

Pecyn Dogfennau



Wendy Walters
Prif Weithredwr,
Chief Executive,
Neuadd y Sir, Caerfyrddin. SA31 1JP
County Hall, Carmarthen. SA31 1JP

DYDD IAU, 11 GORFFENAF 2019

**AT: HOLL AELODAU'R PWYLLGOR CRAFFU POLISI AC
ADNODDAU**

YR WYF DRWY HYN YN EICH GALW I FYNYCHU CYFARFOD
O'R **PWYLLGOR CRAFFU POLISI AC ADNODDAU** SYDD I'W
GYNNAL YN Y **SIAMBR, NEUADD Y SIR, CAERFYRDDIN**, AM
10.00 YB AR DYDD IAU, 18FED GORFFENAF, 2019 ER MWYN
CYFLAWNI'R MATERION A AMLINELLIR AR YR AGENDA
ATODEDIG.

Wendy Walters

PRIF WEITHREDWR



AILGYLCHWCH OS GWELWCH YN DDA

Swyddog Democrataidd:	Martin S. Davies
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Cyf:	AD016-001

PWYLLGOR CRAFFU POLISI AC ADNODDAU 13 AELOD

GRŴP PLAID CYMRU – 6 AELOD

- | | | |
|----|-------------|----------------------------|
| 1. | Y Cyngorydd | Kim Broom |
| 2. | Y Cyngorydd | Handel Davies |
| 3. | Y Cyngorydd | Ken Howell |
| 4. | Y Cyngorydd | Gareth John (Is-Gadeirydd) |
| 5. | Y Cyngorydd | Carys Jones |
| 6. | Y Cyngorydd | Elwyn Williams |

GRŴP LLAFUR – 3 AELOD

- | | | |
|----|-------------|--------------|
| 1. | Y Cyngorydd | Deryk Cundy |
| 2. | Y Cyngorydd | Kevin Madge |
| 3. | Y Cyngorydd | John Prosser |

GRŴP ANNIBYNNOL – 3 AELOD

- | | | |
|----|-------------|--------------------------|
| 1. | Y Cyngorydd | Sue Allen |
| 2. | Y Cyngorydd | Arwel Davies |
| 3. | Y Cyngorydd | Giles Morgan (Cadeirydd) |

GRŴP ANNIBYNNOL NEWYDD – 1 AELOD

- | | | |
|----|-------------|--------------|
| 1. | Y Cyngorydd | Jeff Edmunds |
|----|-------------|--------------|

AGENDA

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2. DATGANIADAU O FUDDIANNAU PERSONOL GAN GYNNWYS UNRHYW CHWIPIAU PLEIDIAU A RODDIR MEWN YMATEB I UNRHYW EITEM AR YR AGENDA
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PWYLLGOR CRAFFU POLISI AC ADNODDAU 18 GORFFENAF 2019

ADRODDIAD BLYNYDDOL DRAFFT CYNGOR SIR CAERFYRDDIN AR GYFER 2018/19

- Adroddiad Blynyddol drafft y Cyngor ynghyd ag adroddiadau manwl yr Amcan Lles sy'n berthnasol i'r Pwyllgor Craffu hwn.

Ystyried y materion canlynol a chyflwyno sylwadau arnynt:

Adroddiad Blynyddol drafft y Cyngor

Rhesymau:

1. O dan Fesur Llywodraeth Leol (Cymru) 2009 mae'n ofynnol inni gyhoeddi Adroddiad Blynyddol ynghylch perfformiadau blaenorol erbyn diwedd mis Hydref bob blwyddyn.
2. O dan Ddeddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015 mae'n ofynnol inni gyhoeddi Adroddiad Blynyddol ynghylch ein Hamcanion Llesiant.
3. Hwn fydd ein hail flwyddyn o adrodd ar ein Hamcanion Llesiant.

