CORPORATE PERFORMANCE AND RESOURCES SCRUTINY COMMITTEE

Minutes of a remote meeting held on 17th February, 2022.

The Committee agenda is available here.

The Meeting recording is available here.

Present: Councillor M.R. Wilson (Chair), Councillor. P. Drake (Vice), Councillors G.D.D. Carroll, G.A. Cox, R. Crowley, V.P. Driscoll, G. John, Dr. I.J. Johnson, S. Sivagnanam and J.W. Thomas.

Also Present: Councillors L. Burnett (Cabinet Member for Education and Regeneration) and N. Moore (Executive Leader and Cabinet Member for Performance and Resources.

861   ANNOUNCEMENT –

Prior to the commencement of the business of the Committee, the Democratic and Scrutiny Services Officer read the following statement: "May I remind everyone present that the meeting will be live streamed as well as recorded via the internet and this recording archived for future viewing".

862   DECLARATIONS OF INTEREST –

No declarations of interest were received.

863   UPDATE FROM GLAM AND THE ETHNIC MINORITY STAFF NETWORK –

The presentation started with an update from the GLAM Network, with the interim Chair of the network outlining the following to the Committee:

- GLAM was the Vale of Glamorgan Council's Network for LGBTQ+ staff and their allies, launched on 23rd January, 2019 at the Annual General Meeting (AGM).
- The key themes for the Network were:
  o Workplace Impact,
  o Visibility & Awareness, and
  o Social & Support.
- GLAM was structured to ensure it was high impact, whilst requiring limited time of members.
- However, recently, the previous Chair had left the Council and the Network had lost two key lead officers which impacted on the above themes / workstreams the Network were undertaking.
- Due to the above, the interim Chair had been revisiting the Network's structure in order to make sure it was still fit for purpose.

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- Also, despite the challenges around COVID-19, etc. the Network had still been able to assist the Diverse Network and help the Council facilitate the Stonewall submissions, with the Council making progress in this area and further areas of improvement also identified. The Network was waiting to see the results from the most recent round, which should be published over the course of this month.
- Regarding membership, the Network stood at around 40 members and allies. Although the Network had lost several members, a new member had joined and the Network was hoping this trend would continue, coupled with looking to improve on tracking membership and keeping such information up to date.
- The Network was looking to improve its engagement with staff and increase membership (particularly due to the impact of the pandemic and working remotely) via other engagement platforms with assistance from Business Improvement colleagues. This would include, when the situation with COVID-19 allowed, relaunching public and social events such as Barry Pride.
- The above would be coupled with a 'soft' relaunch of the Network's governance structure, including holding the AGM for GLAM later in the year in order to address annual corporate milestones, refreshing the workstreams prior to holding elections for Leads, as well as inviting interest in service area-specific champions to represent the GLAM Network amongst Council teams and provide a conduit for harder to reach areas and frontline staff.
- GLAM had supported new management training sessions on Diversity and Inclusion as well as supporting wider colleagues and Network members to access the specialised tools promoted through Stonewall and other similar organisations. The Communications Team had been crucial to the ongoing success of GLAM, i.e., the use of pronouns in email signatures and the relaunch of the GLAM logo.

Councillor Dr. Johnson stated that this presentation was very timely due to the meeting being held during LGBT History Month and it was good to see Vale of Glamorgan Council staff involved with LGBTQ+ events and raising the visibility of GLAM, which would hopefully return once large-scale social events could be restarted. The interim Chair of GLAM replied that the Network would be providing further information on events, etc. and Members could contact him if they wanted further information.

The Chair and the Vice-Chair of the Diverse Network then updated the Committee, explaining:

- The Network had recently been 'rebranded' including renaming it as the 'Diverse Network'.
- The Diverse Network had started in January 2021, during the pandemic, but despite this it had made good progress. It was open to any Council employee who supported its aims including having a positive impact for colleagues from ethnic minorities in the workplace and for staff from ethnic minorities being represented more within the running of the Council. A key aim here was for the Council to be as accessible as possible to applicants

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and employees from minority backgrounds and therefore become an 'employee of choice' in order to attract and retain talent through a visible and real commitment to race equality and inclusion.

