

Meeting of:	<b>Learning and Culture Scrutiny Committee</b>
Date of Meeting:	<b>Monday, 18 March 2024</b>
Relevant Scrutiny Committee:	Learning and Culture
Report Title:	Service Plans and Performance Targets to Deliver the Vale of Glamorgan Council's Annual Delivery Plan 2024/2025
Purpose of Report:	To seek Members' endorsement of the priority actions as reflected in Service Plans and proposed service performance targets for the period 2024/2025 that will deliver the Council's Annual Delivery Plan (ADP) within the remit of the Committee.
Report Owner:	Paula Ham, Director of Learning & Skills
Responsible Officer:	Tom Bowring, Director of Corporate Resources
Elected Member and Officer Consultation:	The Council's Annual Delivery Plan 2024/2025 is relevant to all wards. In line with the requirement to consult on our Well-being Objectives each year, we have sought input from Members via scrutiny committees, key partners, residents and staff on the development of the Annual Delivery Plan and our Well-being Objectives. This report provides an opportunity for scrutinising planned service level activities (as outlined in Service Plans) and performance targets to deliver the Annual Delivery Plan 2024/25.
Policy Framework:	This is a matter for Executive decision by Cabinet.
<p><b>Executive Summary:</b></p> <ul style="list-style-type: none"> <li>The report presents the planned service activities (as outlined in Service Plans) and associated performance targets within the remit of this Scrutiny Committee. These are the Committee's specific areas of focus associated with the delivery of the Council's Annual Delivery Plan for 2024/2025 as aligned to the four Corporate Plan Well-being Objectives. <b>(Appendix A and B)</b></li> <li>Progressing the Annual Delivery Plan will help to meet our statutory obligations under the Local Government &amp; Elections (Wales) Act 2021 and the Well-being of Future Generations (Wales) Act 2015 (WBFGE). Both pieces of legislation place specific duties on the Council in relation to reviewing and setting objectives, keeping performance under review and reporting on performance, with a focus on improving the social, economic, environmental and cultural well-being of Vale of Glamorgan citizens.</li> <li>In line with our statutory duties we continually review the relevance of our Well-being Objectives. As a result, going forward into 2024/2025, we are assured that our Corporate Plan Well-being</li> </ul>	

Objectives and the associated commitments outlined in the Annual Delivery Plan 2024/2025 **(contained in the background papers to this report)** are relevant in delivering improved outcomes for Vale of Glamorgan citizens and contribute to the national Well-being Goals.

- All Scrutiny Committees considered a draft Annual Delivery Plan in December 2023 and their views alongside that of other key stakeholders have informed the final Plan, to be endorsed by Cabinet on 22<sup>nd</sup> February 2024 and referred on to Full Council on 6<sup>th</sup> March 2024 for final approval.
- The commitments in the Annual Delivery Plan 2024/25 are reflected in 16 Service Plans **which are provided for information in the background papers to this report**. These plans show how individual service areas will contribute to achievement and overall delivery of our four Well-being Objectives and how resources will be deployed to do so.
- In line with the Annual Performance Calendar, members have continued to help shape the way in which performance related activity and reports are presented to support them in their critical friend challenge role. Feedback from the recent workshop (relating to the Committee specific presentation of service plan activities and performance targets) in February 2024, has been reflected in the approach to this year's reports.
- Scrutiny Committee Members are asked to review the contributions from services (through planned activities and proposed performance measures and associated targets) as relevant to this Committee's remit that will support achievement of our Annual Delivery Plan commitments for the period 2024/25. **These are set out in Appendix A and B.**
- Upon review, Members are asked to recommend to Cabinet the planned activities and associated service performance targets as relevant to this Committee's remit as the primary means against which performance for the Annual Delivery Plan 2024/25 will be monitored, measured and reported quarterly. **These are set out in Appendix A and B.**

## **Recommendations**

1. That Members review and endorse via recommendation to Cabinet the planned service activities for 2024/25 as they relate to the remit of this Committee. **(Appendix A)**
2. That Members review and endorse via recommendation to Cabinet, the proposed measures and service performance targets for 2024/2025 relating to the remit of this Committee. **(Appendix B)**

## **Reasons for Recommendations**

1. To ensure that the planned activities aligned to this Committee's remit are accurate, up to date and relevant and become the main document through which performance against the Corporate Plan's Annual Delivery Plan is monitored and measured during 2024/2025.
2. To ensure the Council's Corporate Plan Performance Measurement Framework identifies a relevant set of performance measures and targets against which the Annual Delivery Plan can be monitored and measured during 2024/2025.

### **1. Background**

#### **Vale of Glamorgan Council Annual Delivery Plan (ADP) 2024/2025**

- 1.1 The Annual Delivery Plan (**contained in the background papers to this report**) is published in the Spring of each year after approval by Council and sets out the actions to be taken in the year ahead to deliver our Well-being Objectives and the overarching five-year Corporate Plan.
- 1.2 The ADP is a key means of meeting our statutory obligations under the Local Government & Elections (Wales) Act 2021, the Well-being of Future Generations (Wales) Act 2015 and directly informs individual Service Plans, our corporate framework of performance measures and service performance targets which are also produced annually. The ADP for 2024/25 has been considered by Cabinet on 22<sup>nd</sup> February 2024 and will be referred on to Full Council for final approval on 6<sup>th</sup> March 2024. This will be the final Annual Delivery Plan for the current Corporate Plan.

#### **Service Plans 2024/2025**

- 1.3 Service Plans are the primary planning documents of the Council and a key building block in its Performance Management Framework. The Plans outline how each service will contribute towards achieving our Corporate Plan Well-being Objectives and are a key means by which performance for the Corporate Plan is monitored and measured. Consequently, an annual review of planning arrangements is undertaken to ensure that the Council's plans continue to meet statutory requirements and to continuously improve our approach to performance planning and monitoring. Each year, Service Plans are further streamlined to reflect our integrated approach to corporate planning cognisant

of statutory requirements. Progress is, and will continue to be, regularly scrutinised by all five of the Council's Scrutiny Committees and Cabinet.

- 1.4 Through our regulatory work programme, 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 Annual Delivery Plan is an essential part of this work.

#### **Service Performance Targets (Corporate Performance Measures Framework) 2024/2025**

- 1.5 The Council's Performance Management Framework is the mechanism through which our key priorities and performance targets are monitored and realised.
- 1.6 All Scrutiny Committees receive performance information aligned with the Council's Well-being Objectives and the terms of reference of each respective Committee. This has enabled Members to focus on scrutinising the progress being made towards achieving each of the Council's four Well-being Objectives in an integrated way.
- 1.7 Each year we review our Corporate Performance Measures Framework to ensure the framework provides the best representation of the wide range of activities being undertaken by the Council and reflects the Well-being Objectives and our commitments in the Corporate Plan. This work has involved officers and members and the proposed framework for 2024/25 (**contained within the background papers to this report**) includes all relevant performance indicators which will enable the Council to holistically demonstrate progress towards achieving its Well-being Objectives. Service performance targets will be set for existing performance indicators that are continuing into 2024/2025 where appropriate to do so.

#### **Annual Performance Calendar**

- 1.8 In May 2023 Cabinet approved the Council's Annual Performance Calendar 2023/24 (minute C9 refers) which sets out the key Corporate Performance related activity and reports that will be produced, considered, scrutinised and approved throughout the year. That report is referenced in the **background papers** to this report. This calendar has been updated for 2024/25 and will be reported to members in due course.
- 1.9 As part of these proposals, and in response to feedback from elected members, a series of workshop discussions have been timetabled throughout the year to provide elected members with the opportunity to discuss and influence the way in which activity in this area is shaped and presented to Scrutiny Committees for consideration. In Feb 2024, the Director of Corporate Resources facilitated the latest of these sessions. The feedback from the session (relating to the Committee specific presentation of service plan activities and performance targets) has been reflected in the approach adopted this year as described in this report.

## Key Issues for Consideration

### Vale of Glamorgan Annual Delivery Plan 2024/2025

- 1.10** In line with our statutory duties we continually review the relevance of our Well-being Objectives. The current objectives agreed in 2020 as part of the development of the Corporate Plan 2020-25 have been reviewed as part of end of year performance work to produce the Council's self-assessment and annual review of performance in line with the requirements of the Local Government & Elections (Wales) Act 2021. We have also consulted on our Well-being Objectives as part of the annual programme of engagement work which includes the Let's Talk Survey, Budget consultation and the Annual Delivery Plan 2024/25 consultation. The findings show that overall, a majority of respondents agreed with our Well-being Objectives. As a result, going forward into 2024/2025, we are assured that our Corporate Plan Well-being Objectives and the associated commitments outlined in the Annual Delivery Plan 2024/2025 (**contained in the background papers to this report**) are relevant in delivering improved outcomes for Vale of Glamorgan citizens and contribute to the national Well-being Goals.
- 1.11** The final Annual Delivery Plan 2024/25 has been considered by Cabinet (22<sup>nd</sup> February 2024) and is to be presented for approval by Full Council on 6th March 2024.
- 1.12** In order to ensure the Council continues to discharge its duties to publish and regularly review its Well-being Objectives, keep performance under review and report on performance, Scrutiny Committees will receive quarterly reports on progress against the delivery of the Annual Delivery Plan throughout 2024/25. Additionally, this year we will be developing focused reports aligned to our critical challenges of Organisational Resilience, Cost of Living Crisis and the Climate and Nature Emergencies, to be reported twice yearly. This will be in addition to the quarterly ADP progress updates. This approach will enable us to further strengthen our evidence base and support our annual self-assessment judgements for the period.
- 1.13** Due to the integrated nature of the Annual Delivery Plan (that is, services contribute to a variety of different Annual Delivery Plan commitments across all four Well-being Objectives), Scrutiny Committees will continue to receive presentations which summarise overall progress against the ADP's delivery, but importantly also use the terms of reference for different committees as a lens through which performance is scrutinised against the cross-cutting plan.

### Service Plans 2024/2025

- 1.14** The Service Plans include service level activities that will contribute to both the Annual Delivery Plan and our five-year Corporate Plan commitments. The activities in each Service Plan will also contribute to multiple commitments and objectives reflecting the cross-cutting and integrated nature of our Corporate Plan Well-being Objectives. Using this more integrated approach recognises that an ADP action can contribute to multiple aspects of Corporate Plan delivery. By embedding a more interactive relationship between ADP and Service Plan

activity, this also enables the Council to demonstrate how Service Plan actions from a range of services can contribute to Annual Delivery Plan actions.