Angen cyfeirio'r mater at y Bwrdd Gweithredol er mwyn gwneud penderfyniad: OES - 23 Medi 2019

Aelodau'r Bwrdd Gweithredol sy'n gyfrifol am y Portffolio: Holl aelodau'r Bwrdd Gweithredol

Y Gyfarwyddiaeth: Prif Weithredwr	Swyddi:	Rhifau Ffôn / Cyfeiriadau E-bost:
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Linda Rees Jones	Pennaeth Gweinyddiaeth a'r Gyfraith	01267 224010 LRJones@sirgar.gov.uk
Helen Pugh	Pennaeth Refeniw a Chydymffurfiaeth Ariannol	01267 246223 HLPugh@sirgar.gov.uk
Jonathan Morgan	Pennaeth Cartrefi a Chymunedau Mwy Diogel	01267 228960 JMorgan@sirgar.gov.uk
Awdur yr adroddiad: Rob James	Swyddog Cynllunio Perfformiad a Busnes	01267224486 rjames@sirgar.gov.uk

EXECUTIVE SUMMARY

POLICY & RESOURCES SCRUTINY COMMITTEE

18 JULY 2019

Draft Annual Report for 2018/19

- The Council's Annual Report together with the relevant Well-being Objective detailed reports for this Scrutiny
- The following sections within the document are relevant to Policy & Resources Scrutiny:
 - Introduction
 - **WBO 5.** Tackling poverty (with detailed *commitment progress updates*)
 - **WBO 14.** Promoting **Welsh language** and culture (with detailed *commitment progress updates*)
 - **WBO 15.** Building a Better Council and Making Better Use of Resources (with detailed *commitment progress updates*)
 - Appendices
- *Please Note: The draft detailed commitment progress updates for **all** the WBOs are available as document links within the document – at the bottom of each Well-being Objective.*

The report:-

1. Provides an overview of 2018/19 Performance
2. Provides two page progress reports for all 15 Well-being Objectives
3. Will provide a link to track detailed progress on every specific action and target set for each Well-being Objective.

Note

- The statutory publication deadline for this report is the 31st October.
- It must include other performance information that becomes available throughout the summer, for example:-
 - All Wales Comparative Out turn data
 - National Survey for Wales results

This data will be included before final publication.

DETAILED REPORT ATTACHED?

YES

IMPLICATIONS

We confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report

Signed:	Noelwyn Daniel	Head of ICT & Corporate Policy
	Paul Thomas	Assistant Chief Executive (People Management)
	Randal Hemingway	Head of Financial Services
	Linda Rees Jones	Head of Administration & Law
	Helen Pugh	Head of Revenues and Financial Compliance
	Jonathan Morgan	Head of Homes & Safer Communities

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
YES	YES	YES	No	No	No	No

1. Policy, Crime & Disorder and Equalities

To comply with the Well-being of Future Generations (WbFG) Act 2015, we must (in carrying out sustainable development) :-

<ul style="list-style-type: none"> Set and publish well-being objectives 	Corporate Strategy update published – June 2019.
<ul style="list-style-type: none"> Take all reasonable steps to meet those objectives 	
<ul style="list-style-type: none"> Publish a statement about well-being objectives 	
<ul style="list-style-type: none"> Publish an annual report of progress 	This will be accomplished by the enclosed Annual Report

Only when a public body can demonstrate it has taken into account the sustainable development principle in the setting, taking steps and meeting of its well-being objectives will it be compliant with the Act. Public bodies may take other matters into account when making their decisions, but in order to comply with the Act they **must** take into account the 5 ways of working.

1. Long term
2. Integrated
3. Involving
4. Collaborative
5. Preventative

2. Legal

We have to publish our Annual Report by the 31st October to comply with the Local Government Measure 2009

3. Finance

Well-being Objective 15 - Building a Better Council and Making Better use of Resources covers financial matters.

CONSULTATIONS

We confirm that the appropriate consultations have taken in place and the outcomes are as detailed below:

Signed: Noelwyn Daniel	Head of ICT & Corporate Policy
Paul Thomas	Assistant Chief Executive (People Management)
Randal Hemingway	Head of Financial Services
Linda Rees Jones	Head of Administration & Law
Helen Pugh	Head of Revenues and Financial Compliance
Jonathan Morgan	Head of Homes & Safer Communities

1. Local Member(s) n/a
2. Community / Town Council n/a
3. Relevant Partners n/a
4. Staff Side Representatives and other Organisations - All Departments have been consulted and have had the opportunity to provide comments on their performance and progress.