- The Diverse Network's mission was to 'be heard, create change and make a difference'.
- The Network had been working with colleagues across the Council and offering relevant training to Elected Members and Senior Officers (i.e. race awareness training and anti-racism training) as well as encouraging a collaborative and 'conversational' culture on such issues across the Council.
- The Network had started to raise awareness and visibility of its work and to ensure its presence was real and substantial, not 'tokenistic'.
- The Network, like GLAM, had recently done a 'refresh' and were making sure that the right people were part of it and for the right reasons, as well as having a 'safe space' for members to have potentially difficult conversations in a positive and constructive way.
- The Network would help to 'kick start' and maintain the momentum of the race equality agenda, with this work being aligned with the race equality agenda and regular meetings and open dialogue within the Network which helped to support this and keep abreast of any issues.
- The Network recently participated in a 'safe space' meeting as part of Race Equality Week, meeting with the Chief Executive and Directors for an open and honest discussion about race and agreeing a number of actions i.e. to provide mandatory race awareness and unconscious bias training and improving the visibility of ethnic minority colleagues.

Following the presentation of the report, the subsequent comments and questions were raised by the Committee:

- Councillor Sivagnanam stated that it was very challenging for groups such as the Diverse and GLAM Networks, particularly in offering members safe spaces in order to discuss related issues honestly and openly, but both these Networks had made tremendous strides in achieving these and making progress in other areas.
- Councillor Dr. Johnson raised the following:
  o On both Networks being part of the induction and training cycle for the new Vale of Glamorgan Councillors after the elections, it was explained that this had been raised already at the recent safe space meeting, with a commitment to also raise awareness with existing employees as well.
  o On how the Diverse Network fitted in with the Wales Race Equality Action Plan as well as corporate targets and goals, it was stated that the Network would revisit the Wales Race Equality Action Plan and find out what it meant for members as employees in their various roles, as well as looking at safe spaces and the need to achieve the goal of Wales as being an actively anti-racist nation. This would also involve a two-way dialogue between management and employees concerning the Action Plan.
  o On the question of representation of ethnic minority groups within the workforce, it was important to retain staff from minority groups in the first place through having allies within the Council and developing their

sense of 'belonging'. The numbers of ethnic minority staff within the Council were relatively low, and it was challenging how best to monitor this due to the possible reluctance of applicants to put down their ethnic background when applying for jobs within the Council, which would additionally impact such figures.

- On Councillor Drake's query on the Diverse Network having links to similar groups from other Welsh Councils, it was explained that at this time the focus was on developing the Network internally and taking a 'Vale-centric' approach, with building up relations with allies and Trade Unions within the Council in order to get their support for the Network's aims and ambitions. Also, other Councils and organisations with similar networks could have potentially very different agendas, circumstances and strategies which may limit possible collaboration at this time.

- The Deputy Leader and Cabinet Member for Education and Regeneration echoed previous comments on training new Elected Members on the role of the Networks and the issues they raised as well as how to take these forward. She also stressed the importance of marking key events in the calendar for these groups and the use of symbols such as the rainbow flags to show that the Vale was a welcoming and inclusive Authority. Of crucial importance was the need for the Council to work closely with the Networks in order to achieve change and progress in a joined-up way.

- The Head of Human Resources and Organisational Development wished to echo the point raised about the Council being under-represented in certain key minority groups across the board and the data on this not being as accurate as it could be. The Council was actively working on how it could improve its datasets in conjunction with the Networks, as well as working on developing the Council's attraction strategy for recruiting, selecting and appointing staff from protected characteristic groups. A staff disability network was also to be set up in the near future with work progressing currently to invite members to join.