- 1.15** Our 16 Service Plans for 2024/2025 specifically identify how each Head of Service will contribute towards achievement of our commitments and Well-being Objectives as outlined in the Annual Delivery Plan by asking two questions:
- 1.16** "Which Well-being Objectives does the service contribute to and what actions will we take this year to achieve these?" and "How will we manage our resources to achieve these actions and support our service?"
- 1.17** In addition, informed by a service self-assessment undertaken through the service planning process, the Plans identify a series of mitigating actions that reflect the key challenges facing the service in the coming year including risks, resources, workforce, finance, ICT and assets.
- 1.18** Given the cross-cutting and integrated nature of the Corporate Plan Well-being Objectives and multiple service contributions to each of these commitments by service areas, **at Appendix A** we have identified all service level contributions as aligned to the remit of this Committee to assist Scrutiny Committee Members to consider all planned activities for 2024/25 against which progress will be monitored and reported quarterly. This is as a direct result of feedback from elected members who have requested that information from Service Plans aligned with each Committee would be the most useful way to scrutinise how all Services will contribute to the performance of the Annual Delivery Plan within the remit of each Committee.
- 1.19** All Scrutiny Committees will be presented with a single quarterly performance report with each also receiving an overview (in the form of a presentation) of progress made in the period as aligned to their respective terms of reference. Cabinet will receive an overview of progress informed by the outputs of the Scrutiny Committees when considering quarterly performance.
- 1.20** All 16 service areas will now develop Team Plans for 2024/2025 to underpin and deliver their Service Plan priorities. The actions contained in the Service and Team plans will then be translated to individual staff actions via the #itsaboutme staff appraisal process.
- 1.21** Draft service priorities (including associated planned activities and proposed performance targets for 2024/2025 for the Shared Regulatory Services have been appended, however, members will note that these will be finalised as part of the joint business planning process for the Shared Regulatory Services in conjunction with our partners in Cardiff and Bridgend Councils. The final Business Plan for the Shared Regulatory Services will be reported to the Regulatory Services Joint Committee and relevant Scrutiny Committee(s) and Cabinet by the end of June 2024 in line with the delegations set out in the Joint Working Agreement.
- 1.22** Members are asked to consider and review the planned service level activities for 2024/2025 relevant to this Committee's remit (**Appendix A**) in terms of their contributions to the Corporate Plan commitments and Well-being Objectives and recommend their endorsement to Cabinet. These will be the primary means by

which performance for the Annual Delivery Plan 2024/25 will be monitored and measured.

- 1.23** For completeness, a link to all Service Plans is provided in full **in the background papers to this report.**

### **Service Performance Targets (Corporate Performance Measures Framework) 2024/2025**

- 1.24** The Council has a long-standing commitment to continuously improve the services it provides to citizens of the Vale of Glamorgan and despite significant ongoing resource challenges, continues to establish challenging but realistic service performance targets that are commensurate with the available level of resource.
- 1.25** The Council's challenging approach to target setting emphasises this by ensuring that there is an assessment of performance trend data, performance against previous targets and making best use of external benchmarking data (where this is available). This is balanced against how much of a priority the indicator is to the Council and whether there is capacity to improve performance. All proposed targets must have an accompanying rationale that clearly explains the reasons for setting the targets at that level.
- 1.26** Each year, a review is undertaken of the existing Corporate Performance Measures Framework as aligned to the Corporate Plan Well-being Objectives and commitments. The Council's Framework of Corporate Performance Measures comprises locally derived Performance Indicators (PIs), locally adopted previous Public Accountability Measures (PAMs) which are no longer benchmarked nationally, and a suite of performance indicators from the Social Services national dataset. This ensures that the measures in place provide the best representation of the activities/outcomes required and that data will be available on either a quarterly or annual basis for a set of key measures for each of the four Well-being Objectives thus enabling a balanced assessment of performance.
- 1.27** This year, as part of the review we have also identified a number of indicators aligned to our critical challenges of Organisational Resilience, Cost of Living Crisis and the Climate and Nature Emergencies to enable more focused reporting throughout the year in these areas. This will be in addition to the quarterly ADP progress updates. Additionally, we have also identified a number of indicators as part of our focus on strengthening service user perspective information in our ADP performance reports. This remains an areas of focus over the coming year. This approach will enable us to further strengthen our evidence base and support our annual self-assessment judgements for the period.
- 1.28** Whilst the Council's Corporate Performance Measures will collect and report on our performance in relation to our key priorities or commitments, there is currently limited opportunity to benchmark this information with others. Since the cessation of the requirement to report on Public Accountability Measures in 2019/20, we have continued to work with Data Cymru to develop a national self-assessment dataset which will enable us to compare our performance in a range of services with Welsh local authorities. Having access to this data and other insights will enhance internal performance assessment and challenge, and

further strengthen our evidence base to support our annual self-assessment judgements thus enabling the Council to meet its performance requirements under the Local Government & Elections (Wales) Act 2021. There is no statutory requirement to be part of or submit data on the national self-assessment database, and we are participating in this work on a voluntary basis. The Council will continue to contribute to this work to ensure we are able to access the data needed to continue to review, challenge and continuously improve our performance.

- 1.29** **Appendix B** outlines the proposed performance measures and associated service performance targets relating to this Scrutiny Committee, structured by the four Corporate Plan Well-being Objectives and Annual Delivery Plan commitments. Members will note that more than one Scrutiny Committee may be identified for each measure, reflecting the cross-cutting and integrated nature of service contributions to multiple Corporate Plan Well-being Objectives and ADP commitments. Targets have been set for performance measures that are continuing into 2024/2025 where appropriate.
- 1.30** For completeness, **a link to all service improvements targets as aligned to the Corporate Plan commitments and Well-being Objectives is provided in full in the background papers to this report.**
- 1.31** Throughout the year, the Corporate Performance Measures Framework will be considered by Scrutiny Committees alongside quarterly updates on planned activities to demonstrate progress in achieving our Annual Delivery Plan commitments and the Corporate Plan Well-being Objectives.
- 1.32** Members are asked to consider and review the proposed performance measures and associated targets as it relates to this Committee's remit and recommend their endorsement via Cabinet.
- 1.33** The consideration of the proposed service performance targets by Members is a key feature of the internal challenge process. Following review and endorsement by Scrutiny Committees, these performance targets are being reported to Cabinet for approval.

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

- 2.1** The Annual Delivery Plan 2024/25 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.
- 2.2** The Corporate Plan also 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.
- 2.3** The Corporate Plan emphasises the Council's commitment to promoting the five ways of working and duties under the Well-being of Future Generations (Wales) Act. The ways of working are reflected in our approach to integrated business planning which underpins the delivery of the Council's Corporate Plan and its



Well-being Objectives. 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 this has been a strong theme in much of the engagement to date. The plan is a five-year plan but recognises that many of the issues are even longer term e.g. deprivation, climate change, an ageing population and physical and mental well-being.

- 2.4 The Service Plans, through planned activities for 2024/25 reflect this integrated approach, demonstrating the way in which the Service areas will work congruently with the "five ways of working" as introduced by the Act.
- 2.5 By setting consistently challenging yet realistic steps and service performance targets, the Council is able to clearly demonstrate progress towards achieving its Well-being Objectives and contribute to the national goals.

### **3. Climate Change and Nature Implications**

- 3.1 The Corporate Plan and Annual Delivery Plan incorporate our key commitments which aim to have a positive impact on climate change and nature overall.
- 3.2 The climate and nature emergencies are one of the critical challenges identified in the Annual Delivery Plan 2024-25. Service Plans detail a range of activities to help meet this challenge and these together with performance indicators will demonstrate progress
- 3.3 The climate change and nature emergency implications related to the Council's activities are outlined in more detail in Project Zero and The Biodiversity Forward Plan, and both identify the mitigating actions required to minimise the adverse consequences of our activities. These actions are reflected in the planned activities outlined in Service Plans for 2024/25.
- 3.4 Failure of services to deliver on these commitments will impact negatively on achieving our climate change and nature emergency priorities and overall progress against our Corporate Plan Well-being Objectives and on external regulatory assessments of the Council.

### **4. Resources and Legal Considerations**

#### **Financial**

- 4.1 In determining its commitments in the Annual Delivery Plan 2024/2025, the Council has been mindful of the economic situation locally and nationally and taken into account legislation changes and government policy. The Well-being Objectives set out in the Corporate Plan 2020-2025, Service Plans and associated service performance targets either have resources committed to their achievement (Medium Term Financial Plan and annual budget review) or the likely prospect of such resources being made available in the period of the plan.
- 4.2 Service Plans include information relating to the use of financial, asset, ICT and people resources and how these are being deployed to support the delivery of the Council's Well-being Objectives.

## Employment

- 4.3** There are no direct employment implications associated with this report. However, there are a number of challenges and risks associated with the delivery of our Well-being Objectives, reflected in the Annual Delivery Plan 2024/2025, Service Plans and our performance targets, that if not effectively managed have the potential to impact on our staff establishment and performance overall. This may in turn impact adversely on achievement of the Corporate Plan Well-being Objectives.

## Legal (Including Equalities)

- 4.4** The Well-being of Future Generations (Wales) Act 2015 requires the Council to set and publish annual Well-being Objectives that maximise its contribution to achieving the Well-being goals for Wales and report its progress in meeting these.
- 4.5** Part Six of the Local Government & Elections (Wales) Act 2021 places duties on Local Authorities to keep performance under review through self-assessment and to report on performance.
- 4.6** An Equalities Impact Assessment has been completed for the Annual Delivery Plan (**contained in the background papers to this report**). The Annual Delivery Plan identifies four Well-being Objectives and a series of commitments which the Council intends to focus its attention on during 2024/2025 in order to improve the well-being of Vale of Glamorgan citizens.
- 4.7** Identification of our Well-being Objectives and associated commitments in the Annual Delivery Plan has been informed by a wide range of performance data, research and statistics including community and economic impact assessments, with planned actions detailing specific activities to be undertaken to deliver services differently or targeted to meet the needs of diverse groups. Successful completion of these commitments within the relevant service areas should lead to a reduction in service inequalities where they do exist.
- 4.8** Our commitments in the Annual Delivery Plan, Service Plans and service performance targets for 2024/2025 will impact on; everyone who receives a service from the council; Vale of Glamorgan residents; unemployed adults; Young people who are not in employment, education or training (NEET); Looked After Children; vulnerable young people; adults in receipt of care; older people; children and adults with a disability, school children, housing tenants.
- 4.9** Individual commitments and planned service activities within the Annual Delivery Plan will give due consideration to the impact, directly or indirectly on Vale citizens overall. In line with Council policy, any changes to services and policies across all Council services will be the subject of more detailed equality impact assessments which will need to explore any potential impact.

## **5. Background Papers**

[Annual Performance Calendar 2023/24, Cabinet, 25<sup>th</sup> May 2023](#)

Annual Delivery Plan

[https://www.valeofglamorgan.gov.uk/Documents/\\_Committee%20Reports/Scrutiny-CRP/2024/24-02-21/Draft-Vale-of-Glamorgan-Council-Annual-Delivery-Plan-2024-25.pdf](https://www.valeofglamorgan.gov.uk/Documents/_Committee%20Reports/Scrutiny-CRP/2024/24-02-21/Draft-Vale-of-Glamorgan-Council-Annual-Delivery-Plan-2024-25.pdf)2024/25

[All Service Plans 2024-25 Final \(valeofglamorgan.gov.uk\)](#)

[All Performance Targets 2024-25 \(contensis.com\)](#)

[24-02-21 \(valeofglamorgan.gov.uk\)](#)

## Service Plan contributions to the Annual Delivery Plan (2024-25) commitments and Corporate Plan (2020-25) Well-being Objectives as aligned to the remit of Learning & Culture Scrutiny Committee

In relation to **Well-being Objective 1, 'Work with and for our communities'**, there are 16 Annual Delivery Plan actions for 2024/25 aligned to 7 Corporate Plan commitments. The Service Plan activities identified below will contribute towards achieving these commitments.

