

Meeting of:	Cabinet
Date of Meeting:	Thursday, 22 February 2024
Relevant Scrutiny Committee:	Corporate Performance and Resources
Report Title:	Draft Vale of Glamorgan Council Annual Delivery Plan 2024-25
Purpose of Report:	To enable Cabinet to consider the draft Annual Delivery Plan 2024-25 post consultation.
Report Owner:	Executive Leader and Cabinet Member for Corporate Performance & Resources
Responsible Officer:	Rob Thomas – Chief Executive
Elected Member and Officer Consultation:	Consultation has been undertaken on the draft Annual Delivery Plan including the Well-being Objectives. This includes consultation with the public, staff, Trade Unions, all Scrutiny Committees and with partners. The Draft Annual Delivery Plan is relevant to all wards, and as such individual member consultation has not been undertaken.
Policy Framework:	This is a matter for Executive decision by Cabinet and approval of Council. The Annual Delivery Plan sets out the Council's priorities for year 4 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 (The Plan) 2024-25 (Appendix A) has been developed, the outcome of the consultation and the subsequent changes to the Plan. • The Annual Delivery Plan for 2024-25 is aligned to the Council's four Well-being Objectives set out in the Corporate Plan 2020-2025. • The Plan details the activities that will be undertaken in 2024-25 to deliver these objectives. • The Plan also details three critical challenges (associated with the four Well-being Objectives) which will continue to be a key focus for the organisation in 2024-25. These are: organisational resilience, cost of living and the climate and nature emergencies. • The commitments within the Annual Delivery Plan will be reflected in Annual Service Plans together with a suite of performance measures which will detail how different Council services will contribute to the delivery of our four Well-being Objectives. Work has commenced to develop the service plans which will be presented to the relevant Scrutiny Committees in March together with proposed service improvement targets for 2024-25. 	

- 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 Elections (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.

Recommendations

1. That Cabinet considers the updated draft Annual Delivery Plan (Appendix A), the consultation feedback report (Appendix B) and the Equality Impact Assessment (Appendix C).
2. That Cabinet considers any recommendations arising from discussion of the revised draft Annual Delivery Plan by the Corporate Performance and Resources Scrutiny Committee on 21st February 2024.
3. That pursuant to recommendation 2, Cabinet endorses the draft Annual Delivery Plan (Appendix A) and refers this report and Appendices to Council on 6th March, 2024 for consideration and approval.
4. That use of the urgent decision procedure as set out in Section 15.14 of the Council's Constitution be approved in order for the final Annual Delivery Plan to be referred to Full Council on 6th March, 2024 for consideration and approval.

Reasons for Recommendations

1. To enable Cabinet to consider the consultation feedback, Equality Impact Assessment 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 allow the Annual Delivery Plan to be referred to Council on 6th March, 2024 for consideration and approval

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.

1.2 The Council published the Corporate Plan 2020-25 in April 2020. The Corporate Plan details actions to be taken over a five-year period to deliver four Well-being Objectives, these being:

- 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 2024-2025 (Appendix A) details the key activities to be undertaken in year 5 of the Corporate Plan and will be published in the Spring 2024. 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 2023 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

Purpose of the ADP

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 the actions people can expect from the Council in the year ahead and how the Well-being Objectives will be delivered.

Well-being Objectives

- 2.3** In line with our duties under the WCFG Act and those defined in the Local Government and Elections Act, we continually review the relevance of our Well-being Objectives. The current objectives were agreed in 2020 as part of the development of the Corporate Plan 2020-25. These objectives were reviewed as part of end of year performance work to produce the Annual Self- Assessment Report 2022/23 which was published in January 2024. We are confident that our Well-being Objectives and the associated commitments outlined in the appended draft ADP 2024-2025 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. Although our Well-being Objectives have been subject to internal review, we have also consulted on our Well-being Objectives as part of the consultation on the draft ADP. There were 94 respondents to the on-line survey undertaken as part of the consultation on the draft ADP and 72.8% of respondents answered that our Well-being Objectives are still relevant.

Developing the ADP

- 2.5** The ADP was developed with Cabinet Members and the Strategic Leadership Team. Actions set out in this year's ADP have been informed by what residents, partners, elected members and staff have told us through various engagement and consultation activities through the year, including our residents survey, Let's Talk and service planning discussions. The actions also reflect the findings from the work of our regulators, the information in our Annual Self-Assessment Report 2022-23 and the Council's performance in the national context. The response to the consultation undertaken on this draft plan has also shaped our final plan for 2024-25.
- 2.6** In summary, in drafting the plan for 2024-25 the following have been considered:
- Council performance and expected progress in delivering actions in the ADP 2023-24
 - Annual Self-Assessment Report
 - Corporate Risk Register
 - Statutory duties
 - Likely availability of resources
 - Findings from the work of our regulators
 - Views of staff, residents and partners inc. the Let's Talk survey
 - Partnership Plans e.g. Public Services Board Well-being Plan

- 2.7** The Council has recently undertaken a comprehensive residents survey, Let's Talk About Life in the Vale with over 3,000 respondents. The survey results are being analysed and initial results have informed this Plan. Further work will also be undertaken to explore the findings from the survey and to ensure we reach those who may not have initially engaged with the work and may be seldom heard.
- 2.8** 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.
- 2.9** 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, and regulatory services. The ADP also reflects how services are changing and actions take account of the need for more long-term planning as we continue to face significant budgetary challenges.
- 2.10** The ADP has been developed in tandem with work on the budgeting process for the coming year. The financial outlook for public services in Wales is at its bleakest since austerity and difficult and uncomfortable decisions have had to be taken in how best we utilise our limited and reducing resources. This is reflected in some of the content of the ADP, notably the focus on supporting those most vulnerable in our communities.

Critical Challenges

- 2.11** The ADP has been developed in a time when it is also clear that the year ahead will present significant challenges for the organisation and also for our residents, local organisations and businesses. In 2023-24 we identified three critical challenges in addition to the four Well-being Objectives which provide the framework for this Plan. In developing the Plan for 2024-25 we have reflected on the critical challenges identified in 2023-24 and it is clear that these remain relevant. We have though strengthened the reference to our work to address the nature emergency alongside our work on climate change. In response to the consultation feedback we have also expanded the scope of the organisational resilience challenge to include how we engage with the public and build trust. The critical challenges are:
- **Organisational Resilience (our people, finances, assets and public engagement)** – listening to what our residents are telling us and adapting our services and how they

are provided in response to local priorities, financial pressures and workforce challenges.

- **Cost of Living Crisis** – supporting our residents, local organisations and business in the face of rising costs in particular around energy, food and housing.
- **Climate and Nature Emergencies** – responding to the climate and nature emergencies and delivering the commitments in our Climate Challenge Plan.

2.12 The Council is not alone in facing these challenges and we will continue to embed the Well-being of Future Generations Act in our work. The five ways of working and our contribution to the national Well-being Goals will remain at the forefront.

2.13 Actions across all four Well-being Objectives will contribute to meeting the critical challenges demonstrating the integrated way in which we work and the multi-faceted nature of our activities.

2.14 In highlighting these critical challenges as part of the ADP we are making a clear statement about the focus for the Council in 2024-25. We will continue to deliver across all four of our Well-being Objectives and in doing so progress our commitments to tackle the climate and nature emergencies, support our communities through the cost of living crisis and ensure that the Council can continue to provide essential services.

2.15 We cannot deliver our Well-being Objectives and meet the critical challenges on our own. We will continue to work with other public and third sector organisations as part of the Public Services Board and other key partnerships including the Regional Partnership Board and Safer Vale partnership. The Council's Well-being Objectives align with Public Service Board's new Well-being Objectives and the actions detailed in this ADP will contribute to their delivery.

Consultation

2.16 Consultation on the draft ADP has been undertaken through the Council's online Participate Vale platform and has been promoted widely. Copies of the survey were also made available in libraries and other venues and there was an option to complete the survey over the phone. The draft ADP was also circulated to a range of key partners and stakeholders with a request for comments on our Objectives, actions and identified challenges. This included Schools, Town and Community Councils, the Equalities Consultative Forum, Trade Unions as well as work with the Youth Service. The draft ADP has also been considered by all five Scrutiny committees during the consultation period and a special briefing was held for Member Champions. Following the meeting with Member Champions, at the suggestion of those Members, the consultation deadline was extended by 10 days.

- 2.17** Members will also importantly note that the ADP has been developed considering a wide range of sources, including the results of previous and numerous involvement, engagement and consultation exercises. In particular the initial results of the Let's Talk Survey as summarised in the Annual Self-Assessment Report have been considered as part of the development of the 2024-25 ADP.
- 2.18** The results of the consultation on the draft Plan are detailed in Appendix B. The appendix describes the range of consultation activity, comments and actions taken in response. In terms of the survey element of the consultation, 94 people replied to the online survey. This response rate is not unusual for consultation exercises on corporate and strategic plans (and indeed is slightly higher than the 68 that responded last year) and underlines the importance of the critical challenge to continue to improve engagement throughout the year in order that plans of this nature are informed by as wide a range of views as possible.
- 2.19** The posts on Facebook had varied engagement ranging from 18 to 60 link clicks per post. The consultation was promoted via X (formerly known as Twitter) 5 times and the top performing tweet had 1,200 impressions and 21 engagements (someone clicking on a tweet/link). The survey was also shared with the citizens panel twice and this resulted in 3,535 people reading the email with information on the consultation, 219 of whom clicked through to view the Participate Vale page.
- 2.20** As described above, the ADP has been developed with due regard to consultation and engagement undertaken through the year and in particular the Let's Talk survey. Service areas have also reflected the findings of different consultation and engagement as part of the plan's development.
- 2.21** Let's Talk highlighted the importance of the Council effectively engaging and communicating with residents and for them to feel that services represent quality and value for money. There are a number of actions on engagement within the Plan but new actions on communication and transformation have been added to Objective 1. The survey also highlighted concerns about climate change, cost of living, services for older people and children as well as housing and transport. There are a number of actions across the Plan to help in addressing these issues which will also be explored further as part of the development of our new Transformation Programme and the new Corporate Plan.
- 2.22** Reflecting on the critical challenges identified in the 2023-24 ADP there have been discussions on the Council's finances, pressures and priorities. Discussions have also considered the cost of living, climate change and nature, addressing some of the inequities in our most deprived communities and how the organisation needs to adapt to meet these challenges. The draft plan has been

shared widely with partners and promoted to the public and the learning from the development and consultation on this Year's ADP will help shape engagement and consultation on the new five year Corporate Plan for 2025-2030.

2.23 A number of the responses to the consultation raised issues related to engagement, the environment, transport, social care, education, employment, housing, the economy, budgets and delivery. Overall people were supportive of the Council's Well-being Objectives but were less certain that the identified actions would deliver the Objectives. In response to the question about the critical challenges the response to the survey showed that less than 50% of respondents (48.9%) were supportive and 33% did not think they were the right challenges for the year ahead. A number of actions have been amended following the consultation and scrutiny of the draft ADP.

2.24 Appendix B provides details of the consultation responses, comments received and recommendations from the Council's Scrutiny Committees. Key changes to the ADP post consultation are highlighted in yellow in the draft Plan which is appended to this report as Appendix A. Some of the key changes are:

- Rewording of the Organisational Resilience Challenge to include engagement and more information about the challenge.
- More information about associated performance arrangements.
- In Objective 1 action 2 is a new action about provision of information about our work and how we communicate.
- A new action on the new Corporate Plan and transformation programme has been included in Objective 1 as action 4.
- In Objective 1 action 5 has been amended, strengthening our commitment to work with other sectors including reference to the Town and Community Council Charter and the Voluntary Sector Compact.
- Work on an Age Friendly Vale is now a specific action in Objective 1, action 8.
- Rewording of action 8 in Objective 2 to demonstrate the Council's commitment to apprenticeships.
- Separating of some activities into separate actions to make them easier to understand e.g. actions 10 and 11 in Objective 2.
- Action 6 in Objective 3 which highlights our commitment to leisure activities has been revised to include specific schemes for 2024-25.
- Actions 13 and 14 in Objective 3 provide more detail about work on housing.
- In Objective 3, action 19 has been amended to emphasise work to provide care at home.
- In Objective 4, action 9 has been added as a new action about community transport.
- Action 15 in Objective 4 is a reworded action to simplify the wording about our work to improve our council housing.
- In the glossary a definition of County of Sanctuary has been added.

2.25 All of the comments received in response to the consultation are detailed in Appendix B.

2.26 Below is the timetable for consulting and approving the ADP 2024-25. The consultation has included the draft ADP being presented to all Scrutiny Committees. The development of the new Plan has been undertaken in tandem with the development of Annual Service Plans and associated target setting.

30 th November 2023	Cabinet approved the draft ADP for consultation
5 th December 2023 – 11 th January 2024 (extended to the 21 st January following a meeting with Member Champions)	Consultation on the ADP including the public, partners, staff, Trades Unions, Town and Community Councils, 50+ Forum, Youth Council and presentation to all scrutiny committees
January 2024	ADP amended in response to the consultation feedback
21 st February 2024	Corporate Performance and Resources Scrutiny Committee consider the revised ADP
22 nd February 2024	Cabinet consider final draft ADP
6 th March 2024	Council consider final draft ADP
April 2024 - March 2025	Delivery of the ADP

2.27 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 revised draft Plan will be considered by the Corporate Performance and Resources Scrutiny Committee on the 21st February and any comments or recommendations from the Committee will be reported verbally to the Cabinet meeting to be considered in conjunction with the consultation feedback and the Equality Impact Assessment.

2.28 Cabinet is requested to consider the outcome of the consultation and the revised Annual Delivery Plan and Equality Impact Assessment together with the comments of the Corporate Performance and Resources Scrutiny Committee and endorse the content as set out in this report and appendices. Cabinet is recommended to refer the Plan to Council in March for consideration and approval.

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

- 3.1** The 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 ADP details how the Council will contribute to the national Well-being Goals through delivery of its year 5 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, for example, tackling deprivation, 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. Climate Change and Nature Implications

- 4.1** The need to address the nature and climate emergencies is set out clearly in the draft ADP together with a range of actions that will be undertaken as part of Project Zero. This has also been identified as a critical challenge for the organisation in the coming year.