Scrutiny Committee, having considered the presentations from the two Networks and all the issues and implications contained therein

RECOMMENDED – T H A T the presentation from the GLAM Network and the Diverse Staff Network (formerly the Ethnic Minority Staff Network) be noted.

Reason for recommendation.

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

864   DRAFT PUBLIC PARTICIPATION STRATEGY (REF) –

The reference from Cabinet on 24th January, 2022 was presented by both the Head of Policy and Business Transformation and the Communications and Public Engagement Officer, who set out the key drivers, objectives, principles, actions and steps of the draft strategy:

- The Public Participation Strategy set out clearly to Vale of Glamorgan citizens how the organisation was working to improve public participation, and to ensure the Council met the requirements of the Local Government and Elections (Wales) Act 2021, a draft Public Participation Strategy 2022-25 had been produced.
- The Council had received significant feedback from residents on social media as part of previous consultations, which again were looked at in order to see how those aspects could be incorporated into this Strategy in order to enhance the relationship that the Council had with its residents and improve their impression of the Council as an organisation.
- In essence the Strategy sought both to modernise the way the Council communicated with Vale residents and to ensure that as many residents of the Vale could participate in the Council's decision-making process, thereby making these more transparent and accessible and to ensure their views were clearly being heard.
- Crucial to the success of the Strategy was that the Council fed back to the people who took the time to engage with them or to give their views, and not only as a thank you, but also so that they could understand what the outcome of their participation had been and that in turn this would keep them engaged with the Authority and ensure they continued to help shape the decisions that were made.
- The Strategy was also informed by an in-depth review of best practice from other public and private sector organisations, as well as using various forms of engagement, i.e. community level engagement exercises, increased use of digital engagement tools and using traditional face to face as well as more modern forms of consultation and polling such as via Zoom, Twitter and webinars.
- Subsequently, key actions would include:
  o Further develop online community engagement, feedback and promotion, with 'no voice left behind' within the community;
  o To develop a methodology on how best for the Council to feedback on the outcome of engagement i.e. social media and mailing lists.
- In terms of next steps, the consultation on the Strategy would end on 8th March, with a report going to Cabinet on 14th March and then the aim would be to launch the new Strategy on 9th May.

Following the presentation of the report, the subsequent comments and questions were raised by the Committee:

- Councillor Carroll stated that it was important that with consultations and wider public engagement, the Council ensured that all relevant persons were notified of these and told how they could contribute to ensure they were not simply being given a 'fait accompli' in terms of decisions being made and that their views were being taken into account.
- Councillor Sivagnanam stated that the Strategy was a good starting point for greater inclusion and that there was a need to encourage young people to participate and get involved in consultation. The key challenge here was having adequate resourcing for greater community engagement and the need to go beyond using social media by meeting people face to face in communities that would not usually be interested in the Council.

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Community engagement perhaps should be considered as a cost pressure due to its importance to the Council and to be mindful of the need to resource this.

- Councillor Dr, Johnson stated this was a 'perennial' issue on how best the Council could engage with residents and queried what 'good' engagement would look like, due to public participation often occurring only when they were upset or frustrated with Council proposals and decisions. The central question was how the Council used engagement in order to better inform policy positions and to gauge what the public felt about policies, etc. as well as raising public awareness in these areas. Also, when it came to statutory consultations these had to be implemented but only allowed the public to agree or disagree on the decision to be made, with no further contribution or decision making by them..

- The Deputy Leader and Cabinet Member for Education and Regeneration cited examples of successful engagement and consultation with the public undertaken by the Council, such as the Community Mapping Tool Kit on the Council's website which had been utilised by the community at St. Athan to develop local services and provide play facilities and activities. She added that engagement should entail effective co-production between the Council and communities.

- The Leader also wished to stress that it was important to have public participation in order to ask for residents' views on various Council policy options (including the preferred ones outlined) by listening and taking on board their ideas and concerns as part of this. The new strategy would help ensure this consultation process was fair and equitable.