Our Corporate Plan commitments:
<ul style="list-style-type: none"> <li>• Improve how we involve, engage and communicate with others about our work and decisions</li> <li>• Work innovatively, using technology, resources and our assets to transform our services so they are sustainable for the future</li> <li>• Develop our strong culture of good customer service aligned to the Council's values of being ambitious, open, together and proud</li> <li>• Promote equality of opportunity and work with the community to ensure we are responsive to the diverse needs of our customers</li> <li>• Promote the use of the Welsh Language and contribute to the Welsh Government target of 1 million Welsh speakers by 2050</li> <li>• Support the development and well-being of our staff and recognise their contribution to the work of the Council</li> <li>• Ensure we have robust governance and scrutiny arrangements in place and support our elected members to fulfil their roles</li> </ul>

The cross-cutting and integrated nature of the Annual Delivery Plan means that actions from multiple service areas contribute to the delivery of an ADP action that falls within the remit of a Scrutiny Committee. The tables below reflect this by highlighting all service contributions to our ADP actions.

ADP1: 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.	
Service Plan	Service Plan Action 2024/25
<b><i>Not within Scrutiny Committee remit, picked up by Corporate Performance and Resources Committee. Contributory actions identified below</i></b>	
Strategy Community Learning & Resources	Foster a culture of collective ownership to enhance engagement/participation of those who rely on our services to help shape our service policy design, development and delivery. (SCL/A005) (also contributes towards ADP2)
Additional Learning Needs & Well-being	Develop the participation of parents/carers and children and young people, so they are actively engaged to shape/inform policy, practice and strategic direction. (ALN/A004)
Standards & Provision Service	Strengthen and further develop engagement with children and young people and other partners. (SPS/A001) (also contributes towards ADP2 and ADP17)

**ADP2: 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.**

Service Plan	Service Plan Action 2024/25
<b><i>Not within Scrutiny Committee remit, picked up by Corporate Performance and Resources Committee. Contributory actions identified below.</i></b>	
Standards & provision	Strengthen and further develop engagement with children and young people and other partners. (SPS/A001)
Strategy Community Learning & Resources	Foster a culture of collective ownership to enhance engagement/participation of those who rely on our services to help shape our service policy design, development and delivery. (SCL/A005) (also contributes towards ADP/1)
Strategy Community Learning & Resources	Actively work with the ECF and our equalities groups to ensure that our services are representative of the people we serve and are accessible to all groups. (SCL/A004) (also contributes towards ADP/7)
ALN & Well-being	Develop the participation of parents/carers and children and young people, so they are actively engaged to shape/inform policy, practice and strategic direction. (ALN/A004) (also contributes towards ADP/1)

**ADP3: 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**

Service Plan	Service Plan Action 2024/25
<b><i>Not within Scrutiny Committee remit, picked up by Environment and Regeneration Committee. Contributory actions identified below.</i></b>	
Strategy Community Learning & Resources	Work in collaboration with the Place Directorate to progress projects in relation to the Kymin, Old Hall, Arts Central and other projects related to Arts, Culture and ACL. (SCL/A022)

**ADP4: 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.**

Service Plan	Service Plan Action 2024/25
<b><i>Not within Scrutiny Committee remit, picked up by Corporate Performance and Resources Committee. No contributory actions identified.</i></b>	

**ADP5: 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.**

Service Plan	Service Plan Action 2024/25
<b><i>Not within Scrutiny Committee remit, falls within multiple Scrutiny Committee remits and picked up by Environment and Regeneration Committee, Corporate Performance and Resources Committee and Homes and Safe Communities Committee. Contributory actions identified below</i></b>	
Strategy Community Learning & Resources	Review services and service delivery models to reflect changes in need in an evolving landscape to ensure sustainability both now and in the future. (SCL/A009) (also contributes towards ADP12 and ADP18)

**ADP5: 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.**

<b>Service Plan</b>	<b>Service Plan Action 2024/25</b>
Strategy Community Learning & Resources	Implement changes to arts and culture services to broaden access to activities and ensure full cost recovery of services. (SCL/A012) (also contributes towards ADP12)
Strategy Community Learning & Resources	Implement the Libraries Strategy and in so doing ensure full cost recovery of services where appropriate. (SCL/A013) (also contributes towards ADP12)
Standards & Provision Service	Review services and service delivery models to reflect changes in need in an evolving landscape and to support the implementation of our SEMH and Wellbeing Strategy to ensure sustainability of services both now and in the future. (SPS/A010) (also contributes towards ADP18 and ADP12)
Standards & Provision Service	Explore opportunities with third sector partners and social enterprises to look at ways we can further expand partnerships to enhance service delivery. (SPS/A013)

**ADP6: 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.**

<b>Service Plan</b>	<b>Service Plan Action 2024/25</b>
<b><i>Not within Scrutiny Committee remit, picked up by Corporate Performance and Resources Committee. Contributory actions identified below</i></b>	
Strategy Community Learning & Resources	Develop a new sustainable model for ICT/data reflective of the Council's Data Strategy and of school's improvement priorities and contribute nationally to Digital Learning Wales. (SCL/A001) (also contributes towards ADP17)
Strategy Community Learning & Resources	Ensure that our existing infrastructure and digital professional learning is effectively upskilling our Council staff and work with our partners to ensure that training and development is meeting the needs of school staff and learners. (SCL/A007)
Additional Learning Needs & Well-being	Develop our systems to ensure data is used to inform our knowledge/ understanding of the progress of all learners. (ALN/A006) (also contributes towards ADP7, ADP17 and ADP50)

**ADP7: Deliver the commitments in the Strategic Equality Plan reflecting the LGBTQ+ Plan and Anti Racist Wales Action Plan and emerging disability work.**

<b>Service Plan</b>	<b>Service Plan Action 2024/25</b>
Strategic Advisory Groups	Review the remit and membership of the Equalities Consultative Forum and further develop the relationship between the Participate Programme and the Equalities Consultative Forum. (SAG/A006)
Strategic Advisory Groups	Scope and develop a new strategic equality plan that aligns the Council's inclusion work with the emerging national policies agendas resulting from Welsh Government's Anti-Racist Wales Action Plan, LGBTQ+ Action Plan, Locked Out report, and How Fair is Wales report. (SAG/A007) (also contributes towards ADP8)
Strategic Advisory Groups	Support the establishment of AbI and continue to support and develop staff networks to support colleagues to improve inclusivity in the workplace and explore how they can inform future service design and delivery. (SAG/A008)

**ADP7: Deliver the commitments in the Strategic Equality Plan reflecting the LGBTQ+ Plan and Anti Racist Wales Action Plan and emerging disability work.**

<b>Service Plan</b>	<b>Service Plan Action 2024/25</b>
Children and Young People Services	Drive improvements to achieve accessible and 'child friendly' paperwork that supports embedding of the 'Building on Strengths' approach. (CS/A005)
Shared Regulatory Services	Work in partnership to safeguard the vulnerable to ensure that children are protected from harmful substances and products, older people are protected from rogue traders and scams and vulnerable people are not subject to exploitation. (SRS/A003) (also contributes towards ADP8 and ADP29)
Sustainable Development	Ensure that the Replacement Local Development Plan (deposit draft), Development Management decisions and countryside services support the Strategic Equality Plan and creation of an age friendly Vale. (SD/A005) (also contributes towards ADP8)
Strategy Community Learning & Resources	Actively work with the ECF and our equalities groups to ensure that our services are representative of the people we serve and are accessible to all groups. (SCL/A004) (also contributes towards ADP2)
Standards & Provision Service	Deliver and monitor the objectives identified within the Strategic Equality Plan and the All Wales Anti-Racist Action Plan. (SPS/A005) (also contributes towards ADP17)
Standards & Provision Service	Further improve the performance of different groups of learners. (SPS/A006) (also contributes towards ADP17)
Additional Learning Needs & Well-being	Work in partnership with schools, Welsh Government and other partners including the third sector to ensure that school staff access the necessary professional learning and guidance to ensure pupils are happy and safe and adopt a proactive approach to all forms of discrimination. (ALN/A013) (also contributes towards ADP17 and ADP50)
Housing & Building Services	Complete Phase 2 of the tenant profiling exercise to provide key insights and data to effectively support decisions and targeting of services to meet needs. (HS/A007)
Digital	Work with representational staff groups and organisations to ensure digital services are accessible to all. (DS/A007)
Resources Management & Safeguarding	Monitor and improve the recording of data sets to assess how we are capturing data on our service users with protected characteristics and support the work of the Anti-Racist Wales Action Plan. (RMS/A011)
Adult Services	Review the makeup of our workforce to ensure we enhance the recruitment of a diverse workforce that is reflective of our population and support existing staff to access the Council's Diversity networks. (AS/A006) (also contributes towards ADP15)

**ADP8: 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.**

<b>Service Plan</b>	<b>Service Plan Action 2024/25</b>
<b><i>Not within Scrutiny Committee remit, picked up by Corporate Performance and Resources Committee. No contributory actions identified.</i></b>	

**ADP9: 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).**

<b>Service Plan</b>	<b>Service Plan Action 2024/25</b>
Strategic Advisory Groups	Align and implement the Welsh Language Promotion Strategy Action Plan with processes to deliver the Welsh in Education Strategic Plan (WESP). (SAG/A010)
Neighbourhood Services and Transport	Progress bi-lingual technology with Legacy Leisure, ensuring digitalisation of service delivery promotes and enables ease of access bi-lingually. (NS/A004)
Children and Young People Services	Ensure that CYPS staff meet the requirements of the Mwy Na Geiriau and comply with the Welsh Language Standards. (CS/A006)
Strategy Community Learning & Resources	Implement year 3 of the WESP action plan to meet our Welsh Government commitment to increase the number of Welsh learners and speakers in the Vale of Glamorgan. (SCL/A016)
Standards & Provision Service	Continue to work with CSC partners and schools to improve the quality of Welsh language in English medium schools to support key aspects of the WESP delivery. (SPS/A003) (also contributes towards ADP17)
Additional Learning Needs & Well-being	Work collaboratively across the region to increase ALN provision available to Welsh medium schools to ensure sufficiency in provision as identified in our WESP. (ALN/A002) (also contributes towards ADP19)
Digital	Ensure customer facing services are designed to promote engagement through the medium of Welsh. (DS/A008)
Legal & Democratic Services	Continue to provide simultaneous translation for relevant hybrid Council meetings.(LD/A005)
Resources Management & Safeguarding	Ensure that Social Care staff meet the requirements of the Mwy Na Geiriau and compliance with the Welsh Language Standards. (RMS/A012)
Adult Services	In line with the Welsh Language Standards and Digital Service Standards for Wales, ensure digitalisation of service delivery promotes and enables ease of access bi-lingually. (AS/A008)