5. Resources and Legal Considerations

Financial

- 5.1** Our priorities as outlined in the Corporate Plan have resources committed to their achievement and the extent and scale to which these can be delivered is dependent upon the availability of funding, with the annual budget review process being informed by the priorities the organisation is seeking to achieve.
- 5.2** Corporate Health aspects of Service Plans (how we are using our resources to achieve our well-being objectives), quarterly performance monitoring and annual reviews of performance and governance arrangements provide Members with an overview of the way in which Council resources (people, finance, assets, engagement and insight) are used to support the delivery of our well-being objectives. These considerations have been extensively examined as part of the Directorate Self-Assessment process (and will continue to be in the coming year).

- 5.3** Committee will note one of the three critical challenges outlined in the draft ADP relates to organisational resilience, demonstrating the integration between the Council's available funding and the commitments in the ADP.

Employment

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

Legal (Including Equalities)

- 5.5** 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.
- 5.6** 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.
- 5.7** The draft ADP details a series of commitments which the Council intends to focus its attention on during 2024-25 in order to improve the well-being of Vale of Glamorgan citizens. The commitments in the ADP 2024-25 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. The Equality Impact Assessment which has been informed by the consultation will shape the delivery of the ADP.
- 5.8** 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.

6. 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)

A copy of the Plan is available in Welsh.

POST CONSULTATION DRAFT

Annual Delivery Plan

Our Plan for the Year 2024-25

DRAFT

Draft Annual Delivery Plan 2024-25

Foreword

The year ahead will again be a challenging one. We remain ambitious for the future and recognise the strength of our communities and the need to work together if we are to achieve the best outcomes for people. This Annual Delivery Plan (ADP) for 2024-25 demonstrates our commitment to partnership working, to working with local communities, to protecting the most vulnerable and recognises our responsibilities with regards to climate change and nature. The ADP sets out our intentions for the year ahead and is a call to action for the need to work in partnership across the Council and with our partners as it is only by working together and by doing things differently that we can continue to deliver the public services people need from us.

The Council like much of the public sector is facing significant pressures on its budget. The pressures on our social care and education budgets are exceptionally challenging. This means that more than ever we need to review what we do, how we do it and transform. It will mean taking difficult decisions, especially as we understand the impact that some of these could have on our communities. In developing this ADP and the budget for 2024-25 we have revised some of our programmes of work and made difficult decisions about what can be delivered and where savings can be made. This includes consideration of the extent to which some services can be provided by the Council and how we plan for the future.

In developing our proposals for 2024-25 we continue to be mindful of the impact on residents and our partners, and we still need to take a long-term and wholistic approach even when faced with immediate pressures. The overriding principles of the Council's Financial Strategy continue to be to support delivery of the Corporate Plan 2020-25 objectives and to protect services for the most vulnerable in the community. Now, more than ever we need strong and sustainable public services, that support our most vulnerable residents, keep people safe and address some of the inequities within society.

We have a responsibility to focus on the priorities that matter most to our residents and that's why in the Autumn 2023 we launched 'Let's Talk' our survey about life in the Vale. We are also continuing with our place making activities across our towns and are undertaking engagement in some of our most deprived communities. These activities will continue to shape our priorities and have informed our plans for 2024-25. We want to listen to our residents and to ensure that our services are of the best standard we can deliver. We also recognise the importance of involving our communities and taking the time to explain the decisions that we have taken.

In the ADP 2023-24 we outlined three critical challenges. We have retained these for 2024-25 but with more emphasis on the nature emergency, which aligns closely to the delivery of Project Zero our response to the climate emergency. **We have also now included public engagement as a key part of our organisational resilience challenge recognising that effective engagement is vital to shape our future activities.** Our three critical challenges for the year ahead are detailed below. Work to meet these challenges cuts across all four of the Council's

Well-being Objectives which provide the framework for the five year Corporate Plan and the ADP. Our critical challenges are:

- **Organisational Resilience (our people, finances, assets and public engagement)** – listening to what our residents are telling us and adapting our services and how they are provided in response to local priorities, financial pressures and workforce challenges.
- **Cost of Living Crisis** – supporting our residents, local organisations and business in the face of rising costs in particular around energy, food and housing.
- **Climate and Nature Emergencies** – responding to the climate and nature emergencies and delivering the commitments in our Climate Challenge Plan.

Despite the many challenges we are a Council with ambition. We will continue to build on our achievements including becoming a county of sanctuary, being awarded Age Friendly Status by the World Health Organisation, obtaining significant funding from UK and Welsh Government to support regeneration activities, having some of the best schools in Wales and maintaining our high recycling rates. We also know that we have much to do and we will continue to deliver our vision for **Strong Communities with a Bright Future** and to show our residents that we are both listening and hearing their voices as we work together.



Councillor Lis Burnett
Leader of the Council

Introduction to the Annual Delivery Plan

This is the fifth and final 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 2024-25 and how we will meet the challenges for the year ahead.

The actions we will take over the coming year will contribute to the delivery of our four Well-being Objectives. 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.

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**

The Annual Delivery Plan brings together a range of activity across the Council. More information about the work of individual services is detailed in the comprehensive [service plans](#) produced by each Council service. These plans provide the detail about what services will look like in 2024/25 and the [service plans](#) together with the Annual Delivery Plan provide the framework for service provision over the 12 month period reflecting the scale and diversity of services. **Aligned to these plans are a range of performance measures that are monitored, reported and published through the year to help track how well we are performing against our Well-being Objectives and associated actions.**

Developing the Annual Delivery Plan

In developing this delivery plan for 2024-25, we have reviewed our four Well-being Objectives which remain relevant and provide an effective framework for our services for the year ahead.

We have reflected on the commitments in the Corporate Plan 2020-25 and the progress to date, we have considered the challenges ahead and have listened to what our residents are telling us. It is more critical than ever that we challenge what we do, that we are more innovative and that we focus on what matters most to our residents, whilst fulfilling all of our statutory duties

The actions set out in this year's ADP have been informed by what residents, partners, elected members and staff have told us through various engagement and consultation activities through the year.

The initial results from the Let's Talk residents survey undertaken in Autumn 2023 highlight that the Council needs to do more to demonstrate value for money, it needs to show more

clearly how residents' views are taken into account in decision making and how it acts in the best interest of residents. The results of the survey also highlighted that residents are concerned by and feeling the effects of the cost of living crisis, that there are concerns about housing and transport as well as services for older residents and children and young people. Residents are also concerned about climate change and nature and value our local environment. The results also demonstrated the need to communicate more about the work of the Council and the impact of what we do.

These are reflected in our critical challenges and in the activities detailed in the ADP across all four Well-being Objectives.

Actions included in the ADP also demonstrate the Council's commitment to doing more to engage with and listen to residents and other stakeholders. This includes our work on placemaking, delivery of the Public Participation Strategy and work with other sectors including Town and Community Councils and the Third sector.

Actions across the ADP have also been developed in response to the areas that residents have highlighted as being the most important and this includes social care, housing, clean neighbourhoods, waste and recycling as well as the natural environment. Some of the actions in the plan are universal and relevant to everyone but others are more targeted where there are particular needs that we must respond to. Some of the actions within the plan can be described as important 'business as usual' but with many of these we are trying to be more innovative, to develop new approaches and to be more creative in the way we deliver our services. This is all part of our programme to transform how we work and to meet the financial challenges we are facing.

The actions also reflect the findings from the work of our regulators, the information in our Annual Self-Assessment Report 2022/23 and the Council's performance in the national context. The Council works with other public and third sector organisations as part of the Public Services Board (PSB) and the Council's Well-being Objectives align with [the PSB's](#) new Well-being Objectives. Activities detailed in this Plan will contribute to the PSB's new Well-being Plan and also reflect our work in partnership on health and social care through the Regional Partnership Board (RPB).

We continue to embed the five ways of working (involvement, collaboration, prevention, long-term and integration) 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.

We have reviewed the critical challenges identified in 2023-24 and concluded that these remain relevant for the year ahead. This is supported by the results of our Let's Talk survey. However, we have broadened the scope of our Organisational Resilience Challenge to include public engagement and have placed more emphasis on work to respond to the nature emergency as well as climate change across the Plan. These challenges will shape much of our

activity in the year ahead and many of the activities detailed in the Plan are part of the collective effort to meet these challenges. Our Critical Challenges are:

- **Organisational Resilience (our people, finances, assets and public engagement)** – listening to what our residents are telling us and adapting our services and how they are provided in response to local priorities, financial pressures and workforce challenges.
- **Cost of Living Crisis** – supporting our residents, local organisations and business in the face of rising costs in particular around energy, food and housing.
- **Climate and Nature Emergencies** – responding to the climate and nature emergencies and delivering the commitments in our Climate Challenge.

Within this Plan we have detailed the actions we will take to deliver our Objectives and our vision of **Strong Communities with a Bright Future**. Many of our actions will contribute to multiple Objectives and cut across a number of services reflecting the integrated way in which we work. Our progress is detailed each year in our [Annual Report](#).

Our Critical Challenges

Detailed below is more information about our critical challenges, why these are such significant challenges for the year ahead, what we will do, how we have embedded the five ways of working in our response to these challenges and how the work links back to our Well-being Objectives.

- **Critical Challenge 1: Organisational Resilience** (our finances, people, assets and public engagement) – ensuring that we are effectively engaging with and listening to residents. Making sure we are responsive and continue to adapt and provide our services despite the financial pressures and workforce challenges that we and many of our partner organisations face.
- **Why is this a challenge?** The Council's financial position will become even more challenging than in the recent past whilst at the same time when there is increasing demand for services and a need to support those most in need. The Council is highly susceptible to increasing cost pressures associated with inflation, including the rising cost of construction materials, energy costs and staff wages and this all has an impact on the costs of service delivery. We need to address a number of cost pressures including meeting the needs of an increasingly ageing population and a growing number of children and young people with mental well-being and complex additional learning needs as well as increasing numbers of children who need to be looked after in social care. We face many workforce challenges across a range of services in line with the national picture and need to provide a competitive offer in order to recruit and retain people. Delivery of this ADP is reliant on the resilience of the organisation and its ability to meet multiple challenges. **In order to meet these pressures and plan for the future we recognise the need to engage with our residents, to explain the pressures we are facing and to seek their views on priorities and what matters to**

them. The services we deliver and how we deliver them will be informed by the views of local residents.

- **What will we be doing?** We will review the viability and sustainability of services in response to ongoing significant financial challenges and uncertainty. We will be using our assets more efficiently, looking in particular at the Council's property portfolio, we will push forward our digital agenda and develop and support our workforce. We will need to take many and varied approaches, working with partners across all sectors to increase our resilience and deliver our priorities. By increasing our resilience we can continue with Project Zero and we can better support our residents through the cost of living crisis. Feedback through the recent Let's Talk survey has told us we need to improve how we communicate and engage with residents and we will take the necessary steps to do this which will make us stronger and more resilient.
- **How does our response reflect the five ways of working?** Strengthening our resilience as an organisation means we need to plan for the long term despite the short-term nature of the majority of our funding. We need to take a more preventative approach and build on the strong partnerships that are already in place for example, the [Public Services Board](#), [Regional Partnership Board](#) and the [Cardiff Capital Region](#). Integration is also key as we need to ensure that any difficult decisions we make do not have a more negative impact on other services. We will also ensure that a wide range of people are involved and have the opportunity to influence what we do and that their knowledge, experience and insight inform the way forward. Effective change and increased resilience will only be possible by working in partnership and listening to a range of voices. We will remain focused on the diverse needs of our communities.
- **Which Objectives does it contribute to?** Improving our organisational resilience is key to delivering all four of our Well-being Objectives and our vision for Strong Communities with a Bright Future.

Critical Challenge 2: Cost of Living Crisis – supporting our residents, local organisations and business in the face of rising costs in particular around energy, food and housing.

- **Why is this a challenge?** The cost of living crisis continues to put financial pressure on households. The results of the Let's Talk residents survey show that this remains a concern for residents. We will need to support people to navigate and overcome the worst impacts of this crisis, with a particular focus on safeguarding our most deprived and vulnerable citizens. The well-being of our residents, communities and staff continues to be a priority for the Council. This work also forms part of a wider set of actions regarding tackling inequalities and poverty.
- **What will we be doing?** The Council will build on its existing services and work with partners to [provide support](#). We will respond to the cost of living crisis including through work with schools, a range of community initiatives and administration of funding schemes. We will provide residents and our employees with advice, support, signposting and information on a range of issues including housing, debt, fuel poverty and energy costs, benefits, employment, and training and their well-being. We will

work with partners to reduce homelessness, tackle health inequities, improve access to food and promote inclusive opportunities for play and leisure and undertake. **We will continue to engage with our most deprived communities as part of the work of the PSB to tackle inequalities and poverty.**

- **How does our response reflect the five ways of working?** We will work collaboratively to support our residents and join up services within the Council and the wider public and third sectors. We will involve people in what we are doing to ensure we are reaching those people who need our support most. Through the PSB we will also ensure that we are focusing on some of the longer-term issues in our most deprived communities and focus on prevention activities with our health colleagues as part of the Amplifying Prevention programme of work.
- **Which Objectives does it contribute to?** In meeting this challenge, we will be taking steps that contribute to all four of our Well-being Objectives and all of the national Well-being Goals. We will be involving the community, providing opportunities for employment and learning, supporting those who are most vulnerable and ensuring that we still protect our environment even during these challenging times.

Critical Challenge 3: Climate and Nature Emergencies – responding to the climate and nature emergencies and delivering the commitments in our Climate Challenge Plan.

- **Why is this a challenge?** – In 2019 the Vale of Glamorgan Council declared a climate emergency and in 2021 we also declared a nature emergency. Our work on climate change has been brought together as [Project Zero](#) and we will continue to work with the community and our partners including the Local Nature Partnership to make the necessary changes. One of our key targets is to reduce the Council’s carbon emissions to net zero by 2030 but we also want to influence and encourage others to reduce their emissions and to think more about the impact of their activities on our natural resources. We also recognise how much our environment contributes to our physical and mental well-being.
- **What will we be doing?** Work to address this challenge includes reviewing the Local Development Plan and development of a Green Infrastructure Strategy and a new Biodiversity Forward Plan. It also includes improvements to our housing, schools and other buildings, the promotion of active travel and public transport as well as a focus on procurement, energy and community engagement and a new Digital Strategy for the Council.
- **How does our response reflect the five ways of working?** As part of our work on climate change we will work with a range of groups to bring about the necessary changes. The [PSB Well-being Plan](#) also highlights climate change and the nature emergency as key priorities and we will be working with our partners to make a difference together. We need to consider the impact our actions and decisions will have on the environment and ensure our policies and strategies support this more long-term thinking. We also recognise that climate and nature considerations must be

integrated in all that we do and significant work has been undertaken regarding the links between our environment and well-being.