- The Chair stated that it was important for the Council to take on board people's views and to look at all angles when encouraging public participation and engagement and to link in with younger persons and representative groups as well as the use of technology such as the 'Next Door' application to look at 'hyper local' issues such as parking.

- Councillors Dr. Johnson and John both raised the need to increase residents' awareness and understanding of what the Council could and could not do in order to better inform residents' comments and suggestions on future consultation and engagement with the Council. They also asked about the proposed e-petitions process and the need for the Council to engage with those groups who could not use or access digital technology and who could be most at need.

- The Head of Policy and Business Transformation responded to the queries above, empathising for example:
  o There had already been significant engagement with young people regarding the Annual Delivery Plan;
  o That engagement and participation would not be restricted to digital means only, but that it was just a part of what the Council was doing (with 55-to-74-year age group actually being a key group participating digitally) to engage. He cited the example of the Penarth Food Pod which provided an informal but direct means of getting resident opinion on various issues;
  o On resourcing and cost pressures for public participation, there would be some additional resourcing such as within the Communications Team and colleagues within the Regeneration Service had submitted a

cost pressure as part of next year's revenue budget to look to enhance the capacity within some of those teams;

o   In terms of what 'good' consultation looked like, the Strategy would enable the monitoring of public participation which would help to inform what good consultation could be;

o   Finally, on e-petitions, the Council was currently finalising the arrangements around the software provider that would enable it to work. Further information would be forthcoming once it started to be implemented.

Scrutiny Committee, having considered the report and all the issues and implications contained therein

RECOMMENDED – T H A T the Draft Public Participation Strategy be noted.

Reason for recommendation.

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

865   PAY POLICY 2022/23 (REF) –

The reference from Cabinet on 14th February, 2022 was presented. Prior to the consideration of the report all Chief Officers left the meeting except for the Operational Manager Employee Services, whom it was agreed would remain to present the report and provide clarification on any points, if required, as well as the Democratic and Scrutiny Services Officer supporting the meeting and the Democratic and Scrutiny Services Officer providing technical support in the background.

The Council had a statutory requirement under the Localism Act 2011 to prepare a pay policy statement for the new financial year 2022/23. The statement needed to be approved and published by 31st March, 2022. The document provided a framework for ensuring that employees were rewarded fairly and objectively, in accordance with the service needs of the Council and that there was openness and transparency in relation to the process.

The Operational Manager Employee Services highlighted the key points and updates of the report:

•   Pay negotiations were still ongoing for NJC green book pay increases for 2021/22. This encompassed approximately 4,000 Council staff. Any agreement reached would be backdated to 1st April, 2021. At the moment this looked to be an increase of 1.75% but was awaiting approval nationally. JNC Chief Officer pay increase had only recently been agreed (which would also be backdated to 1st April, 2021) and the report would be updated accordingly before it went to Full Council.

•   In terms of the breakdown of Chief Officers by gender, this was just over 50% male and just under 50% female. Once the new Directors had been recruited, the gender balance details would be updated. The current

breakdown differed to the overall composition of the Council workforce, where the breakdown was approximately 70% female and 30% male.

- The assessment ratings and process were outlined for Chief Officers, with its incremental progression and the need for Chief Officers to demonstrate good or excellent performance in order to progress in terms of pay.
- In terms of election payments, the Council's Chief Executive was formally designated as the Proper Officer for Electoral Registration and Returning Officers functions on an ongoing basis from 7th December, 2021.
- On the Council's gender pay gap, this had narrowed and therefore improved greatly over the last four years, with improvements to the pay structure and the move away from Spinal Point 1.