**ADP10: 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.**

<b>Service Plan</b>	<b>Service Plan Action 2024/25</b>
<b><i>Not within Scrutiny Committee remit, picked up by Healthy Living and Social Care Committee. Contributory actions identified below.</i></b>	
Strategy Community Learning & Resources	Continue to support transient groups of people to ensure their children have access to school places and services that meet their need. (SCL/A023) (also contributes towards ADP43)
Standards & Provision Service	Continue to support delivery of the Armed Forces Delivery Plan to ensure our services children can achieve best possible outcomes. (SPS/A014)

**ADP11: Develop our new partnership arrangements for procurement with an increasing emphasis on social value and climate change.**

<b>Service Plan</b>	<b>Service Plan Action 2024/25</b>
<b><i>Not within Scrutiny Committee remit, picked up by Corporate Performance and Resources Committee. No contributory actions identified.</i></b>	



**ADP12: 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**

Service Plan	Service Plan Action 2024/25
<b><i>Not within Scrutiny Committee remit, picked up Corporate Performance and Resources Committee. Contributory actions identified below.</i></b>	
Strategy Community Learning & Resources	Maximise use of cost neutral grants to contribute to corporate priorities and support statutory and core service delivery and discriminate against funding sources that create challenges around sustainability and don't assist delivery of core functions. (SCL/A006) (also contributes towards ADP18)
Strategy Community Learning & Resources	Leverage opportunities that the Budget Forum presents in changing behaviours and operational considerations in schools. (SCL/A008) (also contributes towards ADP18)
Strategy Community Learning & Resources	Identify and diversify income streams for our ACL programmes to facilitate full cost recovery for our services. (SCL/A014)
Additional Learning Needs & Well-being	Continue to work with colleagues in Finance and HTs to support a review of the Special School Funding model. (ALN/A014) (also contributes towards ADP18)

**ADP13: 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.**

Service Plan	Service Plan Action 2024/25
<b><i>Not within Scrutiny Committee remit, picked up by Corporate Performance and Resources Committee. No contributory actions identified.</i></b>	

**ADP14: Adopt a new model of working to manage the Council's buildings focusing on sustainability, compliance, and efficiency.**

Service Plan	Service Plan Action 2024/25
<b><i>Not within Scrutiny Committee remit, picked up by Corporate Performance and Resources Committee. No contributory actions identified.</i></b>	

**ADP15: 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.**

Service Plan	Service Plan Action 2024/25
<b><i>Not within Scrutiny Committee remit, picked up Corporate Performance and Resources Committee. Contributory actions identified below.</i></b>	
Strategy Community Learning & Resources	Further strengthen and embed our self-assessment processes with schools to evaluate the wellbeing of our school-based staff to inform and drive improvements around wellbeing. (SCL/A017)
Strategy Community Learning & Resources	Work with HR partner to continue to review opportunities for the development of colleagues to inform succession planning. (SCL/A018)

<b>ADP15: 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.</b>	
<b>Service Plan</b>	<b>Service Plan Action 2024/25</b>
Standards & Provision Service	Work with HR to continue to review opportunities for the development of colleagues to inform succession planning. (SPS/A015)
Additional Learning Needs & Well-being	Work with HR partner to continue to review opportunities for the development of colleagues to inform succession planning. (ALN/A009)

<b>ADP16: 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.</b>	
<b>Service Plan</b>	<b>Service Plan Action 2024/25</b>
<i>Not within Scrutiny Committee remit, picked up by Corporate Performance and Resources Committee. No contributory actions identified.</i>	

In relation to **Well-being Objective 2, 'Support learning, employment and sustainable economic growth'**, there are 12 Annual Delivery Plan actions for 2024/25 aligned to 8 Corporate Plan commitments. The Service Plan activities identified below will contribute towards achieving these commitments.

<b>Our Corporate Plan commitments:</b>
<ul style="list-style-type: none"> <li>• <b>Ensure there is appropriate access to quality early years, nursery and education provision enabling people to achieve their best possible outcomes whatever their age</b></li> <li>• <b>Invest in our schools to provide the right learning environment for the 21st century and facilities which benefit the wider community</b></li> <li>• <b>Work with schools, families and others to improve the services and support for those with additional learning needs</b></li> <li>• <b>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</b></li> <li>• <b>Work with partners to ensure people can access appropriate money advice, information and debt support relating to housing, benefits, education, training and employment</b></li> <li>• <b>Support and promote volunteering and community learning recognising the range of benefits to individuals and the community</b></li> <li>• <b>Work as part of the Cardiff Capital Region to progress strategic planning and transport initiatives and promote sustainable economic growth and employment</b></li> <li>• <b>Support economic growth through regeneration, improved infrastructure and support for town centres, tourism and industry</b></li> </ul>

The cross-cutting and integrated nature of the Annual Delivery Plan means that actions from multiple service areas contribute to the delivery of an ADP action that falls within the remit of a Scrutiny Committee. The tables below reflect this by highlighting all service contributions to our ADP actions.

<b>ADP17: Work with schools and other partners to ensure schools are effectively supported to maximise outcomes for all learners.</b>	
<b>Service Plan</b>	<b>Service Plan Action 2024/25</b>
Strategy Community Learning & Resources	Respond to recommendations arising from Estyn inspections at LGES and school level (where responsibility lies with the Local Authority). (SCL/A019)
Strategy Community Learning & Resources	Undertake a review of how we undertake professional learning across the Division and to ensure we can secure value for money and evaluate its effectiveness. (SCL/A020)
Standards & Provision Service	Work in partnership to ensure our schools receive timely and appropriate support with robust monitoring that enables us to demonstrate progress and impact against identified areas for improvement. (SPS/A004)
Standards & Provision Service	Ensure sufficiency of EOTAS provision in terms of short-term interim provision with an emphasis on those learners who are displaced/CME and/or at risk of permanent exclusion. (SPS/A008) (also contributes towards ADP20)
Standards & Provision Service	Ensure that the CSC evaluate the impact of professional learning in terms of its impact on learners as well as on practice and improvement. (SPS/A009)
Standards & Provision Service	Respond to recommendations arising from Estyn inspections at YS, LGES and school level (where responsibility lies with the Local Authority). (SPS/A017)
Additional Learning Needs & Well-being	Work collaboratively with key partners to ensure sufficiency and quality of provision for all learners. (ALN/A001) (also contributes towards ADP18 and ADP19)
Additional Learning Needs & Well-being	Embed and expand WSA practice in schools to enhance the well-being of our learners and staff. (ALN/A003) (also contributes towards ADP18, ADP20 and ADP33)
Additional Learning Needs & Well-being	Enhance our professional learning offer to school based staff that meets identified needs and ensure that we can consistently measure the impact on improving teaching and learning. (ALN/A008) (also contributes towards ADP19)
Additional Learning Needs & Well-being	Respond to recommendations arising from Estyn inspections at LGES and school level (where responsibility lies with the Local Authority). (ALN/A018)

<b>ADP18: 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.</b>	
<b>Service Plan</b>	<b>Service Plan Action 2024/25</b>
Strategy Community Learning & Resources	Work collaboratively to ensure sufficiency in provision to address SEMH and develop the skills of staff to address the challenges. (SCL/A010)
Strategy Community Learning & Resources	Contribute to supporting the implementation and embedding of the SEMH and Wellbeing Strategy across Strategy, Community Learning & Resources. (SCL/A024)
Additional Learning Needs & Well-being	Review services and service delivery models to respond to changes in need in an evolving landscape. (ALN/A007)
Finance	Continue to work with the Learning and Skills Directorate to make the case for efficient resources in our schools. (FS/A025)

**ADP19: Support our schools to facilitate the phased implementation of Additional Learning Needs (ALN) reform including work around self-evaluation.**

<b>Service Plan</b>	<b>Service Plan Action 2024/25</b>

**ADP20: Work with our partners to reach those pupils who are disengaged and support our schools to minimise exclusions and improve attendance and engagement.**

<b>Service Plan</b>	<b>Service Plan Action 2024/25</b>
Standards & Provision Service	Further develop effective partnership working to identify opportunities to address common issues such as attendance and exclusions. (SPS/A002)

**ADP21: 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.**

<b>Service Plan</b>	<b>Service Plan Action 2024/25</b>
Neighbourhood Services and Transport	Continue undertaking route optimisation of school transport services to ensure pupil safety, increase service efficiency and reduce carbon emissions. (NS/A019)
Neighbourhood Services and Transport	Deliver further school street closures. (NS/A020)
Strategy Community Learning & Resources	Work in partnership across the Council to establish sustainable solutions for school transport services and where possible make use of public transport where feasible. (SCL/A015)

**ADP22: 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.**

<b>Service Plan</b>	<b>Service Plan Action 2024/25</b>
Strategy Community Learning & Resources	Support schools to maximise opportunities to secure funding to reduce their carbon emissions and continue to develop the Sustainable Communities for Learning (SCfL) rolling programme reflecting current challenges around capital maintenance, asset management and Project Zero and enhance employment opportunities for people in our local communities. (SCL/A002) (also contributes towards ADP51 and ADP64)

**ADP23: 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.**

<b>Service Plan</b>	<b>Service Plan Action 2024/25</b>
Regeneration	Work with a range of partners and CCR/CJC to support employment and the development of skills for the future and improve links between schools and local colleges and business. (RG/A012) (also contributes towards ADP24)
Standards & Provision Service	Use the findings from the Post-16 Review to further drive and develop collaboration between post-16 providers, work-based learning and employers. (SPS/A011)

**ADP23: 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.**

<b>Service Plan</b>	<b>Service Plan Action 2024/25</b>
Standards & Provision Service	Further embed delivery of the Strive initiative to reduce the risk of those becoming NEET. (SPS/A012) (also contributes towards ADP24 and ADP29)
Additional Learning Needs & Well-being	Undertake a closer alignment and implement SPF and C4W+ programmes to ensure that they continue to meet the needs of local Vale residents. (ALN/A010)
Additional Learning Needs & Well-being	Continue to focus on developing our outreach presence by working closely with our partners to enhance employability skills. (ALN/A015) (also contributes towards ADP29)
Housing & Building Services	Enhance people's skills and readiness for work through community investment opportunities including the Council housebuilding programme and Supporting People Scheme. (HS/A017)

**ADP24: Promote the opportunities and benefits of apprenticeships to assist people into employment and to work for the Council via the Council's Apprenticeship Scheme.**

<b>Service Plan</b>	<b>Service Plan Action 2024/25</b>
Human Resources & Organisational Development	Advocate across the Council for the benefits of using the Council's Apprenticeship scheme. (HR/A016)

**ADP25: Deliver a Business Development Grant, enabling businesses to apply for funding to innovate, decarbonise and grow.**

<b>Service Plan</b>	<b>Service Plan Action 2024/25</b>
<i>Not within Scrutiny Committee remit, picked up by Environment and Regeneration Committee. No contributory actions identified.</i>	

**ADP26: 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.**

<b>Service Plan</b>	<b>Service Plan Action 2024/25</b>
<i>Not within Scrutiny Committee remit, picked up by Environment and Regeneration Committee. No contributory actions identified.</i>	

**ADP27: 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.**

<b>Service Plan</b>	<b>Service Plan Action 2024/25</b>
<i>Not within Scrutiny Committee remit, picked up by Environment and Regeneration Committee. No contributory actions identified.</i>	

**ADP28: 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.**

<b>Service Plan</b>	<b>Service Plan Action 2024/25</b>
<i>Not within Scrutiny Committee remit, picked up by Environment and Regeneration Committee. No contributory actions identified.</i>	

In relation to **Well-being Objective 3, 'Support people at home and in their community'**, there are 22 Annual Delivery Plan actions for 2024/25 aligned to 12 Corporate Plan commitments. The Service Plan activities identified below will contribute towards achieving these commitments.