- **Which Objectives does it contribute to?** This challenge is particularly relevant to Objective Four but it is relevant to all our Well-being Objectives. Work will involve encouraging behaviour change at an individual and organisational level.

Bringing it all Together for a Brighter Future

To help better understand how our work is integrated we have shone a spotlight on work around education and skills. This reflects the extremely important contribution our schools make to delivering our Well-being Objectives and helping us meet the many challenges we face. Our schools are a major part of the organisation in terms of the workforce and the services they provide to pupils, their families and at the heart of the wider community. Schools produce their own local plans to set out their priorities and area of focus and these align to priorities identified in the Corporate Plan and Annual Delivery Plan.

Within the education and skills arena, we can see how relevant commitments across all of our Well-being Objectives will help us to meet the identified critical challenges. Schools continue to be at the forefront of work being undertaken in response to the difficulties that many people are experiencing due to the cost of living crisis and working in the heart of our communities to tackle poverty. A number of schools now run Big Bocs Bwyd and other food and advice projects, linking in with Council departments, partners such as Citizens Advice and others. The Community Focused Schools approach is built around a whole family approach and offers the potential to join up and reimagine services based on the needs of families and pupils in the area. The work that has started to integrate other services within some of our schools will continue and accelerate in the coming year. Continued investment in our schools and work with young people is a key element of Project Zero and in line with the Sustainable Communities for Learning Programme our aim is for schools to be low carbon and ideally zero carbon buildings to operate whenever possible. We want to build on the conversations we are having with our young people through the Youth Council and our schools to plan for the future.

We will continue to work in partnership to maximise outcomes for learners, support mental health and well-being and to promote attendance at school. We will explore new service delivery models to address the complex budgetary challenges facing our schools. We will also continue to encourage and support apprenticeships, skills development and employment opportunities for people of all ages ensuring people are supported to access the opportunities that are right for them. Schools will also benefit from the work undertaken as part of the Council's Workforce Plan and Staff Well-being Strategy and our new Digital Strategy.

All of these activities illustrate the significant work undertaken with and by our schools and their role in delivering our Well-being Objectives and meeting our critical challenges.

Delivering Our Objectives by Working Together

Working together with a range of partners across different sectors and the community is critical to us successfully delivering the commitments in the ADP. We have strong partnerships regionally and locally and in the Vale we are fortunate to have a well established and highly valued third sector. We also recognise the importance of the many Town and Community Councils who provide a range of services and champion local needs. We will continue to develop these relationships and explore how together we sustain local services and access additional resources and expertise to provide the best we can for our residents,

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 a programme of action that reflects the critical challenges detailed above, the importance of protecting and supporting our most vulnerable residents and our statutory responsibilities. In delivering this ADP we will be mindful of our responsibilities to promote economic, environmental, social and cultural well-being and the importance of the physical and mental well-being of our residents and employees.

The actions included in the ADP demonstrate the range of services that the Council provides, some of which are universal and others are more targeted to those in need. We will continue to provide the best services we can and to provide value for money in utilising the resources we have including grant funding. We will consider how technology can help transform our services whilst ensuring that we remain close to our residents, that our services are accessible and that our residents have a voice. 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 2024-25 we will:

1. Deliver our [Public Participation Strategy](#) including the use of place making to improve how we involve, communicate and consult with people and ensure citizens have the opportunity to have their voices heard.
2. Improve how we **provide information about our work** and the impact we are having using different methods that reach people in a timely way that meets their needs.
3. Progress **placemaking plans** in Barry, Cowbridge, Llantwit Major and Penarth putting the future needs of town centres and communities at the heart of decision making and maximising the impact of a range of funding streams.
4. Develop a new **five year Corporate Plan** for 2025-2030 showing how the next phase of the Council's Reshaping Programme will transform our work to meet future needs.
5. Engage with and strengthen our relationships with the **third sector, social enterprises and town and community councils** to help shape and deliver local priorities, including a review of the Town and Community Council Charter and the Voluntary Sector Compact.
6. Take forward the new **Digital Strategy** and provide a more positive experience for customers by incorporating user-centred approaches to service design, improving accessibility and responsiveness.

7. Deliver the commitments in the [Strategic Equality Plan](#) reflecting the **LGBTQ+ Plan and Anti Racist Wales Action Plan** and emerging disability work from Welsh Government.
8. Work in partnership to develop and deliver our **Age Friendly Action Plan** as part of our work to become an age friendly community where everyone in the Vale has the opportunity to age well.
9. Increase the use of the **Welsh Language** within the Council and the community and support bilingualism through the delivery of the [Council's Welsh Language Promotion Strategy](#) and the [Welsh in Education Strategic Plan \(WESP\)](#).
10. Work in partnership to deliver the **2024-25 Armed Forces Delivery Plan** to strengthen support for the Armed Forces Community in line with the principles of the [Armed Forces Covenant](#).
11. Develop our new partnership arrangements for **procurement** with an increasing emphasis on social value and climate change.
12. Deliver a balanced **2024/25 budget and sustainable medium term financial plan** recognising the growing financial pressures (revenue and capital) on the Council, particularly in education and social care and the need to maximise our use of external funding.
13. Review the future of our building and land **assets** with a view to maximising their economic and community benefits and ensure the most appropriate model of ownership and service delivery is in place.
14. Adopt a new model of working to manage the **Council's buildings** focusing on sustainability, compliance and efficiency.
15. Deliver our **People Strategy** including work on staff well-being to improve recruitment, retention and well-being across the organisation with a particular focus on work with social services and to attract and retain a younger and more diverse workforce.
16. Increase the understanding of the role of [elected members and scrutiny committees](#) through the delivery of the scrutiny action plan, work of member champions and the Public Participation Strategy.

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 2024-25 we will:

1. Work with schools and other partners to ensure schools are effectively supported to **maximise outcomes for all learners.**
2. Work with our schools and partners and explore new service delivery models to address **budgetary challenges** and the increasing demand and complexity of **children and young people's social, emotional and mental well-being** at primary and secondary levels.
3. Support our schools to facilitate the phased implementation of **Additional Learning Needs (ALN)** reform including work around self-evaluation.
4. Work with our partners to reach those pupils who are disengaged and support our schools to **minimise exclusions and improve attendance and engagement.**
5. Work in partnership to address issues of cost and availability of **school transport** services, promoting the use of active and other sustainable travel options for school journeys where feasible.

6. Develop a new school investment programme and progress the expansion of Ysgol Y Deri, and new buildings for Ysgol Iolo Morganwg and St Richard Gwyn as part of the [Sustainable Communities for Learning Programme](#).
7. Work with a range of partners to support **employment** and the development of **skills** for the future and improve links between schools and local colleges and business.
8. Promote the opportunities and benefits of **apprenticeships** to assist people into employment and to work for the Council via the Council's Apprenticeship Scheme.
9. Deliver a [Business Development Grant](#), enabling businesses to apply for funding to innovate, decarbonise and grow.
10. Maximise the potential of the UK government's 10 year £20 million long-term investment plan for Barry and Levelling up award as part of **whole town regeneration and Placemaking work**.
11. Maximise the use of grant and loan funding, supported by enforcement measures to reduce the number of **vacant properties across all four of our [town centres](#)**.
12. Work with [Cardiff Capital Region \(CCR\)](#) and Welsh Government to support the development of the **former Aberthaw Power Station site** and the **Bro Tathan and Cardiff Airport Enterprise Zone** to support economic resilience and quality job creation.

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 2024-25 we will:

1. Develop and support initiatives in response to the [cost of living crisis](#) and the associated issues of housing, energy costs, food poverty, period poverty, debt and access to benefits, employment, and training.
2. Work in partnership through the [Public Services Board](#) to take forward work in our most **deprived communities** with an initial programme of engagement and community mapping.
3. Work in partnership to progress work around [community focused schools](#) recognising the important role of schools within the local community and the potential to build on successful initiatives including the Big Bocs Bwyd model.

4. Work with local organisations and communities to help sustain **local facilities** for example, sports grounds, community halls, parks, allotments and public conveniences, transferring ownership or working more closely in partnership where appropriate and enabling access to funding such as the UK Government Community Ownership Fund.
5. Work in partnership to promote inclusive opportunities for **leisure, play and sports development** and implement the Cardiff and Vale **Move More, Eat Well Plan**, with a particular focus on work in schools and children and young people's mental health and well-being.
6. Improve opportunities for **leisure activities** by investing in our leisure centres and our large outdoor recreational sites such as Barry Sports Centre and the Butrills playing fields.
7. Work in partnership with the **Public Services Board** to **address health inequities, promote vaccination and screening** with a particular focus on reaching people in our more deprived communities.
8. Work with partners to promote and enhance **community safety** and safeguarding with a specific focus on tackling anti-social behaviour in our towns and implementing the regional Violence Against Women and Domestic Abuse and Sexual Violence Strategy.
9. Work regionally as part of **Shared Regulatory Services (SRS)** to safeguard the health, safety and economic wellbeing of consumers, businesses and residents through our work on environmental health, trading standards and licensing as detailed in the SRS business plan.
10. Implement the **new Independent Living Policy and a new Discretionary Adaptations Grant** to support people to live well in their own homes.
11. Work collaboratively across the public and private sector to improve the number of households successfully **prevented from becoming homeless** and deliver effective interventions for **young people** at risk of homelessness.
12. Implement **a Local Housing Strategy** to address current and projected housing need and to increase the supply of good quality, accessible and affordable housing.
13. Deliver **73 new Council homes** in the Barry area at Clos Holm View Phase 2 (31 units), Coldbrook Road East (20 units), the former Colcot Clinic (12 units) and Olive Lodge (10 units), these schemes will also include new accessible/adapted homes.
14. Appoint a developer to the **Cardiff & Vale Housing Partnership** to deliver the Council's housing development programme in the long term, this will include housing for open market sale to generate additional income to support the development of new sites.
15. **Resettle vulnerable households** into the Vale of Glamorgan and provide the services and support they require including progressing the Eagleswell Road site in Llantwit Major.

16. Progress our work as a **County of Sanctuary** to provide support, dignity and a welcome for current and future residents of the Vale.
17. Strengthen existing **partnership arrangements with the Cardiff and Vale University Health Board** in particular through delivery of a digital integration project to share data and intelligence.
18. Develop and implement the **Vale Alliance Model to provide more integrated care.**
19. Progress the expansion of **'Your Choice'** to enhance the individual's voice and control over their care **in their own home.**
20. Work co-productively with children and their families through a **strengths-based model/plan**, to empower and improve outcomes and wellbeing.
21. Develop **additional accommodation within the Vale to support our children looked after** to enable them to remain within the area.
22. Establish a local **safeguarding** operational group to improve arrangements to protect children and adults at risk of neglect, abuse and exploitation in the Vale.

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 2024-25 we will:

1. Implement [Project Zero](#), our **Climate Change Challenge Plan** and work with the community and other stakeholders to reduce carbon emissions, focusing work on procurement, energy use, housing, transport, land and food, ensuring that our response to the climate and nature emergencies is integral to all decisions.
2. Work with our partners to respond to the **nature emergency** including developing and implementing a new Green Infrastructure Strategy, a Tree Strategy, encouraging biodiversity enhancements on all developments and delivery of the new Biodiversity Forward Plan.
3. Progress the review of the Council's [Local Development Plan](#) with a focus on the assessment of candidate sites, a Preferred Strategy and preparation of a deposit draft of the replacement plan following consultation, and including consideration of the findings of an expert report on the viability of requiring all new dwellings to be **zero carbon**.
4. Continue to ensure **Section 106 payments** from developers are negotiated in areas where development is approved and ensure that we secure the necessary investment in education, sustainable transport, community facilities, arts and culture and challenge developers through legal process when developers do not deliver on commitments to the community.

5. Contribute to the Welsh Government's 'Towards Zero Waste' National Waste Strategy with a greater focus on the **circular economy, recycling and reuse** and meet the statutory recycling target of 70% of waste to be used, recycled or composted through effective service delivery and engagement.
6. Develop a '**pride in our community**' campaign and work with community groups and other partners to take care of the environment, reduce litter and increase opportunities for environmental activities e.g. through growing spaces.
7. Encourage and support changes to how people travel by increasing opportunities for **active travel (walking and cycling)** including reviewing how we can change some road use to create more cycle lanes.
8. Facilitate and support an increase in the network of locally accessible **electric vehicle charging points** including in Council car parks.
9. **Assist the current Greenlinks Community Transport Service and other community based transport in the Vale by working with the Cardiff Capital Region (CCR) to agree a way forward for the use of electric taxi vehicles that would be provided to the Council by CCR.**
10. Work with Welsh Government, Transport for Wales and other partners to help to ensure high quality and timely **local public transport services** in the context of diminishing national budgets.
11. Implement **the Road Surfacing Plan (2022 to 2025)** to assist in maintaining the condition of the highway for users including buses, pedestrians and cyclists.
12. Develop more **sustainable transport options for the Council's vehicle fleet and staff** including cycle to work schemes and the use of e-bikes, electric, hybrid and alternatively fuelled vehicles and implementation of the Level 2 Healthy Travel Charter.
13. Work with Cardiff Capital Region and partners to develop and implement a **Vale Local Area Energy Plan (LAEP)** to help shape a future energy system.
14. Invest in **carbon reduction measures across our building assets** including the school estate with the continued use of Salix and other grant opportunities such as Low Carbon Heat Grant.
15. **Progress work to reduce the environmental impact of our housing stock by ensuring all new council house building achieves a minimum A rating for energy performance and meets the new WHQS 23 standards whilst retrofitting the existing council housing stock by taking a 'fabric first' approach and utilising appropriate technology to improve thermal efficiency.**
16. Produce and implement a **Flood Risk Strategy** and work with communities at risk from flooding to develop local solutions.

17. Undertake local [air quality assessments](#) and take necessary action to ensure that national air quality objectives continue to be achieved.