Following the presentation of the report, Councillors Dr. Johnson and Drake raised the following queries:

- On whom was counted as a Head of Service for pay grading / banding and who was not (i.e. at Operational Manager level instead), it was explained that this was referred to in part, within the Statement of Accounts, but additional information and details on this would be built into future reports.
- On re-employing persons previously employed by the Council and the frequency of this, there were not many instances of this over the short term, but Members would be provided with additional information on this looking over 12 – 18 month period of time.
- On how the gender pay gap figures were calculated, there were specific, national, calculations and guidelines that had to be used, i.e. a public sector organisation with more than 250 staff would need to calculate gender pay gap figures. However, schools were excluded from the Council's calculations due to being classed as having their own governing bodies. The mean / average Full Time Equivalent salary for staff was used to calculate the figures.
- Regarding the improvements in narrowing the gender pay gap within the Council and what more could be done to improve this, the Council was always looking to narrow or level the pay gap, but there were still challenges in achieving this, i.e. proportionally there were more women in roles that were at a lower scale / pay than men within the Council.

Scrutiny Committee, having considered the report and all the issues and implications contained therein

RECOMMENDED – T H A T the Pay Policy 2022/23 be noted.

Reason for recommendation.

Having regard to the contents of the report and discussions at the meeting

866   WELSH LANGUAGE PROMOTION STRATEGY (CX) –

The purpose of the report was to seek Committee's views on the draft Welsh Language Promotion Strategy 2022-2027 following a period of assessment and

consultation, and to seek Members' views on the proposed Action Plan. Following consideration by Members, the minutes from the meeting would be referred to the Council's Cabinet for consideration alongside the below documents at a meeting where approval would be sought for the same, with work on the Strategy and Action Plan commencing from 1st April 2022.

The report was presented by the Head of Policy & Business Transformation and Dai Thomas from Cwmni2, a consultancy firm that has been working with the Council over the last few months in the development of the Welsh Language Promotion Strategy, who outlined the following:

- A report detailing the consultation activity undertaken and the results from this activity (Appendix A to the report). The feedback was fairly mixed with about half of respondents questioning the need for a strategy at all. Of the remaining respondents, the feedback was around key areas such as that the Welsh language should be given the opportunity to thrive and be treated with equal respect to English, that there should be further opportunity for adults and children to access Welsh language provision and training and more opportunities to use it socially as a language outside of the classroom.
- An updated assessment of the current (2017-22) five-year Welsh Language Promotion Strategy, following a period of consultation (Appendix B to the report).
- An updated five-year Welsh Language Promotion Strategy, following a period of consultation (Appendix C to the report).
- An accompanying Action Plan to pursue the objectives and commitments contained in the Strategy (Appendix D to the report).
- An Equality Impact Assessment relating to the Strategy and Action Plan (Appendix E to the report).

This was a statutory requirement with the Council having a duty to produce and publish a five-year strategy setting out how the Council intended to promote the Welsh language and to facilitate the use of Welsh more widely in their area under the Welsh Language Standards (standards 145 and 146).

Regarding the Action Plan, the following key points were raised with Members:

- The Action Plan, formed and based on feedback from the public as well as input from Council Officers, Elected Members and partners such as the Fforwm Iaith (the Vale's Welsh language forum), was more focused compared with the previous five-year plan that was put in place originally.
- This current version of the Plan has been updated to fit under the three themes of the Welsh Government's Cymraeg 2050 strategy. A number of actions from the previous Plan as well as new ones had been merged and placed under these three themes in order to improve the reporting and to make it more accessible.
- As part of the related assessment, the Council had been identified as being good at collecting data, but different reports used data in different ways. As a result, the Action Plan now had a greater focus on pulling together such data to be presented in a more uniform or consistent way. It was important

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that this target and approach was adopted by all of the Council's partners involved to ensure its effectiveness.

- An additional column had been added to the new Plan showing links for each action to the Council's Corporate Plan and how the actions in the Welsh Language Promotion Strategy contribute to the Council's corporate objectives and wellbeing objectives.
- There was also more of a focus on young adults and retraining adults who were entering the workforce. For example, there was a much greater focus on Welsh as an employment skill.
- On concerns previously raised at this Committee around the monitoring of people from ethnic minority and other socio-economic backgrounds within Welsh medium education, there were now actions within the new Action Plan that reflected such concerns by aiming to get better data, better engagement, as well as promotion targets around Welsh medium promotion.