<b>Our Corporate Plan commitments:</b>	
<ul style="list-style-type: none"> <li>• Encourage people of all ages to have active and healthy lifestyles to promote better physical and mental well-being</li> <li>• Provide more opportunities for cycling and walking and develop a range of travel options to encourage people out of their cars</li> <li>• Promote leisure, art and cultural activities which meet a diverse range of needs</li> <li>• Work in partnership to provide more seamless health and social care services</li> <li>• Provide care and support to children and families in need which reflects their individual strengths and circumstances</li> <li>• Provide person-centred care and support to adults in need</li> <li>• Work with our partners to ensure timely and appropriate mental health and emotional well-being support</li> <li>• Undertake our safeguarding duties to protect people from harm</li> <li>• Work in partnership to develop cohesive communities and promote community safety</li> <li>• Keep people safe through strong and resilient emergency planning and regulatory services which protect the public, consumers and business</li> <li>• Increase the supply of good quality, accessible and affordable housing by working in partnership to address housing need</li> <li>• Provide housing advice and support to prevent homelessness</li> </ul>	

The cross-cutting and integrated nature of the Annual Delivery Plan means that actions from multiple service areas contribute to the delivery of an ADP action that falls within the remit of a Scrutiny Committee. The tables below reflect this by highlighting all service contributions to our ADP actions.

<b>ADP29: 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.</b>	
<b>Service Plan</b>	<b>Service Plan Action 2024/25</b>
Strategic Advisory Groups	Develop and support activities in response to the cost of living crisis with a particular focus on work around food poverty, warm spaces and administering relevant funding schemes. (SAG/A013)

**ADP29: 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.**

Service Plan	Service Plan Action 2024/25
Regeneration	Provide PME support with Social Services to maximise potential of grant funding through the RPB, delivering targets related to the cost of living through the SPF and the SCGF, supporting residents to access energy efficiency measures in their homes via eco4 flex. (RG/A017) (also contributes towards ADP49)
Neighbourhood Services and Transport	Work in partnership to facilitate and promote inclusive opportunities for leisure, play and sports development with a particular focus on tackling inequalities, working with groups in areas with low participation rates and reviewing the locations of activities so that residents facing cost of living challenges can better access these and our services. (NS/A021)
Neighbourhood Services and Transport	Work in partnership to deliver a comprehensive play programme that improves the well-being of children and their families with a particular focus on developing and promoting no and low cost activity schemes (which include food provision) and ensuring ease of access to these schemes for residents facing cost of living challenges. (NS/A022)
Shared Regulatory Services	Continue to raise awareness of illegal money lending and support individuals to access responsible lenders and debt advice; work with landlords to improve energy efficiency in rental properties; and protect the elderly and vulnerable from rogue traders. (SRS/A008)
Sustainable Development	Work with the Learning and Skills directorate to support the delivery of a range of education and employment facilities/land that meets local need, in accessible locations. (SD/A013)
Strategy Community Learning & Resources	Continue to support poverty and health inequality initiatives and support our schools and council services to be responsive to community needs and strengthen our integration with health and social care in delivering these commitments. (SCL/A011) (also contributes towards ADP33)
Additional Learning Needs & Well-being	Continue to support the development and sustainability of the childcare market by building on the findings of the Childcare Sufficiency Assessment. (ALN/A012)
Additional Learning Needs & Well-being	Continue support poverty related initiatives by maximising our use of grant funding for period dignity and to further embed our community POD model. (ALN/A016)
Housing & Building Services	Continue to provide residents with advice, support and information on a range of issues including housing, debt, fuel poverty, benefits, employment, and training through services including the One Stop Shop and money advice team. (HS/A018)
Housing & Building Services	Support our residents health and well-being, reduce social isolation and improve skills by promoting the Value in the Vale Volunteering Service and increasing the number of partner organisations and volunteering opportunities. This work is funding dependent. (HS/A019)
Housing & Building Services	Refresh and Implement the new Community Investment Strategy which incorporates our financial inclusion commitments to tenants and residents. (HS/A020)
Finance	Work collaboratively across sectors to address the long-term challenge of meeting the legacy costs of the pandemic and cost of living crisis. (FS/A026)
Digital	Support partners to explore opportunities to support digital inclusion with a focus on data poverty and cost of living. (DS/A017)
Digital	Design services to ensure that no resident is excluded from Council support services and the democratic process. (DS/A018)

<b>ADP29: 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.</b>	
<b>Service Plan</b>	<b>Service Plan Action 2024/25</b>
Resources Management & Safeguarding	Continue to support delivery of key cost-of-living/poverty initiatives across the council and monitor the signposting of children and adults using our IAA Service to appropriate organisations/ schemes. (RMS/A022)
Adult Services	Embed our approach to signposting and how we undertake assessments being mindful of the impact of Cost of Living on our citizens. (AS/A024)
Adult Services	Implement a sustainable and integrated model for single point of access to Well-being Matters services (via the Contact Centre). (AS/A025)

<b>ADP30: 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.</b>	
<b>Service Plan</b>	<b>Service Plan Action 2024/25</b>
<i>Not within Scrutiny Committee remit, picked up by Corporate Performance and Resources Committee. No contributory actions identified.</i>	

<b>ADP31: 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.</b>	
<b>Service Plan</b>	<b>Service Plan Action 2024/25</b>
Strategy Community Learning & Resources	Work with the school clusters to identify opportunities to adapt their culture and broaden their use of their estates to meet community needs and address challenges associated with service delivery. (SCL/A003)
Standards & Provision Service	Continue to work across the Council and with schools, partners and WG to become more community focused in supporting our vision of schools being at the heart of their communities and offering wider community services. (SPS/A007)
Additional Learning Needs & Well-being	Engage with schools, partners and residents to deliver and promote a broad range of activities and suitable provision to support development of our community focused schools vision. (ALN/A017)

<b>ADP32: 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.</b>	
<b>Service Plan</b>	<b>Service Plan Action 2024/25</b>
Neighbourhood Services and Transport	Continue to review and implement options for community organisations to operate facilities such as sports grounds, parks, open spaces, allotments, local car parks and public conveniences to ensure their sustainability. (NS/A023)
Neighbourhood Services and Transport	Continue the single use sports asset transfers and review the suitability of other building related assets for similar transfers. (NS/A024)
Sustainable Development	Ensure that planning permissions deliver open space and S106 agreement to support new developments and address existing need. (SD/A014)



**ADP32: 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.**

Service Plan	Service Plan Action 2024/25
Sustainable Development	Use the RLDP to review, development management decisions to better equip communities to access services and facilities in a sustainable and economical way. (SD/A015)
Finance	To work with services to support them in transferring assets to the community where appropriate. (FS/A027)

**ADP33: 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.**

Service Plan	Service Plan Action 2024/25
Strategic Advisory Groups	Work with relevant council services and partners via the Amplifying Prevention Board to assist in the delivery of the Cardiff and Vale Move More, Eat Well Plan and to promote vaccinations and screening with a particular focus on reaching people in our more deprived communities. (SAG/A019) (also contributes towards ADP35)
Neighbourhood Services and Transport	Continue to work in partnership with the Public Services Board to implement the Move More, Eat Well Plan, ensuring planned activities for 2024/25 reflect the impact of the cost of living challenges facing our residents. (NS/A025)
Additional Learning Needs & Well-being	Continue to work in partnership with Health and other partners to support and promote the Move More Eat Well Plan in the Vale. (ALN/A011)
Resources Management & Safeguarding	Families Information Service will engage with the Sports and Play Team, to ensure their schemes and events including the Families First Holiday Club are promoted to parents and carers. (RMS/A023) (also contributes towards ADP29)

**ADP34: 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.**

Service Plan	Service Plan Action 2024/25
<i>Not within Scrutiny Committee remit, picked up by Healthy Living and Social Care Committee. No contributory actions identified.</i>	

**ADP35: 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.**

Service Plan	Service Plan Action 2024/25
<i>Not within Scrutiny Committee remit, picked up Corporate Performance and Resources Committee. Contributory actions identified below.</i>	
Strategy Community Learning & Resources	Continue to engage with partners at the national level on public health related issues and support schools with changing risk assessments arising from Public Health Wales. (SCL/A021)

**ADP36: 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.**

Service Plan	Service Plan Action 2024/25
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*Not within Scrutiny Committee remit, picked up by Homes and Safe Communities Committee. No contributory actions identified.*

**ADP37: 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.**

Service Plan	Service Plan Action 2024/25
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*Not within Scrutiny Committee remit, picked up by Homes and Safe Communities Committee. No contributory actions identified.*

**ADP38: Implement the new Independent Living Policy and a new Discretionary Adaptations Grant to support people to live well in their own homes.**

Service Plan	Service Plan Action 2024/25
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*Not within Scrutiny Committee remit, picked up by Homes and Safe Communities Committee. No contributory actions identified.*

**ADP39: 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.**

Service Plan	Service Plan Action 2024/25
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*Not within Scrutiny Committee remit, picked up by Homes and Safe Communities Committee. No contributory actions identified.*

**ADP40: Implement a Local Housing Strategy to address current and projected housing need and to increase the supply of good quality, accessible and affordable housing.**

Service Plan	Service Plan Action 2024/25
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*Not within Scrutiny Committee remit, picked up by Homes and Safe Communities Committee. No contributory actions identified.*

**ADP41: 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.**

Service Plan	Service Plan Action 2024/25
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*Not within Scrutiny Committee remit, picked up by Homes and Safe Communities Committee. No contributory actions identified.*

**ADP42: 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 development of new sites.**

Service Plan	Service Plan Action 2024/25
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*Not within Scrutiny Committee remit, picked up by Homes and Safe Communities Committee. No contributory actions identified.*

**ADP43: 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.**

<b>Service Plan</b>	<b>Service Plan Action 2024/25</b>
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*Not within Scrutiny Committee remit, picked up by Homes and Safe Communities Committee. No contributory actions identified.*

**ADP44: Progress our work as a County of Sanctuary to provide support, dignity and a welcome for current and future residents of the Vale.**

<b>Service Plan</b>	<b>Service Plan Action 2024/25</b>
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*Not within Scrutiny Committee remit, picked up Homes and Safe Communities Committee. Contributory actions identified below.*

Standards & Provision Service	Continue to progress the work of schools to be awarded 'School of Sanctuary' status. (SPS/A016)
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**ADP45: 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.**

