on the Council's website.

7. [Impact](#)

Is there an impact?

The Corporate Plan 2020-2025 and Annual Delivery Plan 2022/23 sets out the actions that will be taken to meet the Council's objectives and outcomes and support the Council's vision of 'Strong Communities with a bright future'. The Plans cover the wide breadth of services the Council provides and aims to improve the well-being of all those who reside in, work in or visit the Vale of Glamorgan. The impact from the actions and objectives

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outlined in the Plans will not only help to deliver our local well-being outcomes, but also contribute towards the 7 national well-being goals. There should be no negative impacts for individuals or groups with protected characteristics arising from the implementation of the Annual Delivery Plan.

If there is no impact, what is the justification for thinking this? Provide evidence.

If there is likely to be an impact, what is it?

Although not negative, the Annual Delivery Plan and the work undertaken to progress and achieve the year three commitments of the Corporate Plan is likely to have an impact on protected characteristics. A number of these likely impacts are the result of issues that have been highlighted through the previous year's consultation and engagement activities with representatives from organisations that support groups of protected characteristics, such as Diverse Cymru, that have helped inform the development of both the Corporate Plan and the previous Annual Delivery Plan, the Community Impact Assessments highlighting the impact of COVID-19 on the Vale with particular reference to those with protected characteristics and the Public Service Boards draft Well-being Assessment. The Corporate Plan and Annual Delivery Plan have also been developed in line with the Strategic Equalities Plan and its objectives.

Age – The Annual Delivery Plan may have a positive impact on people of all ages through the focus on increasing numbers of young people engaged in participation opportunities and decision making and working to achieve Age Friendly status making the Vale a better place for everyone as they age outlined in Objective 1.

Objective 2 may also have effects on children with references to preparing schools for the introduction of the new education curriculum in 2022, taking into account the impacts of COVID-19 measures, providing training and support to schools to facilitate the phased implementation of ALN reform, and working to meet the needs and respond to the social, emotional and mental health difficulties of children and young people.

Actions within Objective 3 include work to support the needs and well-being of younger people and families and working with community leaders and partners in Llantwit Major to review and transform support available to older people locally.

Disability – The Corporate Plan was developed in part to show the Council's contribution to the seven national Well-being Goals for Wales, one of these goals is to work towards a more equal Wales. Through the Corporate Plan and Annual Delivery Plan 2022/23, we have set out a number of commitments through which will maximise the contribution to a more equal Wales. In addition, one of the Corporate Plan's actions is to 'support and promote volunteering and community learning recognising the range of benefits to individuals and the community.' Actions within the Annual Delivery Plan 2022/23 further support this action and encourage all members of the community to be involved in local

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communities through the action 'Work with not for private-profit, voluntary and community organisations to deliver and shape local services and to encourage people to get more involved in their local communities.' This is inclusive of those who may have any disability. This work is further supported by the Corporate Plan action to 'promote equality of opportunity and work with communities to ensure we are responsive to the diverse needs of our customers.'

Gender reassignment, including gender identity – Through the Corporate Plan and Annual Delivery Plan we will work to maximise the Council's contribution to delivering a more equal Wales. The Plan and the steps the Council will take in delivering the actions outlined in may have an impact upon all genders. Under Objective One the action to 'Deliver year three of the Council's Strategic Equality Plan, achieve Age Friendly status for the Vale and progress work as part of national action around race and sexual orientation and gender identity.' Will have a positive effect on gender.

Marriage and civil partnership (discrimination only) – Through the Corporate Plan and Annual Delivery Plan we will work to maximise the Council's contribution to delivering a more equal Wales. The Plan should not have a discriminatory affect.

Pregnancy and Maternity – Through continued work the Corporate Plan and Annual Delivery Plan will have a positive effect on those who are pregnant, through programmes such as Flying Start and Families First the Council is providing support services and promoting the well-being of those who are pregnant in the Vale of Glamorgan.

Race – Through enabling people to get involved to participate in their local communities and shape local services it is hoped that the Corporate Plan and Annual Delivery Plan reaches, and in its work is inclusive of, people from a variety of different backgrounds. This work will help ensure people from all backgrounds and of all ages have the opportunity to participate in community life and take part in designing and delivering solutions to local issues.

Reflecting on the emerging community needs including those for BME communities as a result of COVID-19 the Annual Delivery Plan 2022/23 includes that action to 'Deliver year three of the Council's Strategic Equality Plan, achieve Age Friendly status for the Vale and progress work as part of national action around race and sexual orientation and gender identity.'

In addition, it is recognised that in some cases people from diverse backgrounds can live in some of our more deprived areas. Both the Corporate Plan and Annual Delivery Plan, under Objective 2 and 3 outline actions that will help ensure education, training providers, business and other agencies provide support and opportunities to improve people's skills and readiness for work and ensure people can access appropriate money advice, information, debt support and food. This work will be undertaken and help to alleviate the potential impacts upon such vulnerable groups.