Following the presentation of the report, the subsequent comments and questions were raised by the Committee:

- Councillor John highlighted the challenge of the promotion and learning of Welsh due to gaps in learning and speaking the language as a result of school term times and Welsh not being spoken necessarily outside the school environment such as at home with family or friends. It was good to see that the Action Plan was addressing the latter issue, and there was need for perhaps having informal 'discussion groups' for children and adults learning to speak Welsh outside of school or college term times in order to build and maintain their Welsh fluency. It was important to also encourage those non-Welsh speaking parents who sent their children to Welsh medium school to also learn and use Welsh at home.
- Councillor Dr. Johnson felt that the Action Plan sharpens the focus of what can be achieved over the coming years. However, he believed that some targets within the Action Plan were too 'generic' and ideally the Council should be looking to make some of these targets more local and 'embedded' tying in with the specific circumstances within the Vale, going forward. He also sought clarity on whether the targets were looking to assess future needs or to 'stimulate' these and there did not seem to be any reference to RhAG (Rhieni dros Addysg Gymraeg - Parents for Welsh Medium Education), particularly in light of previous comments around deprivation and black and minority ethnic groups and the Welsh in Education Strategic Plan (WESP). The document needed a greater emphasis on parental involvement in Welsh education and he raised the possibility of setting up a county wide version of RhAG to help address key issues within Welsh medium education such as school transport issues and movement from one formal type of education to another, for example from year 6 to 7 (primary to secondary).
- The Chair wished to reiterate the points raised by the Members above and the need to involve and engage parents more about the promotion of the Welsh Language and to prevent them being alienated from this process, i.e. such as those from a purely English-speaking background. Also, there was a need to move the use of Welsh language from a formal, educational

environment to a more informal environment. This could be at home or in the playground, for instance. The Chair suggested ways of promoting Welsh informally such as informal social clubs or groups to speak 'conversational' Welsh including deprived and minority groups within this and training for Councillors and Officers within the Vale of Glamorgan Council on speaking Welsh should be explored.

- In response to the above, the consultant from Cwmni2 stated:
  - On Welsh being used mainly in the school environment and not so much at home and informally, there was now as part of theme 2 of the Action Plan additional or strengthened emphasis on greater community and family use of Welsh particularly amongst young adults after leaving school or education and to move away from Welsh as just a 'school language'.
  - On the 'generic' nature of some of the actions within the Plan, this was explained as in part due to Councils with a lower percentage of Welsh speakers (such as the Vale) having similarities in a lot of the actions they set because every single one of these Councils was going through the same process of increasing the population in terms of how many people were speaking Welsh. Also, this Action Plan had a number of actions around partnership working not just locally but regionally and nationally as well having been added in order that the Council could copy good practice too.
  - On RhAG, it was explained that they do not deliver Welsh language services to the public in the way that the partners that have been listed in the five-year plan do. This was the reason why they had not been named as a partner within the Action Plan, because they would not be responsible for delivering actions under the plan. But it was possible, if there was common agreement on this, that RhAG could be added in as a potential partner to share information under the Plan such as under promotional targets.

Scrutiny Committee, having considered the report and all the issues and implications contained therein

RECOMMENDED – T H A T Cabinet be informed of the comments made by Corporate Performance and Resources Scrutiny Committee on the Welsh Language Promotion Strategy, namely:

- The need for the Strategy and Action Plan to encourage the learning and use of Welsh outside of schools and the education environment, such as encouraging families to speak Welsh at home and to pursue more informal methods of teaching Welsh outside of school times as well as the possible use of informal 'discussion groups' or similar in order to continue and expand Vale residents' speaking and understanding of Welsh.
- The importance of including and involving parents from a non-Welsh speaking background who have children in Welsh medium education as part of the Welsh Language Promotion Strategy, in order to help achieve its success.