<b>Service Plan</b>	<b>Service Plan Action 2024/25</b>
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*Not within Scrutiny Committee remit, picked up by Healthy Living and Social Care Committee. No contributory actions identified.*

**ADP46: Develop and implement the Vale Alliance Model to provide more integrated care.**

<b>Service Plan</b>	<b>Service Plan Action 2024/25</b>
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*Not within Scrutiny Committee remit, picked up by Healthy Living and Social Care Committee. No contributory actions identified.*

**ADP47: Progress the expansion of 'Your Choice' to enhance the individual's voice and control over their care in their own home.**

<b>Service Plan</b>	<b>Service Plan Action 2024/25</b>
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*Not within Scrutiny Committee remit, picked up by Healthy Living and Social Care Committee. No contributory actions identified.*

**ADP48: Work co-productively with children and their families through a strengths-based model/plan, to empower and improve outcomes and wellbeing**

<b>Service Plan</b>	<b>Service Plan Action 2024/25</b>
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*Not within Scrutiny Committee remit, picked up by Healthy Living and Social Care Committee. No contributory actions identified.*

**ADP49: Develop additional accommodation within the Vale to support our children looked after to enable them to remain within the area.**

<b>Service Plan</b>	<b>Service Plan Action 2024/25</b>
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*Not within Scrutiny Committee remit, picked up by Healthy Living and Social Care Committee. No contributory actions identified.*

<b>ADP50: Establish a local safeguarding operational group to improve arrangements to protect children and adults at risk of neglect, abuse and exploitation in the Vale.</b>	
<b>Service Plan</b>	<b>Service Plan Action 2024/25</b>
<b><i>Not within Scrutiny Committee remit, picked up Healthy Living and Social Care Committee. Contributory actions identified below.</i></b>	
Additional Learning Needs & Well-being	Further strengthen and embed a safeguarding culture across policies, procedures and practice for all. (ALN/A005)

In relation to **Well-being Objective 4, 'Respect, enhance and enjoy our environment'**, there are 17 Annual Delivery Plan actions for 2024/25 aligned to 8 Corporate Plan commitments. The Service Plan activities identified below will contribute towards achieving these commitments.

<b>Our Corporate Plan commitments:</b>
<ul style="list-style-type: none"> <li>• <b>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</b></li> <li>• <b>Work with and empower community groups and other partners to sustain local facilities including public toilets, libraries, parks, play areas and community centres</b></li> <li>• <b>Protect, preserve and where possible enhance our natural and built environment and cultural heritage</b></li> <li>• <b>Work with the community and partners to ensure the local environment is clean, attractive and well managed</b></li> <li>• <b>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</b></li> <li>• <b>Provide effective waste management services and work with our residents, partners and businesses to minimise waste and its impact on the environment</b></li> <li>• <b>Minimise pollution recognising the detrimental impact it may have on the environment and people's well-being</b></li> <li>• <b>Work to reduce the impact of erosion, flooding and pollution on our coastal areas and watercourses</b></li> </ul>

The cross-cutting and integrated nature of the Annual Delivery Plan means that actions from multiple service areas contribute to the delivery of an ADP action that falls within the remit of a Scrutiny Committee. The tables below reflect this by highlighting all service contributions to our ADP actions.

**ADP51: 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.**

<b>Service Plan</b>	<b>Service Plan Action 2024/25</b>
Human Resources & Organisational Development	Provide Learning opportunities to improve awareness and understanding of elements of Project Zero incl. carbon literacy and biodiversity across the Council. (HR/A017)
Strategic Advisory Groups	Lead on the engagement, communications, evidence and food systems challenges in the Climate Challenge Plan. (SAG/A015)
Strategic Advisory Groups	Manage the programme of activity to ensure delivery of the Project Zero Challenge Plan including regular progress reports. (SAG/A016)
Strategic Advisory Groups	Work with our PSB partners to take action in response to the climate and nature emergencies and encourage behaviour change within our organisations and the local community in line with commitments outlined in the PSB Wellbeing Plan. (SAG/A017) (also contributes towards ADP52)
Neighbourhood Services and Transport	Build momentum around the Climate Change Community Conversation and the nature emergency involving different stakeholders with a focus on waste service change proposals for flats and apartments, and Fields in Trust to protect open space. (NS/A027)
Neighbourhood Services and Transport	Implement the relevant Neighbourhood Services & Transport actions of Project Zero, focusing on using more sustainable forms of transport including the council's vehicle fleet, reducing waste and flooding and promoting the use of electric/ reduced carbon vehicles by staff. (NS/A028)
Neighbourhood Services and Transport	Review the way journeys are undertaken by staff including the use of electric pool cars and continue to promote the Public Services Board's Staff Healthy Travel Charter, encouraging staff to use their cars less and to be more active. (NS/A029)
Shared Regulatory Services	Engage with landlords and lettings agents to improve the energy performance ratings of private rented properties under the Minimum Energy Efficiency Standard (MEES) Regulations.(SRS/A011)
Sustainable Development	Implement and lead upon the relevant commitments (focussing on planning, regeneration, community economic growth, green infrastructure and transport) of the Project Zero Action Plan to mitigate the effects of climate change and reduce the negative impact on the environment. (SD/A019) (also contributes towards ADP52)
Housing & Building Services	Deliver a sustainable alternative sewage arrangement for residents at Channel View, Marcross and Croft John, Penmark. (HS/A037)
Finance	Work collaboratively with key stakeholders and engage with our communities to identify opportunities including innovative funding approaches to support the decarbonisation of our assets and delivery of major projects. (FS/A028)
Finance	Provide an update on the implementation of the actions within the adopted Carbon Management Plan 2024-2031. (FS/A029)
Finance	Review and revise our Contract Management and Procurement policies and practices to ensure they support our ambition to reduce waste and carbon emissions. (FS/A030)
Digital	Design and implementation of digital infrastructure that meets the needs of the council using lower energy consumption provision. (DS/A021)
Digital	Design and implement a procurement process that maximises the potential to reduce carbon emissions and energy usage. (DS/A022)

**ADP51: 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.**

<b>Service Plan</b>	<b>Service Plan Action 2024/25</b>
Legal & Democratic Services	Support the Council's work to take collective action to tackle climate and nature emergencies and implement our Climate Change Challenge Plan. (LD/A019)
Resources Management & Safeguarding	Review the impact of the use of electric vehicles/ bikes by care staff as part of a pilot scheme. (RMS/A031)
Adult Services	Contribute to the corporate work on reviewing, identifying and progressing opportunities for improving the energy efficiency of our buildings to reduce our carbon footprint. (AS/A036)
Adult Services	Explore sustainable transport alternatives for our service providers to help reduce the carbon footprint of our services. (AS/A037)
Adult Services	Consolidate the hybrid model of working for Adult Services within the context of the Council's new Transformation agenda and the 'Eich Lle'- 'Your Space' project. (AS/A038)

**ADP52: 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.**

<b>Service Plan</b>	<b>Service Plan Action 2024/25</b>
<b><i>Not within Scrutiny Committee remit, picked up by Environment and Regeneration Committee. No contributory actions identified.</i></b>	

**ADP53: 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.**

<b>Service Plan</b>	<b>Service Plan Action 2024/25</b>
<b><i>Not within Scrutiny Committee remit, picked up by Environment and Regeneration Committee. No contributory actions identified.</i></b>	

**ADP54: 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.**

<b>Service Plan</b>	<b>Service Plan Action 2024/25</b>
<b><i>Not within Scrutiny Committee remit, picked up by Environment and Regeneration Committee. No contributory actions identified.</i></b>	

**ADP55: 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.**

<b>Service Plan</b>	<b>Service Plan Action 2024/25</b>
<b><i>Not within Scrutiny Committee remit, picked up by Environment and Regeneration Committee. No contributory actions identified.</i></b>	

**ADP56: 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.**

Service Plan	Service Plan Action 2024/25
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*Not within Scrutiny Committee remit, picked up by Environment and Regeneration Committee. No contributory actions identified.*

**ADP57: 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.**

Service Plan	Service Plan Action 2024/25
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*Not within Scrutiny Committee remit, picked up by Environment and Regeneration Committee. No contributory actions identified.*

**ADP58: Facilitate and support an increase in the network of locally accessible electric vehicle charging points including in Council car parks.**

Service Plan	Service Plan Action 2024/25
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*Not within Scrutiny Committee remit, picked up by Environment and Regeneration Committee. No contributory actions identified.*

**ADP59: 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.**

Service Plan	Service Plan Action 2024/25
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*Not within Scrutiny Committee remit, picked up by Environment and Regeneration Committee. No contributory actions identified.*

**ADP60: 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.**

Service Plan	Service Plan Action 2024/25
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*Not within Scrutiny Committee remit, picked up by Environment and Regeneration Committee. No contributory actions identified.*

**ADP61: Implement the Road Surfacing Plan (2022 to 2025) to assist in maintaining the condition of the highway for users including buses, pedestrians and cyclists.**

Service Plan	Service Plan Action 2024/25
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*Not within Scrutiny Committee remit, picked up by Environment and Regeneration Committee. No contributory actions identified.*

**ADP62: 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.**

Service Plan	Service Plan Action 2024/25
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*Not within Scrutiny Committee remit, picked up by Environment and Regeneration Committee. No contributory actions identified.*

**ADP63: 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.**

Service Plan	Service Plan Action 2024/25
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*Not within Scrutiny Committee remit, picked up by Environment and Regeneration Committee. No contributory actions identified.*

**ADP64: 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.**

<b>Service Plan</b>	<b>Service Plan Action 2024/25</b>
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*Not within Scrutiny Committee remit, picked up by Corporate Performance and Resources Committee. No contributory actions identified.*

**ADP65: 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.**

<b>Service Plan</b>	<b>Service Plan Action 2024/25</b>
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*Not within Scrutiny Committee remit, picked up by Homes and Safe Communities Committee. No contributory actions identified.*

**ADP66: Produce and implement a Flood Risk Strategy and work with communities at risk from flooding to develop local solutions.**

<b>Service Plan</b>	<b>Service Plan Action 2024/25</b>
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*Not within Scrutiny Committee remit, picked up by Environment and Regeneration Committee. No contributory actions identified.*

**ADP67: Undertake local air quality assessments and take necessary action to ensure that national air quality objectives continue to be achieved.**

<b>Service Plan</b>	<b>Service Plan Action 2024/25</b>
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*Not within Scrutiny Committee remit, picked up by Environment and Regeneration Committee. No contributory actions identified.*