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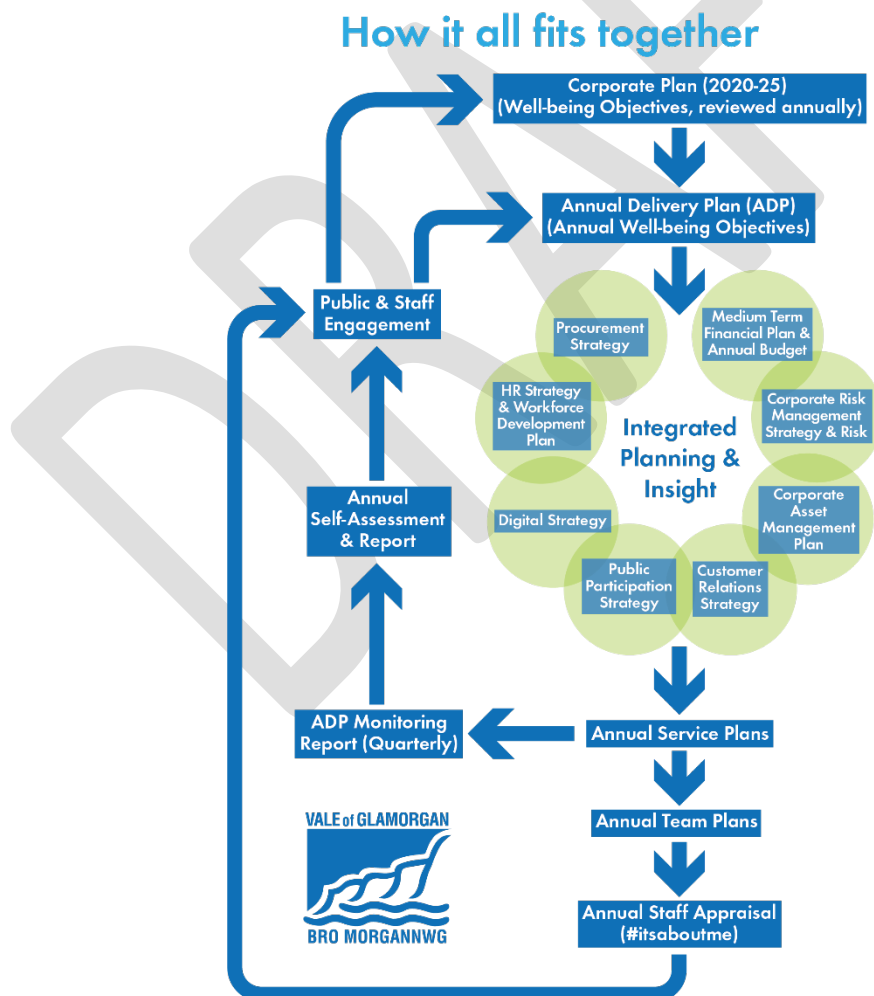
Delivering & Monitoring The Plan

The Annual Delivery Plan actions are reflected in the [Council's Service Plans](#) showing how each Council department will work to contribute to meeting our Well-being Objectives. A suite of performance measures are in place to help demonstrate progress towards achieving our Well-being Objectives.

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.

The Annual Assessment Process also ensures that we are reviewing and challenging our performance and priorities to understand where improvements are needed and embracing opportunities for shared learning.

The diagram below shows how everything fits together ensuring that we continue to review, monitor, reflect, involve, revise and report.



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.

Getting Involved

We encourage as many people as possible to influence and shape decision making in the Council, particularly those from seldom heard groups. We strive to be diverse in the way that we engage and connect with different groups, and we try to meet them on their terms. Residents who have joined our engagement platform, [Participate Vale](#), are regularly invited to engage with a variety of projects. As are those who follow our social media channels, attend events and access our services in person. We take on board their feedback and try to be open and transparent in the decisions that we take as a result of their input and keep them informed of how those decisions have been made.

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

Strategy and Insight Advisory Group, Vale of Glamorgan Council, Civic Offices, Holton Road, Barry. CF63 4RU.

01446 700111

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.
Fabric First	The fabric first approach involves carefully considering the design and construction of the building envelope in order to lower the home's energy consumption. Put simply - it is creating an airtight, insulated building that reduces the amount of energy required to heat the home. It prioritises the performance of the building fabric.
County of Sanctuary	<p>Becoming a County Council of Sanctuary relates to improving outcomes for refugees and asylum seekers by providing a welcoming environment, challenging discrimination and negative perceptions and ensuring equality of opportunity.</p> <p>Bullying, harassment and intimidation because of any protected characteristic such as race, gender, sexual orientation, disability or religious belief can also be faced by individuals within the Vale of Glamorgan and the underpinning values, aims and objectives of being a County of Sanctuary are equally pertinent to any individual living within the Vale of Glamorgan. They too should have access to sanctuary or refuge from oppression, persecution or other dangers.</p> <p>The Council therefore resolved to become a member of the City of Sanctuary Local Authority network and work towards accreditation as a County Council of Sanctuary for all, and to use its platform to promote welcome and inclusion across the wider local community.</p>
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.
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 Partnership Board	The Regional Partnership Board (RPB) is made up of Vale of Glamorgan Council, Cardiff Council, Cardiff and Vale University Health Board, Welsh Ambulance Services NHS Trust, housing, third & independent sectors and carer representatives. The aim is to improve the health and well-being of the population and

	improve how health and care services are delivered by making sure people get the right support, at the right time, in the right place.
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
Sustainable Communities for Learning Programme	The 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.

Annual Delivery Plan 2024-25 Consultation Responses

Detailed below is a summary of the consultation responses received, details of the responses to the online survey, the comments received and the outcome of the discussions with the Council's Youth Council on climate change and on the Council's priorities and budget.

Summary of Responses

Consultee	Comments	Action
Scrutiny Committees		
Environment and Regeneration Scrutiny Committee 12 th December 2023	RECOMMENDED – T H A T the contents of the draft Annual Delivery Plan 2024-25 be noted	No action required
Corporate Performance and Resources Scrutiny Committee 13 th December 2023	<p>RECOMMENDED – T H A T following consideration of the Draft Vale of Glamorgan Council Annual Delivery Plan 2024-25 by the Committee, the following comments be shared with the Director of Corporate Resources to inform revisions to the Annual Delivery Plan, prior to Cabinet considering a final draft in due course:</p> <p>It was important that the Annual Delivery Plan 2024-25 focussed on the Council's outputs including both its successes and areas of improvement, as well as the relevant processes involved.</p> <p>As part of this, it was important to consider the results of the Let's Talk About Life in the Vale survey and incorporate its findings into the Annual Delivery Plan. This would ensure that the public's opinions of the performance of and services undertaken by the Vale of Glamorgan Council would be duly considered and to help foster public engagement and trust in local government.</p> <p>It was important to ensure that the consultation and self-assessment process</p>	<p>Areas of improvement identified in the self assessment have helped shape the ADP. Actions have been reviewed in light of these comments. As part of progress reporting we will encourage greater emphasis on the need to report outcomes and areas for improvement.</p> <p>Let's Talk Survey results reviewed and have informed the ADP. More information on Let's Talk is provided below.</p> <p>Following comments at Scrutiny Committees and the Member Champions briefing</p>

Appendix B

	<p>in place for the Annual Delivery Plan was sufficiently robust and effective.</p> <p>A greater focus on ‘smart’ targets in the Annual Delivery Plan and measuring their subsequent successes or need for improvement.</p> <p>It was also still important to clearly outline the successes achieved by the Council, which could not always be easily framed within the context of purely statistical analysis and output.</p> <p>That consideration be given to including public engagement as a critical challenge within the Annual Delivery Plan.</p>	<p>the consultation deadline was extended to the 21st January. Details of the consultation for the ADP are provided within this Appendix. Following comments on the most recent Annual Self-Assessment changes to the process are being made to the approach itself, and to strengthen the use of other forms of engagement and consultation as part of the report.</p> <p>Performance measures have been reviewed in tandem with the development of the ADP and service plans and will be reported quarterly as part of the ADP reporting.</p> <p>Work will be undertaken to promote success stories through the year linked to the progress reporting.</p> <p>This has been included as part of the organisational resilience challenge reflecting the importance of involving and listening to residents to improve resilience.</p>
<p>Healthy Living and Social Care Scrutiny Committee 9th January 2024</p>	<p>RECOMMENDED – T H A T the draft Annual Delivery Plan, as attached at Appendix A to the referred Cabinet report, be noted.</p>	<p>No action required</p>
<p>Homes and Safe Communities Scrutiny Committee 10th January 2024</p>	<p>RECOMMENDED – T H A T the following comments be shared with the Director of Corporate Resources to inform revisions to the Annual Delivery Plan, prior to Cabinet considering a final draft in due course:</p> <p>For Objective 3, “To support people at home and in their community” more details and emphasis be given on what the Vale of Glamorgan Council would do to improve and develop assistance and support to older members of the community in helping them maintain their</p>	<p>In Objective 1 reference to Age Friendly work has been taken out of the broader equalities action and is now a standalone action. This encompasses a range of work for the Council and other PSB partners across 8</p>

	<p>self-respect and dignity as well as to enable them to live in their homes for longer, in order to address the challenges around an increasingly aging population.</p> <p>If the consultation period could be extended to the end of January 2024 in order to allow wider and further consultation with local communities and other stakeholders such as trade unions, etc.</p>	<p>domains determined by the World Health Organisation.</p> <p>New action Objective 1 Action 8 - Work in partnership to develop and deliver our Age Friendly Action Plan as part of our work to become an age friendly community where everyone in the Vale has the opportunity to age well.</p> <p>Objective 3 Action 19 amended to read - Progress the expansion of 'Your Choice' to enhance the individual's voice and control over their care in their own home. This also picks up some of the comments in response to the consultation.</p> <p>The public consultation period was extended to the 21st January.</p>
<p>Learning and Culture Scrutiny Committee 11TH January 2024</p>	<p>RECOMMENDED – T H A T the reference, report and Draft Annual Delivery Plan be noted</p>	<p>No action required</p>
<p>Member Briefing</p>		
<p>Member Champion Briefing – 18th December 2023</p>	<p>The meeting was well attended and a number of points made.</p> <p>That the consultation period is too short as it is over the Christmas period.</p> <p>Could the term 'Our plan for the year ahead' be used for some of the promotion of the consultation and plan.</p> <p>Request for more emphasis on what we are doing on public transport in response to issues and concerns raised by young people. Also the issue of transport in rural areas.</p>	<p>Deadline extended by 10 days to the 21st January.</p> <p>Information promoting the consultation was revised to inc. 'our plan for the year ahead'.</p> <p>There are a number of actions relating to transport in Objective 4 but an additional</p>

	<p>Request for consideration over the timing for the development and consultation on future plans to allow for budget information to be included and for consultation to be impacted less by Christmas.</p> <p>Can we consider more how we convey progress with the delivery of plans so people can see what is being taken forward. Also clearer links with targets and objectives and possibly clearer themes.</p> <p>Suggestion that following consultation we provide feedback along the lines of ‘You said we did’.</p> <p>Request that for Corporate Performance and Resources Scrutiny committee in February what has changed and why is highlighted.</p>	<p>action has been added Action 9 - Assist the current Greenlinks Community Transport Service and other community based transport in the Vale by working with the Cardiff Capital Region (CCR) to agree a way forward for the use of electric taxi vehicles that would be provided to the Council by CCR.</p> <p>This will be considered as we develop the new Corporate plan 2025-30. As budget announcements tend to be the end of December and plans need to be put in place for April it is difficult to draft, consult and approve plans post budget announcements but we will improve the process and timings where possible and take on board concerns raised.</p> <p>This will be considered as part of progress reporting and information to be published alongside the plan.</p> <p>As part of the publication and promotion of the Plan we will highlight how we have responded to the consultation feedback.</p> <p>This appendix details the changes made to the plan post consultation and the reasons.</p>
<p>Let’s Talk Survey Results</p>	<p>To better understand the opinions of residents living in the Vale of Glamorgan, the Council worked with Data Cymru to design and host a bespoke residents survey. The survey ran from 22nd August – 18th December 2023 receiving 3,140 total</p>	<p>The ADP includes a range of actions that reflect the survey results. These include a number of actions on transport, housing, climate change and the cost of living.</p>

	<p>responses. The survey covered a widerange of topics which were broken-down into 11 themes, these included:</p> <ul style="list-style-type: none"> - About you (demographic) - About your local area - Your priorities - Cost of living - Climate change - Volunteering - Modes of travel - Health and well-being - About your local council - Interaction with the council - Living in the Vale 	<p>In response to the results of this survey and the consultation on the ADP two new actions have been added to Objective one reflecting the need to improve how the Council communicates and also that there is a new approach to transformation.</p> <p>Objective 1 Action 2 - Improve how we provide information about our work and the impact we are having using different methods that reach people in a timely way that meets their needs.</p> <p>Objective 1 Action 4 - Develop a new five year Corporate Plan for 2025-2030 showing how the next phase of the Council’s Reshaping Programme will transform services to meet future needs.</p> <p>As stated earlier a new action on community transport has been included in Objective 4.</p> <p>The Organisation Resilience critical challenge has also been amended to reflect the importance of engaging with and listening to residents.</p> <p>The results of the survey highlighted that the cost of living, climate change and nature are important issues. These are two of the three critical challenges. The survey results also show the challenge of organisational resilience is pertinent and that whilst facing a number of ongoing pressures the Council needs to be responsive to residents.</p>
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Youth Council		
Climate Change Conversation 4 th October 2023	In October 2023, the Vale of Glamorgan's Youth Council hosted a Climate Conversation event. Designed in partnership, the event brought around 40-45 young people from across the Vale together with decision makers to discuss their experiences of climate action, their ambitions for the future and how these could be achieved. Youth Council members selected two topics of particular interest to them to focus discussions on at the event: waste and recycling, and transport. All feedback from the event was captured and the Council has now committed to undertaking actions in 2024 based on the discussions at the event.	Youth Climate Conversation Participate Vale (valeofglamorgan.gov.uk)
Youth Council Meeting 31 January 2024	Officers attended the meeting to discuss the draft Plan and the budget. Members of the Youth Council discussed a number of issues which will inform future work.	No changes to the Plan.
Email Responses	<p>Penarth Town Council provided a written response to the consultation which is included at the end of this Appendix. The response noted the continuation into 2024/25 of the Council's critical challenges and the four well-being objectives. The objective to work with and for our communities was noted to be particularly pertinent to the work of the Town Council. It was also recognised that the delivery of the organisational resilience critical challenge will require collaboration with the Town Council and the wider Town and Community Council sector.</p> <p>It was observed that the ADP does not make explicit reference to the Town and Community Charter, which could benefit from a refreshed approach to aid joint work.</p>	<p>The new action on transformation work in Objective 1 reflects comments received.</p> <p>Objective 1 Action 4 - Develop a new five year Corporate Plan for 2025-2030 showing how the next phase of the Council's Reshaping Programme will transform services to meet future needs.</p> <p>In response to the feedback action 5 in Objective 1 has been amended to include reference to the review of the Town and Community Council Charter and also the Voluntary Sector Compact.</p>