- The need to encourage both Elected Members and Officers within the Vale of Glamorgan Council to learn and to use Welsh both inside and outside their roles.

Reason for recommendation.

In order for Cabinet to consider the views of the Scrutiny Committee when considering this matter in due course.

867   VALE OF GLAMORGAN COUNCIL DRAFT ANNUAL DELIVERY PLAN 2022/23 (CX) –

The Head of Policy & Business Transformation made the Committee aware of an error on the title of the report on the agenda, which should read as the Vale of Glamorgan Council Draft Annual Delivery Plan (ADP) and not Vale of Glamorgan Council Draft Annual Development Plan 2022/23.

The purpose of the report was to enable the Committee to consider the draft Annual Delivery Plan (ADP) 2022-23 post consultation.

The report set out how the draft Annual Delivery Plan (Appendix A to the report) had been developed, the outcome of the consultation and the subsequent changes to the Plan. The Annual Delivery Plan for 2022-23 was aligned to the Council's four Well-being Objectives. The Plan detailed the activities that would be undertaken in 2022-23 to deliver these objectives. This tied into the Council's five-year Corporate Plan which set out the Council's vision, values as well as the wellbeing objectives and the Annual Delivery Plan (also reflected in Annual Service Plans together with service improvement targets) would detail how different Council services would contribute to the delivery of the four Well-being Objectives, etc on an annual basis.

The actions in the ADP would also contribute to six new cross-cutting themes reflecting the current socio economic and other circumstances the Council and the Vale of Glamorgan found itself in:

- Project Zero, which included the Council's commitment to decarbonisation;
- Community Capacity which also included empowerment, and which had a strong set of actions identified within that theme;
- Hardship, including how the Council provides advice and support around money matters, education, skills, training and other support to residents suffering hardship at this time;
- Care and Support, with a series of actions set within the draft ADP around care and support for the most vulnerable residents;
- Transformation, which looked at how the Council could change as an organisation in order to ensure that it remained able to provide services effectively into the future; and
- Infrastructure, such as the implementation of the 21st Century Schools' program and the Council's response to the UK Government's 'Levelling Up' program.

The Head of Policy & Business Transformation also referred to Appendix B, detailing the consultation report, outlining the methods employed, the findings and the responses, including the consideration that scrutiny committees provided, the 88 responses to the public survey across the six themes, through to the Twitter polls and the comments on both Twitter and Facebook, as well as obtaining responses from younger people within the Vale of Glamorgan and to ensure an accessible 'reader friendly' version of the Plan was available to a younger and wider audience once the ADP had been finalised and approved . The feedback was also shared with the Strategic Leadership Team and the relevant officers so they could use that insight and intelligence when they were looking at future policy decisions they intended to take.

Finally, the Head of Policy & Business Transformation outlined to the Committee some of the changes and updates to the ADP, including a change to the tone of the foreword and the introduction to the ADP in order to reflect the current circumstances around COVID-19 and the Council's budgetary position.   Also, some of the commitments around engagement and consultation had been strengthened and incorporated, with further references to leisure activities and in order that the actions within objective three in particular accurately reflected leisure within the context of culture and wellbeing, and within Objective Four there was substantial feedback around the Council's commitment to tree planting and a specific reference within that particular section had been added as a result.