Learning and Culture Scrutiny Committee

Well-being Objective 1: To work with and for our communities

PI Ref	PI description	Local/ National	PI Owner	Directorate	Target setting								Scrutiny Committee	
					2019/20	2020/21	2021/22	2022/23	Target 2023/24	2023/24 (Q2)	Target 2024/25	Direction of travel (Proposed target compared to 2022/23 performance)		Rationale for target
<b>WO1.4 Promote equality of opportunity and work with the community to ensure we are responsive to the diverse needs of our customers.</b>														
CPM/026 (CH/053)	The total number of children during the year who received the "Active Offer" of advocacy	National	Rachel Evans	Social Services	New PI for 20/21	N/A	76	N/A	No Target	N/A	Baseline figures only for 2024/25	N/A	Propose this is changed to % of children who received the active offer and use 24/25 data to inform our baseline and determine the target for 2025/26.	Healthy Living and Social Care Learning and Culture
CPM/023 (CPM/167c)	Percentage of Young people leaving year 13 who are not in education, employment or training.	Local	Martin Dacey	Learning & Skills	3%	1.50%	1.50%	2.56%	1.50%	N/A	0.60%	↑	This continues to be an ambitious target to reflect our continued focus on reducing the number of young people not in education, employment or training and is reflective of our current performance trajectory.	Learning and Culture
<b>WO1.5 Promote the use of the Welsh Language and contribute to the Welsh Government target of 1 million Welsh speakers by 2050.</b>														
CPM/027 (CPM/180)	Percentage of Council staff completing Welsh language awareness training or taster sessions to increase the numbers of Welsh language speakers in the Council.	Local	Tom Bowring	Nicola Hinton/ Elyn Hannah	0%	No Target	3.64%	N/A	3.64%	N/A	N/A	N/A	Not provided	Corporate Performance and Resources Learning and Culture
CPM/028 (CPM/181)	Number of adult Welsh learners.	Local	Phil Southard	Learning & Skills	325	400	350	N/A	400	N/A	400	N/A	Funding for the provision of Welsh languages courses has remained the same, hence why the target has remained static. We continue to look at ways in which we can further promote/enhance take up by Welsh learners.	Learning and Culture
CPM/146	Percentage of 5 year olds receiving their education through the medium of Welsh.	Local	Lisa Lewis	Learning & Skills	New for 2023/24	New for 2023/24	New for 2023/24	New for 2023/24	N/A	15.70%	19.00%	N/A	This is an ambitious target that has been set in line with our WESP. The Council has set out an ambitious programme to increase Welsh medium places across the County, but our performance against this target is dependent on funding decisions in relation to the Sustainable Schools for Learning Programme and the parental choice for children to be educated through the medium of Welsh.	Learning and Culture
CPM/148	Percentage of staff who are able to speak some Welsh.	Local	Tracy Dickinson	Corporate Resources	New PI for 2023/24	New PI for 2023/24	New PI for 2023/24	New PI for 2023/24	5%	N/A	95%	N/A	Wording of previous measure Percentage of learners continuing to improve their Welsh language skills when transferring from the primary to the secondary sector, has been amended. Target has been set at 95% to reflect the positive progress that continues to be made regarding transition between Welsh medium primary and secondary and is reflective of our aspirations set out in the WESP.	Corporate Performance and Resources Learning and Culture
CPM/147	Percentage of learners transferring from Welsh language medium Primary to Welsh medium Secondary Schools.	Local	Lisa Lewis	Learning & Skills	New PI for 2023/24	New PI for 2023/24	New PI for 2023/24	New PI for 2023/24	N/A	N/A	95	N/A	Wording of previous measure Percentage of learners continuing to improve their Welsh language skills when transferring from the primary to the secondary sector, has been amended. Target has been set at 95% to reflect the positive progress that continues to be made regarding transition between Welsh medium primary and secondary and is reflective of our aspirations set out in the WESP.	Learning and Culture
<b>WBO1.6 Support the development and well-being of our staff and recognise their contribution to the work of the Council</b>														
CPM/145	Percentage of staff recruited compliant with safer recruitment procedures.	Local	Jason Redrup	Learning & Skills	New PI for 2023/24	New PI for 2023/24	New PI for 2023/24	New PI for 2023/24	100%	99.50%	100%	↔	This target has been set to demonstrate our commitment to achieve 100% compliance with Safer recruitment procedures.	Healthy Living and Social Care Corporate Performance Learning and Culture

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

Target setting													Scrutiny Committee	
PI Ref	PI description	Local/ National	PI Owner	Directorate	2019/20	2020/21	2021/22	2022/23	Target 2023/24	2023/24 (Q2)	Target 2024/25	Direction of travel (Proposed target compared to 2022/23 performance)	Rationale for target	Scrutiny Committee
PI Ref	PI description	Local/ National	PI Owner	Directorate	2019/20	2020/21	2021/22	2022/23	Target 2023/24	2023/24 (Q2)	Target 2024/25	Direction of travel (Proposed target compared to 2022/23 performance)	Rationale for target	Scrutiny Committee
WO2.1 Ensure there is appropriate access to quality early years, nursery and education provision enabling people to achieve their best possible outcomes whatever their age														
CPM/034 (CPM/049)	Percentage of all pupils (including CLA) in any LA maintained school in year 11 who leave compulsory education, training or work based learning without an approved external qualification.	National	Carys Pritchard	Learning & Skills	0.00%	0.00%	0.00%	N/A	0.00%	N/A	0.00%	N/A	This target reflects it is our ambition to ensure that no young person leaves compulsory education without an approved qualification and this target is in keeping with our current performance trajectory.	Learning and Culture
CPM/035 (CPM/050)	Percentage of pupils in local authority care (CLA) in any LA maintained school, in year 11 who leave compulsory education, training or work based learning without an approved external qualification.	National	Martine Coles	Learning & Skills	0.00%	0.00%	0.00%	N/A	0.00%	N/A	0.00%	N/A	This target reflects it is our ambition to ensure that no young person leaves compulsory education without an approved qualification and this target is in keeping with our current performance trajectory.	Learning and Culture
CPM/024 (CPM/167a (PAM/046))	Percentage of Year 11 leavers known not to be in education, training or employment (NEET).	Local	Martin Dacey	Learning & Skills	1.50%	1.00%	1.00%	1.48%	0.60%	N/A	0.60%	↑	This continues to be an ambitious target to reflect our continued focus on reducing the number of young people not in education, employment or training and is reflective of our current performance trajectory.	Learning and Culture
CPM/037 (CPM/167b)	Percentage of Young people leaving Year 12 who are not in education, employment or training.	Local	Martin Dacey	Learning & Skills	1.30%	1.00%	1.00%	0.23%	0.60%	N/A	0.60%	↓	This continues to be an ambitious target to reflect our continued focus on reducing the number of young people not in education, employment or training and is reflective of our current performance trajectory.	Learning and Culture
PAM/040	Percentage of Welsh Public Library Standards Quality Indicators (with targets) achieved by the library service.	National	Phil Southard	Learning & Skills	No target	No target	No target	100%	No target	N/A	100.00%	↔	This is an ambitious target that has been set to reflect our commitment to meet all Welsh Public Library Standard Indicators (and associated targets) and is in keeping with our previous year's performance.	Learning and Culture
CPM/168	Percentage of armed services children in any LA maintained school, in year 11 who leave compulsory education, training or work based learning without an approved external qualification.	Local	Martine Coles	Learning & Skills	New for 2023/24	New for 2023/24	New for 2023/24	New for 2023/24	0%	N/A	0.00%	N/A	This target reflects it is our ambition to ensure that no young person leaves compulsory education without an approved qualification and this target is in keeping with our current performance trajectory.	Learning and Culture
CPM/169	Percentage of pupils who are young carers in any LA maintained school, in year 11 who leave compulsory education, training or work based learning without an approved external qualification.	Local	Martine Coles	Learning & Skills	New for 2023/24	New for 2023/24	New for 2023/24	New for 2023/24	0%	N/A	0.00%	N/A	This target reflects it is our ambition to ensure that no young person leaves compulsory education without an approved qualification and this target is in keeping with our current performance trajectory.	Learning and Culture
CPM/170	Percentage of pupils from global majority in any LA maintained school, in year 11 who leave compulsory education, training or work based learning without an approved external qualification.	Local	Martine Coles	Learning & Skills	New for 2023/24	New for 2023/24	New for 2023/24	New for 2023/24	0%	N/A	0.00%	N/A	This target reflects it is our ambition to ensure that no young person leaves compulsory education without an approved qualification and this target is in keeping with our current performance trajectory.	Learning and Culture
CPM/171	Percentage of pupils who are multi-lingual in any LA maintained school, in year 11 who leave compulsory education, training or work based learning without an approved external qualification.	Local	Martine Coles	Learning & Skills	New for 2023/24	New for 2023/24	New for 2023/24	New for 2023/24	0%	N/A	0.00%	N/A	This target reflects it is our ambition to ensure that no young person leaves compulsory education without an approved qualification and this target is in keeping with our current performance trajectory.	Learning and Culture

PI Ref	PI description	Local/ National	PI Owner	Directorate	Target setting								Scrutiny Committee	
					2019/20	2020/21	2021/22	2022/23	Target 2023/24	2023/24 (Q2)	Target 2024/25	Direction of travel (Proposed target compared to 2022/23 performance)		Rationale for target
CPM/172	Percentage of pupil attendance in Primary schools.	Local	Martin Dacey	Learning & Skills	New for 2023/24	New for 2023/24	New for 2023/24	New for 2023/24	91.70%	93.37%	93.00%	N/A	This is ambitious target that is in keeping with our current performance to date of 92.68% and is reflective of the upward trend this year compared to last year (1% increase). It also highlights that attendance remains a core focus within the Directorate and our intention to bring our performance back in line with pre-pandemic.	Learning and Culture
CPM/173	Percentage of pupil attendance in Secondary schools.	Local	Martin Dacey	Learning & Skills	New for 2023/24	New for 2023/24	New for 2023/24	New for 2023/24	91%	88.80%	91.00%	N/A	Our year to date performance is 8-9% down when compared to pre-pandemic figures. The current performance has been impacted in particular by a small number of secondaries where attendance remains a key issue. This remains a challenging area of performance. The target has been set to reflect this and that we continue to focus on driving improvement as it is still an ambitious target that we are working towards.	Learning and Culture
CPM/174	The percentage of school days lost due to fixed-term exclusions during the academic year in primary schools.	Local	Martin Dacey	Learning & Skills	New for 2023/24	New for 2023/24	New for 2023/24	New for 2023/24	0.02%	0.02%	0.02%	N/A	Target has been set as static to reflect the growth in need emerging from primary schools in particular in relation to Social Emotional and Mental Health needs.	Learning and Culture
CPM/175	The percentage of school days lost due to fixed-term exclusions during the academic year in secondary schools.	Local	Martin Dacey	Learning & Skills	New for 2023/24	New for 2023/24	New for 2023/24	New for 2023/24	0.04%	0.06%	0.02%	N/A	Target has remained static to reflect this remains a challenging area of performance across our secondary schools. We are seeing a variable trend in some secondaries around exclusions.	Learning and Culture
CPM/176	Percentage of EOTAS learners leaving Year 11 making a successful transition from statutory schooling to education, employment or training.	Local	Martin Dacey	Learning & Skills	New for 2023/24	New for 2023/24	New for 2023/24	New for 2023/24	100%	N/A	100%	N/A	To continue to maintain our positive progress we have made in year in ensuring that all learners secure successful destination and transition to education, employment or training.	Learning and Culture
WO2.4 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.														
CPM/044 (CPM/261)	The percentage of young people in contact with the youth service who achieve an accredited outcome.	Local	Martin Dacey	Learning & Skills	30.00%	30.00%	15.00%	1.75%	15.00%	N/A	15.00%	↑	To reflect there has been changes to accreditation and the new 5 year DoE Plan and development with Highfields and Agored Cymru units the target has been set to remain static.	Learning and Culture
CPM/043 (CPM/043)	Percentage of adults on community learning courses achieving nationally recognised awards/qualifications.	Local	Phil Southard	Learning & Skills	92.00%	90%	82%	98%	85%	N/A	85	↓	Target set as static to reflect changes in demand for ACL courses within our communities. Target is reflective of current demand levels. The service is looking at ways it can develop its ACL offering to increase uptake and success rate of ACL learners.	Learning and Culture
CPM/165	Percentage of C4W+ people engaged against target	Local	Mark Davies	Learning & Skills	New for 2023/24	New for 2023/24	New for 2023/24	New for 2023/24	N/A	80.60%	100%	N/A	This measure needs to be changed to an annual measure to reflect that engagements vary throughout the year. The target has been set as an annual target at 100% to reflect that despite a reduction in WG funding we continue to perform very well in terms of engaging more C4W+ people when to our target.	Learning and Culture