	<p>Concerns were raised by the Town Council about the timetable for Place Making Work, and specifically that the delivery of this work may be impacted by electoral cycles.</p>	<p>Objective 1 Action 5 - Engage with and strengthen our relationships with the third sector, social enterprises and town and community councils to help shape and deliver local priorities including a review of the Town and Community Council Charter and the Voluntary Sector Compact.</p> <p>The comments on placemaking have been shared with the relevant team who will pick up these concerns.</p>
<p>ADP consultation Survey Responses</p>	<p>In total, 94 responses were received to the ADP consultation survey. In response to the question on whether the correct Objectives have been identified to deliver the council’s vision, 72.8% of respondents answered ‘Yes’.</p> <p>In answering the question on whether the actions outlined against each Objective will aid delivery, the majority of respondents answered ‘Yes’. Objective 2 received the highest percentage of ‘Yes’ responses at 58.4%, while Objective 4 received the highest number of ‘No’ responses.</p> <p>The survey provided respondents with the opportunity to make comments on what further information should be included or reflected in the ADP. Comments made by respondents covered a wide range of different themes, including: economic development, economic support, housing, education, environment and infrastructure, council budget, community engagement and plan delivery. All comments received are included in this Appendix.</p> <p>Although only 48.9% of respondents agreed with the critical challenges with</p>	<p>Feedback received through the survey has been considered alongside the feedback received through the different routes set-out here. Where appropriate, amendments have been made to the ADP to reflect this feedback.</p> <p>There are more references to engagement and communication in the introductory sections to the ADP.</p> <p>A number of actions in the Plan have been amended as detailed in this report and highlighted in the revised Plan.</p> <p>Many of the issues raised are reflected in the draft ADP or within relevant service plans. Some issues raised are not within the control of the Council (such as access to GP appointments) but still provide an interesting insight into what is of concern to residents.</p>

	<p>33% responding no and 18.2% don't know when taking into consideration other information including the Let's Talk survey results, discussions with young people, data and net zero targets the challenges have remained. However there have been changes to the organisational resilience challenge to reflect the importance of public engagement.</p>	
<p>Staff</p>	<p>Council staff had the opportunity to reflect their feedback in the ADP consultation survey. The link to the survey was circulated to all Council staff, including school staff through the Chief Executive's end of week message, which is the Council's best performing internal communications mechanism. Feedback was also provided through the service planning process.</p>	
<p>Service Planning Feedback</p>	<p>A number of changes were made to the ADP following detailed discussions at different service planning sessions.</p> <p>Regeneration – request to amend a number of actions:</p> <p>Objective 1 Action 1 - replace community mapping with the word place making as this is more reflective of work being undertake.</p> <p>Objective 1 Action 5 suggested that the word services replaced with priorities as a wider scope. This action was amended further in response to other comments regarding the Town and Community Council Charter.</p>	<p>Action now reads - Deliver our Public Participation Strategy including the use of place making to improve how we involve, communicate and consult with people and ensure citizens have the opportunity to have their voices heard.</p> <p>Action now reads - Engage with and strengthen our relationships with the third sector, social enterprises and town and community councils to help shape and deliver local priorities, including a review of the Town and Community Council Charter and the Voluntary Sector Compact.</p>

	<p>Objective 2 Action 10- request that this be split in to two actions so easier to understand and report progress.</p> <p>Objective 2 Action 12 – Requested that partners be amended to just Welsh Govt and to remove end words. Action previously read - Work with Cardiff Capital Region (CCR) and partners to support the development of the former Aberthaw Power Station site and the Bro Tathan and Cardiff Airport Enterprise Zone to create new jobs in the area and to support sustainable economic growth.</p> <p>Shared Regulatory Services: Objective 1 Action 14 – request that the word ‘compliance’ be added - Adopt a new model of working to manage the Council’s buildings focusing on sustainability and efficiency.</p> <p>HR and OD: Objective 1 Action 15 - request to reword action so more a focus on promotion of opportunities as the good relationships already exist. Action previously worded - Build on good relationships with local education establishments as well as independent Apprenticeship providers and local employers to expand the Council’s Apprenticeship offer.</p>	<p>Actions 10 and 11 now read.</p> <p>Action 10 - Maximise the potential of the UK government’s 10 year £20 million long-term investment plan for Barry and Levelling up award as part of whole town regeneration and Placemaking work.</p> <p>Action 11 - Maximise the use of grant and loan funding, supported by enforcement measures to reduce the number of vacant properties across all four of our town centres</p> <p>Amended to - Work with Cardiff Capital Region (CCR) and Welsh Government to support the development of the former Aberthaw Power Station site and the Bro Tathan and Cardiff Airport Enterprise Zone to support economic resilience and quality job creation.</p> <p>Action now reads - Adopt a new model of working to manage the Council’s buildings focusing on sustainability, compliance and efficiency.</p> <p>Action reworded to - Promote the opportunities and benefits of apprenticeships to assist people into employment and to work for the Council via the Council’s Apprenticeship Scheme</p> <p>Action amended by. Action now reads - Develop and</p>
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	<p>Adult Services: Objective 3 Action 18 - Develop and implement the Vale Alliance Model to provide more integrated care including meeting accommodation needs. Requested that the words in bold are removed as issues covered elsewhere in the plan.</p> <p>Objective 3 Action 19 Progress the expansion of ‘Your Choice’ to enhance the individual’s voice and control over their care in their own home.</p> <p>Neighbourhood Services: Objective 4 action 6 wording amended as the community tennis facilities have been completed - Improve opportunities for leisure activities by investing in our leisure centres and refurbishing community tennis facilities in partnership with Tennis Wales (Wenvoe Recreation ground, Penarth Athletic Club and Millwood in Barry).</p> <p>Housing: suggested that under Objective 4 actions 14 and 15 are combined.</p> <ul style="list-style-type: none"> • Ensure all new council house building achieves a minimum A rating for energy performance and meets the new WHQS 23 standards, reducing fuel costs and contributing to a reduction in carbon emissions. • Optimise the retrofitting of the existing council housing stock taking a fabric first approach and utilising appropriate technology to improve thermal efficiency. 	<p>implement the Vale Alliance Model to provide more integrated care in their own home</p> <p>Following service planning and in response to issues raised in the consultation this has been amended to reflect the emphasis of care at home - Progress the expansion of ‘Your Choice’ to enhance the individual’s voice and control over their care in their own home.</p> <p>Amended to - Improve opportunities for leisure activities by investing in our leisure centres and our large outdoor recreational sites such as Barry Sports Centre and the Butrills playing fields.</p> <p>Action 15 now reads -</p> <p>Progress work to reduce the environmental impact of our housing stock by ensuring all new council house building achieves a minimum A rating for energy performance and meets the new WHQS 23 standards whilst retrofitting the existing council housing stock by taking a ‘fabric first’ approach and utilising appropriate technology to improve thermal efficiency.</p>
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Appendix B

Trade Unions	The draft Annual Delivery Plan was circulated to the Trade Unions and the Director of Resources attended the Change Forum in January to present the draft Plan and answer any questions	No changes
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Response to Public Consultation

To inform the development of the ADP for 2024-25 an online survey was hosted on the Council's Participate Vale site. Hard copies of the survey were made available in Council Libraries, Glamorgan Voluntary Services CF64 site and circulated to Warm Spaces Sites. The feedback received through consultation on this ADP has been considered alongside the results of the Let's Talk About Life in The Vale Survey. Where necessary, amendments have been made to the content of the ADP to reflect the feedback received through these two consultation exercises.

Social Media:

To inform the consultation a series of posts were made on both X – the Social Media platform formally known as Twitter, and on Facebook. These posts directed people to the link to the ADP Survey hosted on the Participate Vale engagement and consultation site. Set-out below is the number of people who read each social media post and then went-on to click the link to the Participate Vale site.

Social Media Platform	Reach per post	Link clicks per post
X/Twitter	640	8
	1,200	21
	953	19
	698	8
	486	6
Facebook	5,400	60
	811	18

Survey Response:

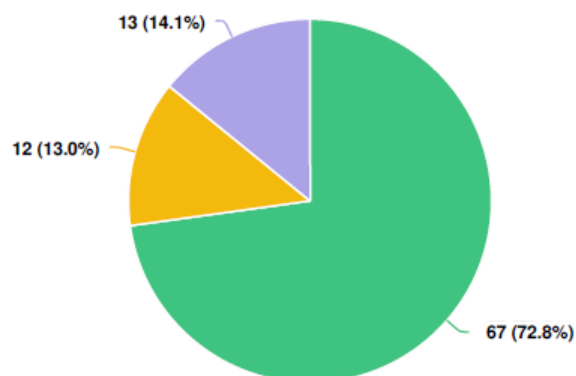
The ADP consultation survey was live for 6 1/2 weeks, between 5th December 2023 and 21st January 2024. In total 94 responses were received, 92 of these were in English and 2 in Welsh. The survey was hosted on the Participate Vale engagement and consultation platform and made available in hard copy.

The survey was structured by 6 questions; the first asking respondents if they agreed with the four Well-being Objectives in the plan. Then a question for each objective asking whether respondents agreed with the work outlined in order to meet the objective. The final question asked respondents whether they agreed with the three critical challenges for the Council to focus on for the next 12 months. There was an option to leave additional comments within the survey.

Question 1 - Do you think these are the right Objectives to help us deliver our vision for the Vale of Glamorgan?

Question options

- Yes – 67 (72.8%)
- No – 12 (13%)
- I don't know – 13 (14.1%)



This question received the highest number of comments in the survey. Responses highlighted a range of issues including: the access to services, transport and environment, council budget and objective delivery, engagement and communication, and education and the economy.

There was a focus from respondents on the delivery of the Objectives and how delivery will be monitored. Respondents also noted a need to ensure that the Objectives are delivered within budget. Concerns were raised by respondents on issues relating to climate change and linkages between infrastructure development and transport. Respondents raised concerns around ensuring access to services, specifically housing, health and social care.

Detailed below are all of the comments received in response to the question - Do you think these are the right Objectives to help us deliver our vision for the Vale of Glamorgan? These have been grouped by themes:

Access to Services:

‘Nothing in there about VITAL services for all residents – improve access to public transport, improve access to timely dental treatment and ability to actually see a doctor.’

‘No.3 is not possible unless the Vale addresses the crisis in the Care sector. There is already a backlog of patients in hospitals who cannot be discharged only due to a lack of care packages being in place.’

‘The integration of housing with all the objectives with social care is very important, it reduces the cost of care and burden, enables more independence within a secure environment, having specialist housing with social care enables these objectives.’

‘Make social workers available for high functioning adults and being told its not all down to many and being able to access more hours when they have function and stop saying that all that social workers do is empower individuals to become independent.’

‘People with disabilities are excluded.’

Transport and Environment:

'You need to concentrate on removing the 20mph limit except from necessary areas at specific times, why would anyone need to drive at 20mph past a school at 4am?!'

'Maybe end-up coping with climate change sooner.'

'Need to find a careful balance between encouraging sustainable economic growth and respecting/enhancing the natural environment.'

'Get rid of the car parking charges at our national parks. They've been *free* up until the last few years, we all pay enough income tax, national insurance tax, council tax, VAT as well as multiple other taxes that should cover the cost of communal areas.'

'Filling up all green space with houses especially in st athan.'

'Stop charging for car parking, it costs money to go to the beach and the shops or should I say charity shops.'

'You can't have sustainable growth without infrastructure. So new housing etc until local services are in place such as doctors' surgeries. Stop building on fields etc as this is bad for the environment and causes flooding. Use brown sites.'

Budget and Delivery:

'You should have 1 objective, to deliver core services efficiently. Until the council can control their budget the focus should only be on core services everything else is irrelevant.'

'With the advent of AI it would be interesting to know what VOG is planning for the employees of the council.'

'Spend more Money in Penarth! you seem to spend plenty in Barry unnecessary road furniture new pavements. Too many Potholes dangerous pavements.'

'The current financial situation is a time to reduce services and commitments that residents cannot afford to pay for. If the council wishes to maintain these things, then it must find additional funding from other sources - not the residents or council tax.'

'How are you going to measure these objectives? They sound good ideas but are so vague and 'wish washy'. To have any meaning they need to be specific and most importantly measurable. This is relatively easy to do.'

'You need to clarify whether these are equal in value or have varying degrees of priority. Objectives 2,3,4 seem to contribute to the fundamental Objective 1.'

'These sound good, but the proof of the pudding is in the successful and effective execution of these objectives so they don't just become irrelevant, and unachievable sound bites. And also that they are achieved within budgets'

'You need to try and keep the elderly in their own home and not frighten them into taking out loans to pay their Council tax. The letters you send are absolutely disgusting and frightening.'

'Reduce the staffing cost of the council by switching to standard contribution-based pensions.'

'I don't think the Council uses our money wisely particularly in the context of the first objective. Vale and in particular Barry need quality sports and entertainment venues as the town is big enough for this now and the demographic has changed.'

'It does not say how you are going to do this'

'Assume these are not in priority order but equal priorities? And here are interactions between them'

'Too vague'

'These sound like the objectives that would deliver the lifestyle I would appreciate, but can I be confident on their delivery? Am not convinced.'

Engagement and Communication:

'It is important to give residents an opportunity to contribute to decision making regarding local issues.'

'There is nothing about listening to the residents in the Vale of Glamorgan.'

'Providing you do what you say i.e. work WITH the community and communicate.'

'Listen to the communities - as opposed to dictatorship.'

Education and Economy:

'Employment, good well-paid jobs is the principal objective.'

'Like the working with and for ethos, and focus on people, communities, learning and the environment.'

'Education is at an all time low - worst in Europe. Totally mismanaged by Welsh Assembly and Vale of Glamorgan Council.'