Following the presentation of the report, the subsequent comments and questions were raised by the Committee to the Head of Policy & Business Transformation:

- Councillor Dr Johnson felt that, despite the ADP and report reading much clearer than previous versions, it would still be helpful, due to the size of the documents involved, that the changes mentioned that had been made to the ADP be highlighted in some way. In terms of feedback and responses on the ADP it was important that these were 'representative' of the public rather than being potentially hijacked by certain individuals and groups with specific agendas and the need to 'weight' responses and feedback against specialist or expert opinion, as well as what the Council knew already in the areas in question. It was subsequently explained that the specific changes made to the ADP were referred to within the covering report. Also, the Councillor's comments on the size of the Plan and other documents would be looked at in order to present future ADPs and findings more effectively, but due to the statutory nature of the ADP, there was a limit to how much the ADP and related documents could be condensed and the need to be transparent by providing comprehensive details on feedback, etc. It was appreciated that the number of respondents within the consultation process were potentially limited and not wholly representative, but these had been mitigated by the use of a wide range of data insight and consultation findings from other exercises earlier on in the process for which the subsequent consultation process could be 'weighted' against.
- Councillor John, felt that the Plan was very good but queried Objective Four of the ADP on review and implement options for community organisations to operate facilities such as sports grounds, parks, open spaces, allotments

and public conveniences as part of the Council's Transformation Programme. He asked specifically about those public spaces that came over as a result of Section 106 agreements with contractors building developments and if the Council or other community organisations had responsibility for these, stressing the importance of keeping them as public open spaces and the difficulties in doing so if they were handed over to private or community groups such as Cricket, Football and Rugby clubs. This query would be referred back for advice from the Council's legal officers, but it was also important to point out that the objective was broader than just public open spaces. It was also about how the Council worked with a range of community organizations and community groups in order to be able to operate services that were more focused at a local level, that were responsive to local needs, and formed part of the community capacity and community empowerment theme that was running strongly through this year's ADP.

Scrutiny Committee, having considered the report and all the issues and implications contained therein

RECOMMENDED – T H A T the Committee endorses the consultation report (Appendix B) on the draft Plan and the updated draft Annual Delivery Plan (Appendix A) following consultation and to recommend it wholeheartedly to Cabinet for their consideration.

Reason for recommendation.

To endorse the consultation feedback and the subsequent changes to the Plan as well as recommending the Plan to Cabinet for their consideration.

868   3RD QUARTER SCRUTINY RECOMMENDATION TRACKING 2021/22 AND UPDATED COMMITTEE FORWARD WORK PROGRAMME SCHEDULE 2021/22 (CX) –

The purpose of the report, as set out by the Democratic and Scrutiny Services Officer, was to report on the progress of the Scrutiny recommendations and to consider the updated Forward Work Programme together with any slippage for 2021/22.

The report advised Members of progress in relation to the Scrutiny Committee's historical recommendations and the updated Forward Work Programme Schedule for 2021/22 for the Committee's consideration:

- 3rd Quarter Recommendation Tracking October to December 2021 attached at Appendix A to the report;
- Updated Committee Forward Work Programme Schedule for 2021/22 attached at Appendix B to the report.

Following the presentation of the report, the subsequent comments and questions were raised by the Committee to the Democratic and Scrutiny Services Officer:

- Councillor Dr. Johnson pointed out that on the Forward Work Programme the Vale of Glamorgan Council Draft Annual Delivery Plan (ADP) 2022/23 was scheduled to be presented to the Committee in March 2022, but in fact had been presented at this (February's meeting) instead. It was agreed to amend the entry in the Forward Work Programme prior to it being uploaded to the Council's website.
- On the Councillor's follow up question as to whether the Service Plans and Target Setting would still be coming to the Committee in March as shown on the Work Programme, this was confirmed to be the case.

Scrutiny Committee, having considered the report and all the issues and implications contained therein

RECOMMENDED –

(1)   T H A T the status of the actions listed in Appendix A to the report be agreed.

(2)   T H A T the updated Committee Forward Work Programme Schedule attached at Appendix B be approved and uploaded to the Council's website subject to the item regarding the Vale of Glamorgan Annual Delivery Plan 2022/23 being moved from March 2022 to February 2022 on the Forward Work Programme, when it was presented to the Committee.

Reasons for recommendations

(1)   To maintain effective tracking of the Committee's recommendations.

(2)   For information.