Religion and belief – Through the Corporate Plan and the Annual Delivery Plan, the Council will work to maximise its contribution to the seven national well-being goals for Wales. One of the well-being goals is to work towards a Wales of cohesive communities;

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that is towards communities that are attractive, viable, safe and well-connected. This work can be linked to Objective 3 Corporate Plan action 9 to 'Work in partnership to develop cohesive communities and promote community safety' and is reflected in actions in the Annual Delivery Plan 22/23 to work with partners and the community to address issues of social cohesion and implement the Safer Vale Action Plan.

Sex –The Corporate Plan and Annual Delivery Plan will work to maximise the Council's contribution to a more equal Wales.

Sexual orientation - The Corporate Plan and Annual Delivery Plan, will work to maximise the Council's contribution to a more equal Wales. The actions the Council will take in-year to deliver the Annual Delivery Plan may have an impact upon those of all sexual orientations. The Annual Delivery Plan 22/23 includes the specific action to 'Deliver year three of the Council's Strategic Equality Plan, achieve Age Friendly status for the Vale and progress work as part of national action around race and sexual orientation and gender identity.'

Welsh language – Another of the seven national well-being goals for Wales is to work towards a Wales of vibrant culture and thriving Welsh language. Through the Corporate Plan and the Annual Delivery Plan, the Council will work to promote culture and heritage of the Vale of Glamorgan and to promote the Welsh language. Specific work to promote Welsh is reflected under Objective 1 Corporate Plan action 5 to 'Promote the use of the Welsh Language and contribute to the Welsh Government target of 1 million Welsh speakers by 2050.' The Annual Delivery Plan includes several actions to promote Welsh language including work to enhance and promote Welsh Language Services and to increase Welsh language primary school provision in Barry.

Human rights – The Corporate Plan and the commitments in the Annual Delivery Plan will work to maximise the Council's contribution to a more equal Wales. Through both Plans, we will ensure that work is undertaken in the interests of those from all backgrounds in order to ensure all peoples Human Rights are safeguarded.

How do you know?

Explain this for each of the relevant protected characteristics as identified above.

How the Annual Delivery Plan may impact on those with protected characteristics has been outlined against each of the individual protected characteristics above.

What can be done to promote a positive impact?

Explain this for each of the relevant protected characteristics as identified above.

The impact from any of the Council's work set out for in the Annual Delivery Plan and for the life of the Corporate Plan should be positive as the aim is to improve well-being for all across the Vale of Glamorgan. The actions identified under the 4 Well-being Objectives in the Corporate Plan and in the Annual Delivery Plan will help promote the positive impacts through them being progressed and achieved. The long-term actions outlined within the

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Corporate Plan and shorter-term actions identified in the Annual Delivery Plan and Service Plans show activities at a variety of lengths, the mixture of short and long-term activities recognises that improving well-being will not be limited to an annual timescale but that some aspects may take longer.

Each year a self-assessment (Improvement Plan Part 2, Vale of Glamorgan Council Annual Report) of the Council's performance against the Corporate Plan is produced. This self-assessment along with a varied engagement timetable that includes numerous in-depth discussions with senior management and team leaders has allowed the Plans to be developed to identify realistic, yet still challenging, actions. By ensuring the capabilities of services to deliver against the well-being objectives and their related actions the Council will be able to continue to work towards achieving improved well-being for individuals and groups across the Vale, including those with protected characteristics listed in the above sections.

What can be done to lessen the risk of a negative impact?

Explain this for each of the relevant protected characteristics as identified above.

There should be no negative impacts for individuals or groups with protected characteristics arising from the implementation of the Corporate Plan and Annual Delivery Plan. There is no evidence that the Plans could discriminate against or have an adverse impact on people in any protected groups. The Plans have been developed with due regard to the Council's responsibilities and Equal Opportunities Policy, those aspects of the policy which indicate any potential impact upon any of the protected characteristics will be subject to a full equality impact assessment including appropriate consultation.

Is there a need for more favourable treatment to achieve equal outcomes? (Disability only)

The process of developing the Corporate Plan and the Annual Delivery Plan has sought to be inclusive of all groups and individuals who live in, work in or visit the Vale. It should not be necessary for any groups to be treated more favourably in order to achieve equal outcomes from the Plans.

In promoting, engaging and consulting on the draft plan however, the Council has sought to ensure that measures have been taken to enable as many people as possible to be involved despite the changing Welsh Government COVID-19 regulations impacting on the usual consultation and engagement methods. Work to ensure Council's work is accessible in future is emphasised under the action 'Improve how we involve, engage and communicate with others about our work and decisions' under Objective 1 in the Corporate Plan.

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Will the impact be positive, negative or neutral?

Explain this for each of the relevant protected characteristics as identified above.

In delivering the Corporate Plan and Annual Delivery Plan, the Council will seek to improve well-being for all residents, workers and visitors across the Vale of Glamorgan. There should be no negative implications arising for any individuals or groups in the Vale as a result of the implementation of the Plans.