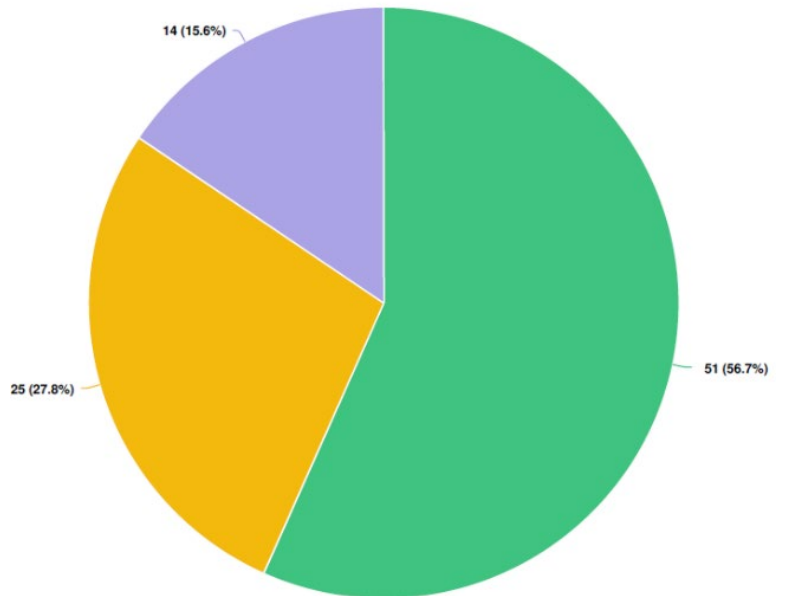
Review of Questions 2 – 5 ‘Do you think the work we have outlined in this description will help us meet this objective?’

Response:

Objective 1 - To work with and for our communities

Question options

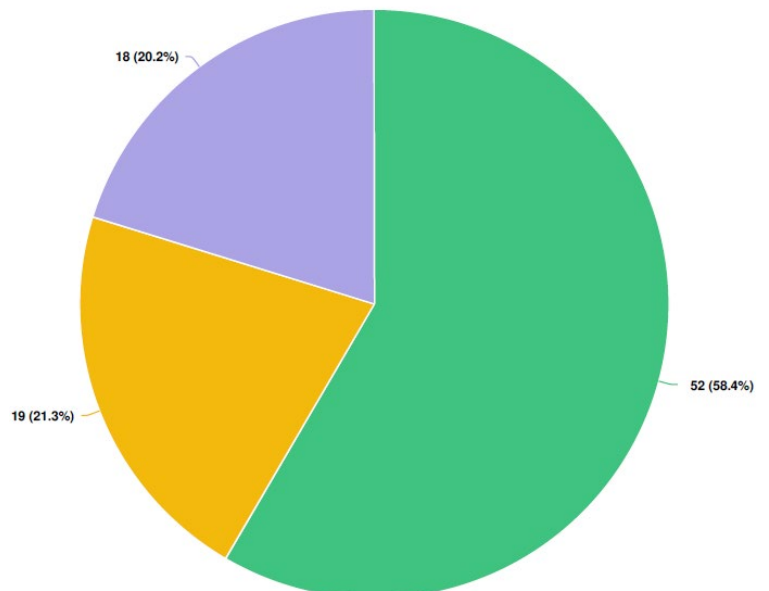
- Yes - 51 (56.7%)
- No – 25 (27.8%)
- I don't know – 14 (15.6%)



Objective 2 - To support learning, employment, and sustainable economic growth

Question options

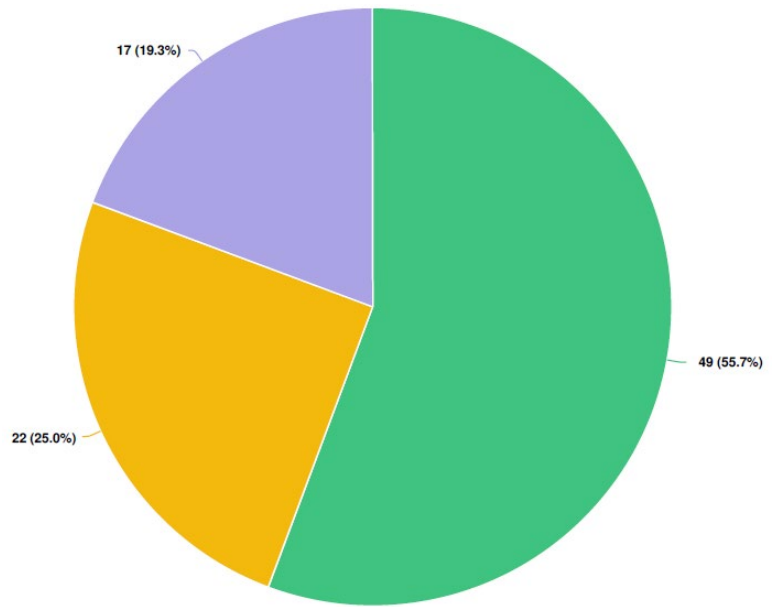
- Yes – 52 (58.4%)
- No – 19 (21.3%)
- I don't know – 18 (20.2%)



Objective 3 - To support people at home and in their community

Question options

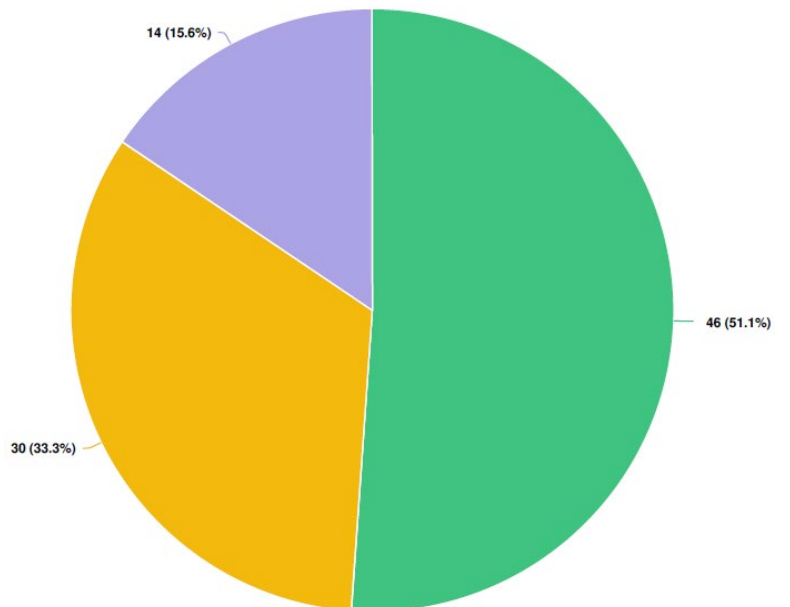
- Yes – 49 (55.7%)
- No – 22 (25.0%)
- I don't know – 17 (19.3%)



Objective 4 - To respect, enhance and enjoy our environment

Question options

- Yes – 46 (51.1%)
- No – 30 (33.3%)
- I don't know – 14 (15.6%)



Proportionally, the majority of respondents answered that they were in agreement that the actions outlined would meet the Objectives. Objective 2 – To support learning, employment, and sustainable economic growth received the highest number of ‘Yes’ responses at 58.4% in agreement that the actions set-out would meet this Objective. Objective 4 - To respect, enhance and enjoy our environment received the highest number of ‘No’ responses, with 33.5% disagreeing that the actions set-out would meet this Objective.

Comments made by respondents were wide-ranging and covered several different themes. Reoccurring themes across the four Objectives included: Economic Development, Education, Environment, Housing and Council Budget. Within Objective 1, a number of comments were made on the topic of community engagement and the Welsh language. Within Objective 2, comments were focused on education and economic development. Within Objective 3, respondents’ comments were focused on housing. Within Objective 4, a number of comments were made on the topic of the environment and infrastructure.

In total, 202 open responses were received, of these, the most, 58 were provided regarding Objective 1, To work with and for our communities. Detailed below are all the comments received in response to the question - Do you think the work we have outlined in this description will help us meet this objective? These have been set out against the relevant Objective and by identified themes:

Objective 1- To work with and for our communities:

Economic Support:

‘Help people who are struggling get back on their feet.’

‘Yes, it's important to support vulnerable people - vital but those that work, pay council tax and others.’

‘You need to encourage businesses to offer more apprenticeships in areas other than hospitality and hairdressing!’

‘I presume the word "support" means "give money to" and "work with" means "try to get somebody else to give money to as well”

‘Make individuals take more responsibility and not just rely on rate payers.’

‘I think commercial organisations should fund themselves.’

‘You can’t keep raising tax as people now can’t afford your rises. Stop spending money on vanity projects and delay capital spending.’

‘There are too many claims from councilors for expenses they get paid to do a job which is supposed to be for the community why are they able to claim.’

‘Just keep the council tax down.’

Economic Development:

'The Aberthaw Power Station will cost more than you think to redevelop due to the asbestos throughout the site. Was this thought about when it was purchased?'

'Not certain of the order but saving on ludicrous spending on vanity projects would be a start.'

'Much greater focus on growing the economy, creating well paid jobs is required. Especially if you wish to generate wealth to pay for all the support services.'

'When rationalising the use of building, can these be converted to housing or social groups to try to reduce cost and meet other objectives.'

'Develop toilet block eyesore at Barry Island. Apply to remove Listed status if necessary.'

Delivery:

'They are ambitious plans. I hope you have the people and commitment to deliver them.'

'They will help if they get delivered.'

Environment:

'You shouldn't be supporting private companies decarbonise, you should focus on core services. Kids don't have the right equipment in schools and you focus on decarbonising. Absolute shambles.'

'Prepare to mitigate climate change effects'

'There are other environmental aspects to this though beyond social and environmentally conscious procurement policies. And consider is not the same as apply.'

'Why should we bare the cost of the environmental challenges when the UK's impact has decreased by nearly 50% since 1990 and total emissions from the UK are less than 1%. Yes there's factors that should come into play about the climate but not at our cost.'

'What I am looking for in my community is a clean and litter free environment, one that has safe pavements and footpaths. Roads with no potholes, clean signposts I can actually read and speed limits within our villages that can be adhered to.'

'When buying goods and services you should prioritise Welsh/British goods and services over non-British suppliers'

Community Engagement:

'It is important to include all communities and not just the central ones. Often the outlying communities are completely forgotten when actioning these schemes.'

'There is nothing about effective communication with communities to establish their desires and needs. There is nothing about energy efficiency and home insulation. Nothing about elderly in the community. Mostly about education.'

'There is /zero/ mention of adults unable to work who receive care in their own homes. We are just as much a part of the community as everyone else.'

'As well as "Deliver the Strategic Equality Plan and be Age Friendly by making the Vale a caring and supportive place to live." how about people with disabilities etc etc.'

'No reference to improving how you communicate through non-digital methods - this is a huge issue for many people.'

'Could there be more emphasis on co-production with customers and communities around service design and the deployment of increasingly valuable and scarce resources. So customers are demonstrably at the heart of decision making and what matters.'

'There is no consultation with people living in Llantwit major.'

'Please manage and consider the day-to-day life in the Vale of residents. The vale is not the place it used to be sadly.'

'Vale of Glamorgan Council and Welsh Assembly are dictators - seriously influenced by biased Civil Servants.'

'Your community engagement needs to improve; you need to reach out directly to consult on plans. We need value for money and better services not constant increases in council tax and nothing in return.'

'Give High function adults a day center and give them more hours in the community and not telling them that it's all down to many and training support workers to be able to support High function adults with autism in the community as care agencies.'

'Disband Contact center so that enquiries can be dealt with more quickly by the relevant departments who hopefully have the answers.'

'No mention is made of local press and free newspapers. Not everyone is computer literate. The use of social media to convey a message means that the proposed contact has to be actively looking for it. Information is the local press catches a wider audience.'

'I have had a lot of trouble with the contact centre over the past year. I don't get timely responses or sometimes no response at all to queries, if they could work more efficiently that would be good. Also I find contacting councillors quite difficult.'

Education:

'Ensure parents apply to their catchment schools so that they are able to walk/cycle to school.'

'Promote and develop sport in schools, linking it to your other objective around leisure provision and sustaining and improving sports facilities.'

Welsh Language:

'We don't need to increase the use of the Welsh language, not a council responsibility.'

'The majority of your residents don't speak Welsh.'

'Welsh language is a "nice to have". public consultation appears to be ignored.'

'Welsh language is not needed to be increased. Staff wellbeing is important but with the huge budget cuts, the council should be looking at redundancies and cutting out those top earners who are paid far too much.'

'You need to decrease the use of Welsh. You don't listen to us now, why would we believe you would in the future?'

'As the Council is trying to save money, drop the Welsh language part.'

Objective 2 - To support learning, employment, and sustainable economic growth

Economic Development:

'You need to encourage more low-cost airlines to Cardiff Airport, it's a great airport to fly from and very convenient for the Vale and surrounding areas but it's often far too expensive to make it a viable alternative.'

'The economy is the most important thing, creating private sector jobs, wealth creating. Who are the "partners" continually referred to??'

'Public support before private sector.'

'Don't restrict tourism by taxing, parking costs, lack of places to stay.'

'More words - we need action (Aberthaw for example) - public money'

'Why did you waste our money on buying the power station.'

'Wales is the only home nation with a negative economic growth. Again local economy mismanaged by inept Welsh Assembly and incompetent Vale of Glamorgan Council.'

'More well paid local jobs are needed, employers need to be attracted to the area.'

'Employment opportunities in Wales will not improve until our chronic infrastructure is improved., Poor major road links, poor rail lines and timetables and chronic lack of appropriate bus provision. The current Education issues in the Vale need addressing.'

'Why develop more areas when the old ones are in need of repair, stop wasting money on vanity projects like colour changing lights in tunnels and clocks.'

Environment:

'It is my view that commercial organisations should fund their own decarbonisation plans.'

'All sounds positive, but businesses should bare the cost of decarbonising themselves if they want to invest in that. Our money could be spent on better things.'

'Agree on all these fronts however the council do not deliver on them and I doubt they will improve. Schools need more budget, more TAs in the classroom both my children don't even have required levels of cover because the school doesn't have the budget.'

'Agree with all but providing funding to businesses to decarbonise.'

'You talk of working with employers and partners. No mention of working with local community! Knowing there is resentment of development at the Model Farm Site near the airport.'