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

PI Ref	PI description	Local/ National	PI Owner	Directorate	Target setting								Scrutiny Committee	
					2019/20	2020/21	2021/22	2022/23	Target 2023/24	2023/24 (Q2)	Target 2024/25	Direction of travel (Proposed target compared to 2022/23 performance)		Rationale for target
WO3.5 Provide care and support to children and families in need which reflects their individual strengths and circumstances.														
WO3.7 Work with our partners to ensure timely and appropriate mental health and emotional well-being support.														
CPM/181	Percentage of schools completing the Whole School Approach to Mental and Emotional Wellbeing self-evaluation to inform implementation planning.	Local	Martin Dacey	Learning & Skills	New PI for 2023/24	New PI for 2023/24	New PI for 2023/24	New PI for 2023/24	N/A	88%	90%	N/A	This measure has been redefined to reflect the positive progress that has been made by schools in developing their implementation plans. The focus going forward is on embedding and delivering these implementation across Vale schools. The target set is ambitious to reflect the good progress an buy in made to date.	Learning and Culture

PI Ref	PI description	Local/ National	PI Owner	Directorate	Target setting								Scrutiny Committee	
					2019/20	2020/21	2021/22	2022/23	Target 2023/24	2023/24 (Q2)	Target 2024/25	Direction of travel (Proposed target compared to 2022/23 performance)		Rationale for target
WO3.8 Undertake our safeguarding duties to protect people from harm														
CPM/177	Percentage of schools compliant with L1 Safeguarding Training requirements.	Local	Jason Redrup	Learning & Skills	New PI for 2023/23	New PI for 2023/24	New PI for 2023/24	New PI for 2023/24	N/A	N/A	100.00%	N/A	This target has been set to reflect our ambition to ensure that all schools are compliant with L1 Safeguarding training. This measure will now be reported annually during Qtr 2 to reflect monitoring of this measure is undertaken academic year.	Healthy Living and Social Care Learning and Culture
CPM/178	Percentage of schools compliant with L2 Safeguarding Training requirements.	Local	Jason Redrup	Learning & Skills	New PI for 2023/24	New PI for 2023/24	New PI for 2023/24	New PI for 2023/24	N/A	89.30%	90.00%	N/A	This target has been set to increase to reflect we continue to make strong progress in this area around L2 compliance and we anticipate that this will continue into the forthcoming year. This measure will continue to be monitored quarterly to reflect we can track performance month on month.	Healthy Living and Social Care Learning and Culture
CPM/179	Percentage of schools with Designated Safeguarding Governor compliant with training expectations.	Local	Jason Redrup	Learning & Skills	New PI for 2023/24	New PI for 2023/24	New PI for 2023/24	New PI for 2023/24	N/A	83%	90.00%	N/A	This target has been set to increase to reflect we continue to make strong progress in this area around L2 compliance and we anticipate that this will continue into the forthcoming year. This measure will continue to be monitored quarterly to reflect we can track performance month on month.	Healthy Living and Social Care Learning and Culture
CPM/180	Percentage of staff completing Group A Safeguarding Awareness eLearning Module on iDev.	Local	Tracy Dickinson	Corporate Resources	New PI for 2023/24	New PI for 2023/24	New PI for 2023/24	New PI for 2023/24	95%	N/A	95%	N/A	Establishing baseline in 2023/24. Working towards achieving and retaining 95% as a target for 2024/25. 2	Healthy Living and Social Care Learning and Culture
WO3.9: Work in partnership to develop cohesive communities and promote community safety.														
CPM/088 (CPM/124)	Percentage of domestic abuse victims that report that they feel safer as a result of target hardening.	Local	Deb Gibbs	Environment & Housing	100.00%	100.00%	100%	100%	No Target	100%	100%	↔	The target is already set at the highest possible level and it is expected that the service continue to provide this high level of service to those experiencing domestic and sexual abuse in their homes.	Homes & Safe Communities Healthy Living & Social Care
WO3.3 Promote leisure, art and cultural activities which meet a diverse range of needs.														
CPM/069	Percentage of people attending or participating in arts, culture or heritage activities at least 3 times a year.	Local	Rob Jones	Corporate Resources	New PI for 2023/24	New PI for 2023/24	New PI for 2023/24	New PI for 2023/24	N/A	N/A	N/A	N/A	User perspective insight from National Survey of Wales. No target.	Learning and Culture Environment & Regeneration
CPM/142	Number of events facilitated or financially supported.	Local	Phil Chappell	Place	New PI for 2022/23	New PI for 2022/23	New PI for 2022/23	12	9	N/A	4	↓	Removal of events budget	Learning and Culture Environment & Regeneration

Well-being Objective 4: To respect, enhance and enjoy our environment

PI Ref	PI description	Local/ National	PI Owner	Directorate	Target setting								Scrutiny Committee	
					2019/20	2020/21	2021/22	2022/23	Target 2023/24	2023/24 (Q2)	Target 2024/25	Direction of travel (Proposed target compared to 2022/23 performance)		Rationale for target
WO4.2 Work with and empower community groups and other partners to sustain local facilities including public toilets, libraries, parks, play areas and community centres.														
CPM/102 (CPM/051)	Number of visits and engagements to public libraries during the year per 1,000 population.	Local	Phil Southard	Learning & Skills	4971.0	4700	1560	2695.046	4000	1773.8777	3500 (Annual Target)	↓	Although the target set has been decreased, it remains an ambitious target that is in line with our current year to date performance. The previous year's target set, is unlikely to be achievable during 2024/25, when library footfall continues to be in a recovery phase after the Pandemic. We are confident that a target of 3,500 remains both ambitious and achievable.	Learning and Culture

## Learning and Culture Scrutiny Committee

### Well-being Objective 2: To support learning, employment and sustainable economic growth

Proposed New PIs for 2024/25					
PI Ref	PI Description	Local /National	Owner	Rationale for Proposal	Scrutiny Committee
<b>WO2.4 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.</b>					
New 2024/25	Percentage of L&S Directorate staff compliant with Level 1 safeguarding training	Local	Jason Redrup	To ensure that Directorate staff who engage with learners have good level of knowledge of safeguarding	Learning & Culture
New 2024/25	Percentage of L&S Directorate DSP compliant with Level 2 Safeguarding Training.	Local	Jason Redrup	To be able to monitor across the Directorate the compliance with L2 safeguarding training by DSPs.	Learning & Culture
New 2024/25	Percentage of adults on community learning courses achieving nationally recognised awards/qualifications.	Local	Mark Davies	Measure replaces previous wording of CPM/043: Percentage success rate on accredited courses for priority learners. Already amended in target setting section above. Please use same CPM reference.	Learning & Culture
New 2024/25	Percentage of adults who report positive impact on their health and well-being through participation in community learning activities. (service user feedback)	Local	Mark Davies	This measure can be reported through existing mechanisms. It provides the service area with an understanding of perceived impact on participant's health and wellbeing when undertaking community learning.	Learning & Culture
New 2024/25	Percentage of persistent absence (where attendance is below 90%) across both primary and secondary schools.	Local	Martine Dacey/Susan Cowan	This is a new measure that has been proposed to reflect reducing persistent absence remains a key focus for the L&S Directorate over the forthcoming year.	Learning & Culture
New 2024/26	Percentage of building materials sourced locally as part of the Sustainable Communities for Learning programme.	Local	Lisa Lewis	This measure can be reported through existing mechanisms on quarterly basis. This measure provides us with a good baseline on how we are making use of materials locally in line with our objectives of the Sustainable Communities for Learning Programme which is to support the local economy whilst minimising our impact on carbon footprint by sourcing materials locally.	Learning & Culture Environment & Regeneration
New 2024/25	Percentage of schools that have a) signed a pledge to become a school of sanctuary and b) achieved school of sanctuary status.	Local	Martine Booker-Southard	To ensure we can demonstrate the good progress and commitment we have made to get our schools to sign up to and become schools of sanctuary. This measure is also in keeping with the Corporate Annual Delivery Plan priority relating to County of Sanctuary.	Learning & Culture Corporate Performance & Resources
<b>WO2.3 Work with schools, families and others to improve the services and support for those with additional learning needs.</b>					

New 2024/25	Percentage of young people with additional learning needs (aged 15-18) engaged in learning, training, or supported apprenticeships.	Local	Sarah Redrup	This measure provides a key indication of post 16 ALN learner's destinations after the first year of leaving compulsory education.	Learning & Culture Corporate Performance & Resources
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**WO3.7 Work with our partners to ensure timely and appropriate mental health and emotional well-being support.**

New 2024/25	Percentage of adults who report positive impact on their health and well-being through participation in community learning activities. (service user feedback)	Local	Mark Davies	This measure can be reported through existing mechanisms. It provides the service area with an understanding of perceived impact on participant's health and wellbeing when undertaking community learning.	Learning & Culture Corporate Performance & Resources
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**WO2.2 Invest in our schools to provide the right learning environment for the 21st century and facilities which benefit the wider community.**

New 2024/26	Percentage of building materials sourced locally as part of the Sustainable Communities for Learning programme.	Local	Lisa Lewis	This measure can be reported through existing mechanisms on quarterly basis. This measure provides us with a good baseline on how we are making use of materials locally in line with our objectives of the Sustainable Communities for Learning Programme which is to support the local economy whilst minimising our impact on carbon footprint by sourcing materials locally.	Learning & Culture Environment & Regeneration
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Proposed Deletions 2024/25					Scrutiny Committee
PI Ref	PI Description	Local /National	Owner	Rationale for Deletion	

**WO2.3 Work with schools, families and others to improve the services and support for those with additional learning needs.**

CPM/167	Percentage of Schools completing the ALN self-evaluation framework.	Local	Sarah Redrup	This is not deemed a useful measure as it only provides us with quantitative indication that schools are completing ALN self-evaluations in line with the framework and doesn't tell us about the quality of these evaluations and how they are using them.	Learning & Culture