As has been set out in the previous sections of this impact assessment, the Council has sought to ensure that a diverse range of people as possible have been given the opportunity to feed into, shape and influence the draft version of the Plan with consultation on the draft Annual Delivery Plan carried out over the November – January and promoted widely and shared with a range of organisations including the Equalities Consultative Forum. How the Plan might impact upon different groups has been outlined in the previous sections. In implementing the Plans, the Council will seek to continue the conversations that have been started with the groups and individuals that have been involved through consultation and engagement and will strive to specifically involve those with protected characteristics at every opportunity.

8. Monitoring ongoing impact

Date you will monitor progress

Progress against the Annual Delivery Plan will be monitored through the aligned annual Service Plan actions and related performance indicator data to ensure the long-term actions outlined in the Corporate Plan are achieved. Performance will be monitored and reported on a quarterly basis. In addition to the quarterly reporting, the Vale of Glamorgan Council's Annual Report will be published in October each year highlighting the progress made against Corporate Plan actions in the previous year. The performance reports will outline areas of achievement, areas of slippage and actions that will be taken to overcome any delays to bring work back on track to achieve the actions outlined in the Plans. Each objective will be awarded a Red, Amber or Green status to easily show the progress made that quarter towards achieving the actions in the Plans. All quarterly performance reports are published on the Performance Management section of Council's website [here](#).

Measures that you will monitor

Each year a suite of local and national performance indicators will be identified, agreed and monitored on a quarterly basis to allow for further analysis on progress made towards key actions in the Plan. Where applicable performance indicators will be attributed a target for the quarter/year. The performance indicators will also be awarded a Red, Amber or Green status to show performance against their targets each quarter. For national indicators a national comparison can be made analysing the Vale's performance against all other Welsh Local Authorities. Performance will be reported to the relevant Scrutiny Committees and Cabinet. A definitions library that outlines all the agreed performance indicators for the year and their calculations is published on the Performance Management section of Council's website available [here](#).

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Date you will review implemented proposal and its impact

Work to achieve the objectives and commitments set out in the Corporate Plan will be ongoing until April 2025 as these have been written to last the lifespan of the Plan. The commitments in the Corporate Plan will not be changed however our commitments in the Annual Delivery Plan will be amended on an annual basis based on ongoing self-assessment through quarterly and annual performance monitoring, service planning and ongoing engagement.

Performance and impact of the Corporate Plan, Annual Delivery Plan and Service Plans will be reviewed on a quarterly basis. A more in-depth review of progress and impact each year will be published every October as the Annual Report. The Corporate Plan will last until April 2025 when the 2020-2025 Plan and its objectives and actions identified for the five-year period will be reviewed as part of the development process of the next Corporate Plan 2025-2030. All quarterly monitoring reports and Improvement Plans are published on the Council's website once approved by Cabinet and Full Council where applicable under the Achieving our Vision section [here](#).

9. [Further action as a result of this equality impact assessment](#)

Possible Outcomes	Say which applies
No major change	No major change applies
Adjust the policy	
Continue the policy	
Stop and remove the policy	

10. [Outcomes and Actions](#)

Recommend actions to senior management team

The content of the Annual Delivery Plan 2022/2023 will be relevant to all service areas across the Council. All staff should be made aware of the Plan and any direct actions they will contribute towards. This will in part be carried out through a communications campaign on the launch of the new Plan.

Outcome following formal consideration of proposal by senior management team

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The Annual Delivery Plan 2022/23 will be finalised. All staff will be made aware of the new Plans and any actions they contribute towards. Progress will be reviewed on a quarterly basis.

11. Important Note

Where you have identified impacts, you must detail this in your Cabinet report when seeking approval for your proposal.

12. Publication

Where will you publish your approved proposal and equality impact assessment?

The relevant webpages will be updated on the Vale of Glamorgan Council's website include:

The Annual Delivery Plan webpage -

https://www.valeofglamorgan.gov.uk/en/our_council/achieving_our_vision/Annual-Delivery-Plan.aspx

The Service Planning webpage –

https://www.valeofglamorgan.gov.uk/en/our_council/achieving_our_vision/Service-Plans.aspx

The Performance Monitoring webpage –

https://www.valeofglamorgan.gov.uk/en/our_council/achieving_our_vision/Performance-Management.aspx

The Improvement Plan Part 1 and 2 (Annual Report) webpage -

https://www.valeofglamorgan.gov.uk/en/our_council/achieving_our_vision/Improvement-Plan.aspx

In addition to anywhere you intend to publish your approved proposal and equality impact assessment, you must send a copy to Tim Greaves, Equality Co-ordinator, to publish on the equality pages of the Vale of Glamorgan website.

13. Authorisation

Approved by (name)	Tom Bowring
Job Title (senior manager)	Head of Policy and Business Transformation
Date of approval	4 February 2022

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Date of review	Quarterly and annually
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