Education:

'Good points for education, but so much repetition of the other actions. Each bullet point should specifically relate to the Objective and only appear once unless explained better.'

'Like Cardiff have to help "cost and availability of school transport as well as promote active travel." consider a travel training initiative.'

'Schools are places of learning, we need to educate the parents in how to bring their children up correctly, to respect the teachers. Stop funding businesses and reduce business rates.'

'While some objectives of learning and creation of jobs a greater focus is required.'

'To invest in educational opportunities for victims of domestic abuse and trauma to reskill and retrain and start fresh.'

'2 e: Is a two part objective school transport and active travel are separate issues.'

'Can we use school buildings for more community events so the schools are more supported, but also aligning to other objectives and cost savings.'

'Some parents have disability cars, they should use them to take the children to school, schools should not be paying for this.'

'Perhaps look at working with parents to ensure they are providing that parental role to ensure milestones are reached before school starts and behaviour in schools is better.'

'The current situation in some of vale schools is shocking and needs to be addressed immediately.'

'You need to state how you will support schools and SEND children.'

'Agree on all these fronts however the council do not deliver on them and I doubt they will improve. Schools need more budget, more TAs in the classroom both my children don't even have required levels of cover because the school doesn't have the budget.'

'Not enough school spaces and mental health help.'

Council Budget – Service provision:

'The current financial situation is a time to reduce services and commitments that residents cannot afford to pay for. If the council wishes to maintain these things, then it must find additional funding from other sources - not the residents or council tax.'

'There doesn't seem to be anything about development of council staff/succession planning etc.'

'Having a day centre for high function autistic adults, which do not need to be put in with other day centre but put together with specially trained staff.'

Objective 3 - To support people at home and in their community

Economic Development:

'Laudable objectives but requires more focus on creating well paid jobs to pull people out of low pay and poverty.'

'There's nothing in Barry for young people, no children specific facilities. Nothing in terms of entertainment, eg a real cinema, bowling etc. Leisure facilities very limited and of poor quality (eg leisure centre).'

Economic Support:

'I would prioritise supporting people through CoL crisis, reducing homelessness, protections and increasing housing supply - all of which are key determinants of health & wellbeing. Like placemaking/ community approach.'

'3a) educating people to use their finances in a more efficient way.'

Delivery:

'Lots of promises on paper, but what we want to see is these promises put into action and delivered. Better to start off with fewer achievable goals. Let's get the basics done first.'

'Again if these are achieved. We need to support our young people so in years to come they can build a better/keep improving the vale!'

Housing:

'You need to stop building more houses as the roads cannot take the extra traffic and public transport is too unreliable, extra traffic along with the 20mph limit has made Wales a constant funeral procession, sadly it's not Drakefords funeral!'

'This is a mixed bag, some are very good. Some are slightly mad - "a County of Sanctuary" what on earth does this mean? Again a lot of "working with" and "supporting", what specifically are you going to do?'

'We need to support our existing community before we get concerned over helping outsiders.'

'Development of commutes rather than disjointed housing pockets.'

'Build 73 new council homes! why not 74? Strengthen partnership with Health Board - Find out why getting an appointment at any doctors surgery throughout the Vale is a lottery.'

'Build more than 73 council homes.'

'Housing for adults with difficult needs is very important, this would reduce the cost to the council, provide income but enable individuals to be safe and independent.'

'How are you going to increase supply of affordable homes?'

'Consider a 6.7% reduction in the number of homes being built (approx 5).'

'But don't agree with homing illegal migrants.'

Social Care:

'Elderly want to stay in there own homes not be bullied into selling and moving into care homes.'

'To be able to give High functioning autism adults that live in the community, more community hours in the care plan to become supported in the community and not just take hours away from them and social workers need to be able to respond to their meltdown.'

'You need, as a matter of urgency to reduce waiting times at A&E so members of the community can access urgent medical care when needed.'

'Ensure closer working with health to avoid duplication and work on prevention more (promote healthy living, including with children and young families to reduce pressure on health services)'

'Be able to give High functioning autism adults that live in the community, more community hours in the care plan to become supported in the community and not just take hours away from them and social workers need to be able to respond to their meltdown.'

Community Cohesion:

'I would add a fundamental commitment to ' respect individual languages, ethnicity and abilities in designing community support for all'

'I am unable to access any of these services because of the Vale's attitude towards me as a disabled can we victim.'

Council Budget:

'The current financial situation is a time to reduce services and commitments that residents cannot afford to pay for. If the council wishes to maintain these things then it must find additional funding from other sources - not the residents or council tax.'

'The only care by Vale of Glamorgan Council is increasing "Council Tax". No planning for infrastructure, schools, basic services, GP services, public transport.... the list is endless'

'You are not supporting people by raising tax and councillors should not taking pay rises.'

'Look after the existing residents 1st, give your over budget as is why import more work.'

Objective 4: To respect, enhance and enjoy our environment

Environment and Infrastructure:

'Yes, please do "improve quality and frequency of public transport" - I won't hold my breath! Some of the other things are just virtue signaling - you know it!'

'Need to add a fundamental requirement to balance commitment to current community needs with future environmental protection when setting targets.'

'Concerned that cycle lanes are piece meal, not interconnected and not used. Legislate lycra cyclists to use cycle lanes where they do exit.'

'Use payments from developers to invest in maintaining the highways around the new developments. Electric cars aren't sustainable. We are working with local communities at risk of flooding. Air quality-let private transport use bus lanes.'

'Again, laudable objectives but more focus required on investment, improved infrastructure and quality employment where funds will be created to improve the environment.'

'Project Zero will not be achieved with a 20mph speed limit as this is causing more exhaust emissions. The building new council homes should be done with single people in mind.'

'You need to sort out recycling centre and leave it open longer and not need an appointment I thought that was for covid ???'

'For any sake improve road access to LLANTWIT MAJOR Recycling Centre or move Recycling Centre to a more accessible area.'

'Environmental issues already farcical - cannot provide a decent, basic service. Environmentally inept - no money, no interest, no ambition - limited responsibilities (not totally mandatory)'

'it's so disgusting that there's only one bus that comes down to Sudbury Road to the new interchange which this is only four times a day twice in the morning late morning and late afternoon. How do you expect people to use public transport?'

'106 money from developers should be spent within catchment of the development area. Cycle lanes are a vanity project when there is no footpath from the airport to the cwm kiddy.'

'Climate crisis is real and urgent need to reduce our impact. Leave green areas alone.'

'I need to raise a very serious issue with you regarding the annual flooding we get in our houses and on the road in Gwern in Steeple. Every single year the road and my drive floods due to excess water coming off the field by the road. Please can the council resolve.'

'We are a drop in the ocean with climate change, we will have such a small impact the money should be spent elsewhere. We are less than 1% of all global emissions as a country. How far do we go before we're not leaving the house.'

'Yes however... recycling is great but can we do it with less bins please? The binmen are the ones creating so much litter on our streets and countryside on bin day with these awful new recycling lorries which are unfit for purpose.'

'Air quality? Sounds like car restrictions while at the same time allowing incinerators a stone throw from residential properties. The incinerator on the docks is loud where I live at the top of Trinity Street!'

'Cycle lanes are a waste as not used by cyclist, and making roads narrower'

'We need parks and green spaces as well as local facilities and easy access to them, not more housing.'

'Scrap the 20 limit it's making pollution much worse.'

'Scrap the unwanted 20mph limit now.'

'I agree with improving roads and flood defences the rest is a tax on us another excuse to take more money. And all the fat cats at the top of council ladder get fatter with the money.'

Housing:

'Stop building new homes you need to renovate and convert existing unused buildings, the road systems can't cope with more residents in the Vale!!'

'Yet again idealistic aims , that are not achievable . For example. Why talk about making Council homes more energy efficient when large developers are still building homes with 20th Century technology, because they can.'

'How can you achieve the above when you keep building houses on flood planes causing flooding in areas that didn't used to have a problem but do now. Vale used to be rural, not anymore!!! due to building.'

Council Budget:

'Need to add a fundamental requirement to balance commitment to current community needs with future environmental protection when setting targets.'

'Not sure what you mean by "support more friendly options for Council Staff....." but any support for personal transport should not be to the detriment of the taxpayer.'

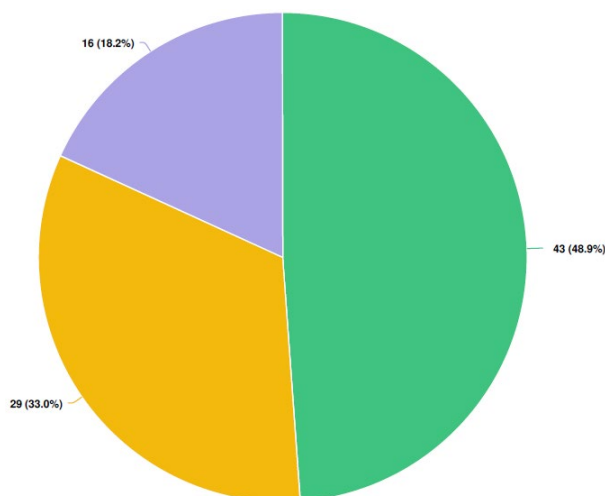
Community Cohesion:

'Increasing community pride would help people create and realise solutions - empowering and building self-esteem too.'

Question 6 - Do you think we have identified the right critical challenges for the Council to focus its work around for the next 12 months?

Question options

- **Yes – 43 (48.9%)**
- **No – 29 (33%)**
- **I don't know – 16 (18.2%)**



Regarding the question on the Council's critical challenges, respondents made a number of comments regarding the delivery of the challenges. With respondents noting concern that it may prove difficult to know if the Council has delivered against these challenges. These are detailed below and are again grouped under themes.

Critical Challenges – Do you think we have identified the right critical challenges for the Council to focus its work around for the next 12 months

Council Budget:

'The current financial situation is a time to reduce services and commitments that residents cannot afford to pay for. If the council wishes to maintain these things, then it must find additional funding from other sources - not the residents or council tax.'

'Why are you going to punish communities in the small villages some people have lived there for all their lives and can't afford to pay extra council tax but still have to put up with potholes, flytipping, flooding and very little street lighting.'

'Too many high paid bureaucrats, sack them.'

'You need to find a way to do this without charging people more for council tax, recycling etc. Otherwise Cost of Living challenge is pointless.'

'Reduce your substantial and obscene executive pay levels before raising council tax for residents who are struggling.'

'Cost of living for residents should be top priority and defer non-essential spending.'

'Given cost of living you will need to reduce staff costs and services rather than increase council tax. else your just putting more people into poverty. I spend more on council tax than I do on food!'

'Use the enormous "slush fund " / financial reserves - £ 160 million . More transparency, more honesty (asking a lot).'

'Cut the council tax, spend the money you have in the bank, it's ours.'

Delivery:

'But how on earth will you know if you have achieved them?'

'A lot of your plans seem to be based on hypothetical situations.'

'Only time will provide us with the answer, at the moment we are only seeing our local services decreasing and not improving.'

'Organisational resilience needs also to include 'efficiency' as one of the challenges.'

'"Organisational Resilience" will be dependent on recruitment and retention and ideally being a more inclusive employer.'

'Challenges address the results of approach and policies not the cause. ie, lack of investment, low pay, (apart from public sector), lack of good infrastructure, inadequate training, apprentices, graduates and housebuilding.'

'Totally accept organisational resilience at this particularly austere and testing period, is set to continue. Agree, inroads need to be made on climate change, resources permitting. Re CoL crisis, would like this expanded to CoL & Housing crisis.'

'Haven't done much to date - just further promises, without doing the hard work.'

'Not sure how these can be achieved with little money though!'

'Sounds good but will it all be affordable?'

'Identifying challenges is one thing. Adequately /addressing/ them is quite another, and as per my previous comments, this doesn't.'

'But you don;t identify the inter-relationship / tensions between them eg financial resilience against council tax increases and cost of living.'

'Haven't done much to date - just further promises , without doing the hard work.'

Economic Support:

'How are you going to help with the cost-of-living crisis? Unless you reduce council tax bills for everyone not just freeloaders'

'Concentrate on the economy.'

Environment and Infrastructure:

'Need to improve access and safety of alternative modes of transport to the private car – improves health, safety, access to school and employment, air quality etc. Ebikes could be game changing – needs storage though -private and public.'

'Climate emergencies again, it's seems its all about us making the difference. Send this survey to the chinese factories pumping out rubbish all year round or the attendees of COP summit who collectively flew over 300 private jets to it.'

'I don't think climate comes near an emergency, not being able to fund services like green bag collection because the government can't manage a budget would seem more like an emergency at council level.'

'Forget the climate challenge plan.'

'Here in Llanmaes we are still waiting for a flood alleviation scheme to be delivered . I believe this was first planned more than 20,years ago. This winter has seen further flooding of the village and surrounding roads with Welsh Water working here daily.'

'What about the Local Development Plan?'

Housing:

'Ensure illegal migrants are not located in Vale properties.'

Education:

'Current critical challenges must include the education of our children and their safety and staff safety at school!'

Social Care:

'Mental health could also be a critical challenge as this impacts all three other critical challenges.'

Community Engagement:

'Communication is a critical challenge - how the Council communicates needs to improve - in Cardiff they have central information hubs which offer lots of advice and support. Could we do something similar in the Vale?'

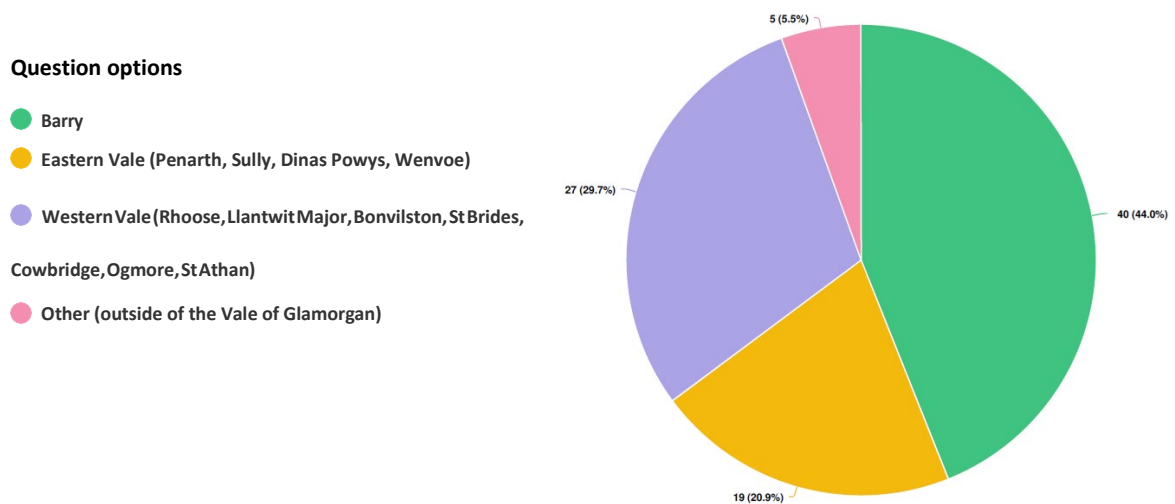
Profile of Survey Respondents

The profile of respondents was tracked through the equalities monitoring questions included in the Survey. This asked respondents questions on where they lived, their gender, ethnic group, sexual orientation, disability status and age.

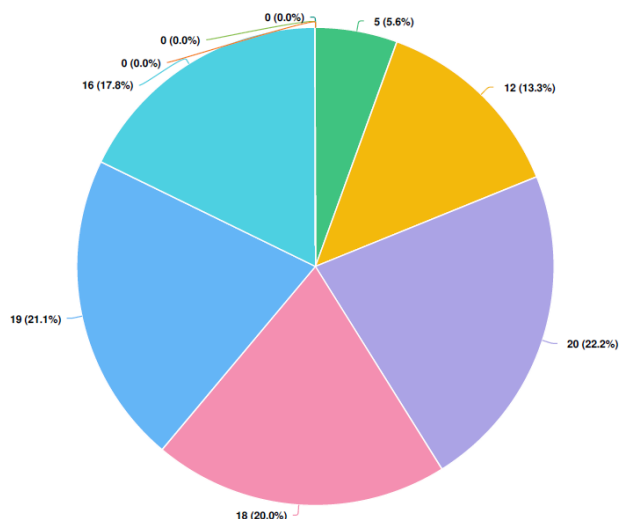
The majority of respondents, 53.3% identified as Male and 43.3% as Female.

As illustrated by the chart below, the largest number of respondents 44% were from Barry, 29.7% from the Western Vale, 20.9% from the Eastern Vale and 5.5% from outside of the Vale of Glamorgan.

The majority of respondents were over 35 with only 5 respondents being under the age of 25. Over 55s accounted for over 50% of respondents.



There was a balanced split across ages of respondents with the highest percentage of respondents, 22.2% aged 45-54, 21.1% aged 65-74, 20% aged 55-64, 17.8% aged 75+, 13.3% aged 35-44 and 5.6% aged 25-34.



Vale of Glamorgan Council Annual Delivery Plan 2024-25 Penarth Town Council Response

We note that the ADP for 2023-04 identified three challenges which will be continued in 2024-25 relating to-Resilience, Cost of Living and Climate and Nature Emergencies. Four Well-being Objectives have also been confirmed.

In terms of the interests of the Town and Community Council Sector, the most crucial objective is 'To work for and with our communities.' It is also noted that, in relation to the Resilience Challenge, there is the need to innovate. Improving efficiency of staff usage and deployment, Council infrastructure and property usage, digital opportunities, and partnership work is particularly important. This will require collaboration across a range of different sectors to deliver commitments, including the Town and Community Council Sector.

Members noted that the document referred to a Public Participation Strategy and how it will work. Despite its reference to 'stakeholders,' it does not refer to existing mechanisms – notably the Town and Community Council Charter that currently exists between the sector and the Vale of Glamorgan Council. The Charter provides a framework to review opportunities, and Members felt that it needs to be revisited and adapted in light of the current crises that Local Authorities are facing. Members felt that many Principal Councils had reached a tipping point with regards to what they can do, and a reviewed and updated Charter could provide the basis for an initial reset with a view of avoiding ad hoc arrangement.

The Plan also describes the existential pressures that the Vale faces that will necessitate closer working arrangements; Members felt these needed to be specified in more detail.

Another item of concern which applies specifically to Penarth Town Council is the timetable for progressing work on Place Making Plans. We understand that work is well under way in relation to Barry and Cowbridge, but Members had concerns that, on the basis of the present timetable, the electoral cycle may disrupt plan preparation and delay project funding opportunities prior to their exhaustion. More crucially, these Plans have the potential to provide a framework for changes in the Council's work with communities and its Well-being objectives. A more productive approach would be to work more in parallel, giving the opportunity for the 4 Town and Community Councils in the Vale with Place Making work in place to exchange ideas (Members have already received an invitation to liaise with Cowbridge).

Pertinent to this Plan, Members noted that Audit Wales has also analysed the present position across all Principal Councils in Wales. In a report 'Together We Can,' it argues for Principal Council in particular to incrementally adopt a position of facilitating services rather than direct provision. In a recent meeting with One Voice Wales Larger Councils they highlighted the issues which require urgent action (noted overleaf). Crucially, they identify barriers that are slowing progress. These barriers include:

- Lack of skills
- Insufficient resources
- An inability to redirect resources
- A lack of trust in approaches
- Appetite for change
- Limited joined-up working
- Lack of strategic vision and understanding
- Prevailing challenges such as poverty, rurality, and exclusion

Councils were to ensure that Audit Committees receive the report and monitor responses to the Audit Wales recommendations.

Audit Wales Information

In its presentation to One Voice Wales, the focus of their report was outlined. This noted:

- a) That the focus needs to be on equipping people to do more for themselves, having regard that local authorities no longer had the level of resources to continue with its traditional model of service delivery.
- b) How the experience of the pandemic had demonstrated that communities were able to do more for themselves.
- c) That the focus up to now had been on community asset transfers and support for loneliness and befriending issues within communities.
- d) That Audit Wales considered that there was a need for principal councils to have much greater engagement with community and town councils in relation to community resilience and for them to provide much greater support to local councils in relation to their role.
- e) That part of the research involved a survey of local councils and some 230 councils responded. A brief summary of the findings was also outlined.
- f) A summary of how LAs were progressing with the focus on community resilience, it being noted that progress was slow and the pace of change was insufficient
- g) The key barriers to progress as listed previously.
- h) The recommendations contained in the Audit Wales report were highlighted.
- i) Good practice resulting from the report.
- j) A community resilience self-reliance evaluation tool was included in the report

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 Co-ordinator, 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 2024-25
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2. [Who is responsible?](#)

Name	Tom Bowring	Job Title	Director of Corporate Resources
Team	Strategy and Insight Advisory Group	Directorate	Managing Director and Resources

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

Date of start of assessment	December 2023
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4. [Describe the proposal?](#)

<p>What is the purpose of the proposal? The Annual Delivery Plan 2024-2025 sets out our in-year commitments in relation to delivering the fifth and final year of 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 5 of the Corporate Plan and provides the framework for annual Service Plans.</p>
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<p>Why do you need to put it in place?</p>

Equality Impact Assessment

The Annual Delivery Plan for the period 2024-2025 is the fifth year of the 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.

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 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 2024-25 sets out the Council's commitments in year 5 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 2024-25 sets out the Council's commitments in year 5 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 2024-25, we sought feedback on what changes are needed to the draft plan and what the priorities are for the final year of the Corporate Plan.

This year there is a particular emphasis on the 3 critical challenges which have been identified as still being a significant challenges for the year ahead, for which most of the actions within the plan will contribute towards tackling. The critical challenges are the cost of the living crisis, climate change and nature emergencies and organisational resilience. These reflect the challenges identified in the 2023-24 Annual Delivery Plan but with more emphasis on the nature emergency and the inclusion of engagement as part of the organisational resilience challenge.

The Annual Delivery Plan includes a number of actions that aim to promote equality and good relations within our communities. These include:

- commitments to encourage and enable greater involvement for residents and other stakeholders in decision making through the Public Participation Strategy
- increasing the use of the Welsh language
- delivering the commitments in the Strategic Equality Plan reflecting the LGBTQ+ Plan and Anti Racist Wales Action Plan and emerging disability work
- working to make the Vale more Age Friendly
- supporting schools to facilitate the phased implementation of Additional Learning Needs (ALN) reform
- working with partners to support employment and the development of skills for the future
- continue to develop and support initiatives that supports our residents, business, the third sector and council staff with the impact of the cost of living crisis
- working in our most deprived communities
- working with partners to address health inequities
- progressing work as a county of sanctuary
- developing a community campaign with local communities and groups to encourage work to take care of our local environments
- working with partners to prevent and reduce homelessness

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 the Commitments within 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.

Equality Impact Assessment

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 draft Plan has undergone extensive engagement with the Senior Leadership Team and Vale of Glamorgan Councillors. In addition to internal engagement, the draft Plan also went out for public consultation on 5th December 2023 till 21st January 2024 through a short bilingual survey. The draft Plan was shared with many key stakeholder networks and partners for their feedback. The contents of the draft Plan and opportunities to provide feedback were shared regularly across the Council's social media platforms.

Recent engagement has also been undertaken at a large scale through the Council's Let's Talk about Life in the Vale survey, the initial findings from which have also helped to shape the draft 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 Plans. Details of which can be found [here](#).

Consultation (with internal and external stakeholders)

The Annual Delivery Plan 2024-25 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, equality and diversity networks/contacts, housing service networks/contacts, community safety networks/contacts, school inclusion networks/contacts and 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 5th December 2023 till 21st January 2024, hard copies of the survey were also made available in several public locations across the Vale of Glamorgan. 94 were received to the online survey. The feedback from all forms of consultation 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 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 and through service planning sessions. The draft Plan has also been discussed by Councillors

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at Scrutiny Committee and through a specific feedback session with Member Champions. Consultation has also been undertaken with Trades Unions and the Youth Council.

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 have continued to monitor these trends to ensure that work taken to deliver the Plan is 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 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 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 recent 2021 Census. As more data sets and analysis are made available these have been analysed and used to inform the latest draft.

Initial findings from the Let's Talk About Life in the Vale survey which had over 3,000 responses have also been used to shape the Annual Delivery Plan.

Local data and research

Findings from the regular cost of living analysis report which highlights emerging issues and trends as a result of the cost of living crisis have been used to shape the actions with the Plan.

The results from the draft Annual Delivery Plan survey consultation that launched on 5th December and the annual budget consultation have been reflected in the final Plan to ensure the Plan is in line with feedback from residents and what is possible in light of the budget pressures. The information gathered through Let's Talk in addition to results from the public draft Annual Delivery Plan consultation survey have been combined with data and research gathered including the comprehensive Well-being Assessment and census data. The suite of reports that makes up the draft Well-being Assessment can be found [here](#).

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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 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 67 actions for the period 2024/2025. The Annual Delivery Plan actions are translated into actions detailed in 2024/25 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 the final year 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.

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

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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. Each team within the Council is also required to create a Team Plan every 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 2024/2025 will be made available on the Council's website.

7. [Impact](#)

Is there an impact?

The Corporate Plan 2020-2025 and Annual Delivery Plan 2024/25 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 breath of services the Council provides and aims to improve the well-being off all those who reside in, work in, or visit the Vale of Glamorgan. The impact from the actions and objectives 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.

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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 four commitments of the Corporate Plan is likely to have an impact on people with protected characteristics. A number of these likely impacts are the result of issues that have been highlighted through the previous 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 the Corporate Plan. 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 working to make the Vale more Age Friendly, making the Vale a better place for everyone as they age outlined in Objective 1.

Objective 2 may also have effects on children with actions including supporting the phased implementation of ALN reform, working with schools and partners to explore new service delivery models to address budgetary challenges and the increasing demand and complexity of children and young people’s social, emotional and mental well-being, and work to improve attendance at school.

Actions within Objective 3 this year include work to support community focused schools, delivering effective interventions for young people at risk of homelessness and developing additional accommodation to support our children looked after to enable them to remain within the area.

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 2024/25, 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 2024/25 further support this action and encourage all members of the community to be involved in local communities through the action in Objective 1 to ‘Deliver our [Public Participation Strategy](#) including the use of place making to improve how we involve, communicate and consult with people and ensure citizens have the opportunity to have their voices .’ 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.’

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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 1 the action to 'Deliver the commitments in the Strategic Equality Plan reflecting the LGBTQ+ Plan and Anti Racist Wales Action Plan and emerging disability work and work in partnership to make the Vale more Age Friendly.' 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.

It is recognised that in some cases people from diverse backgrounds can live in some of our more deprived areas and may be impacted more heavily by the cost of living crisis. 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; 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 24/25, specifically in Objective 3 to work with partners and the community to enhance community safety and positive social cohesion. Actions include 'Work with partners to promote and enhance community safety and safeguarding with a specific focus on tackling anti-social behaviour in our towns and implementing the regional Violence Against Women and Domestic Abuse and Sexual Violence Strategy' and 'Progress our work as a County of Sanctuary to provide support, dignity and a welcome for current and future residents of the Vale.'

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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 24/25 includes the specific action to ‘Deliver the commitments in the Strategic Equality Plan reflecting the LGBTQ+ Plan and Anti Racist Wales Action Plan and emerging disability work and work in partnership to make the Vale more Age Friendly.’.

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 2024/25 includes under Objective 1 the action to ‘Increase the use of the Welsh Language within the Council and the community and support bilingualism through the delivery of the Council’s Welsh Language Promotion Strategy and the Welsh in Education Strategic Plan (WESP).’.

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 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.

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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.

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 December 2023 – January 2024 and promoted widely and shared with a range of organisations and the Equalities Consultative

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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 monitoring 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 as part of committee papers.

Measures that you will monitor

Each year a suite of local and national performance indicators are identified, agreed and monitored on a quarterly basis to allow for further analysis on progress made towards key actions in the Annual Delivery 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. Performance will be reported to the relevant Scrutiny Committees and Cabinet.

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 have been amended on an annual basis based on ongoing self-assessment through quarterly and annual performance monitoring, service planning and ongoing engagement. However this Annual Delivery Plan for 2024/25 will be the last of this Corporate Plan cycle ending in April 2025 too. Each year the Well-being Objectives are reviewed and consulted on.

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 and detailed work will be undertaken to develop the objectives and priorities for the Corporate Plan 2025-2030. All quarterly monitoring reports and

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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 2024/2025 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

The Annual Delivery Plan 2024/25 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.

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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 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)	Director of Corporate Resources
Date of approval	8/2/24
Date of review	Quarterly and annually