Public Consultation:

As in previous years we consulted with the public on the set of Well-being Objectives as part of budget consultation.

Analysis of the results showed agreement for the objectives.

**Section 100D Local Government Act, 1972 – Access to Information
List of Background Papers used in the preparation of this report:**

Title of Document	File Ref No.	Locations that the papers are available for public inspection
The Local Government Measure (Wales) 2009		Welsh Government\Final part 1 guidance
Statutory guidance on the Well-being of Future Generations (Wales) Act 2015. SPSF2:Individual Public Body Role		SPSF2:Individual Public Body Role
Moving Forward in Carmarthenshire: the next five years.		Moving Forward in Carmarthenshire: the next five years.
The Council's New Corporate Strategy June 2018-2023		The Council's New Corporate Strategy June 2018-2023

Moving Forward in Carmarthenshire

The Council's Corporate Strategy 2018-2023

Annual Report 2018/19



The following sections within the document are relevant to this Scrutiny:

- **Introduction**
- **WBO 5.** Tackling poverty
- **WBO 14.** Promoting Welsh language and culture
- **WBO 15.** Building a Better Council and Making Better Use of Resources
- **Appendices**

Welcome from the Leader of the Council

To follow ...

Councillor Emlyn Dole
Leader of Carmarthenshire County Council

We welcome constructive comments on our strategies and services. Feedback from customers and service users is essential in identifying opportunities for improvement and we hope that if you have any comments or suggestions that you believe would help that you will share them with us. Please contact us at:

Listening to You, Carmarthenshire County Council, County Hall,
Carmarthen SA31 1JP or email at ListeningToYou@carmarthenshire.gov.uk

Cllr Emlyn Dole
Leader



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Appendix 2	Our Success Measures	not all external data available as yet
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Appendix 5	Regulatory Reports	Enclosed

Introduction

In June 2018, we published a New Corporate Strategy for 2018-23. This document is an Annual Report that examines our progress in the first year 2018/19 of the strategy.

It is produced by the Council because we believe we should provide comprehensive and balanced information to the public about our services, so that they can see how we are performing and the challenges we are facing. It is also a statutory duty under the Local Government Measure (Wales) 2009 and the Well-being of Future Generations Act 2015.

Working with Partners

As a Council we are not alone in working to improve the lives of Carmarthenshire's citizens. We are collaborating with other public bodies. We have set up a Public Sector Board and this partnership has published a [Carmarthenshire Well-being Plan](#). All the separate public bodies in the partnership published their own Well-being Objectives last year and we will be working to meet many common objectives.

Equality and Diversity

Strategic Equality Plans (SEPs) are important documents that set out how public bodies will consider the needs of groups with protected characteristics, as outlined in the Equality Act 2010. This is intended to ensure that all individuals receive just and equitable treatment in respect of service delivery and strategy/policy formulation. Carmarthenshire County Council's SEP includes three key themes which look at our role as an employer, a service provider and a community leader. Under those three themes are six strategic objectives. A detailed [Action Plan](#) has been prepared to demonstrate how we will meet those Objectives.

During the year, our work with external protected groups has continued to grow and our partnership with community groups has strengthened. The Carmarthenshire Disability Partnership, chaired by the Executive Board Disability Champion has continued to develop, with a key aim of making sure that services delivered by the Council meet the needs of disabled people throughout the county. During the year, we have also worked closely with other public sector organisations to present and discuss key consultations such as the Transforming Clinical Services Programme.

Welsh Language (also, please see *Well-being Objective 14*)

We are continuing to implement the Welsh Language Standards across the Council. A great deal of internal communication has been done across the organisation and key messages were conveyed to staff at various opportunities, including the internal staff roadshows. Meeting staff face to face and discussing any issues that arise in their daily work is key in the success of the Standards. The opportunity was also taken to promote the online audio clips, glossaries, videos and new templates as well as promoting the variety of courses available to learn or improve Welsh.

During the year, we have developed a positive working relationship with the National Centre for Learning Welsh and staff have been able to access various opportunities such as Intensive and Residential Courses. Our Learning and Development Advisor (Welsh language) leads on this work and close liaison is maintained with the Policy and Partnership team, Managers, Heads of Service and our learners. The officer has increased the opportunities available to staff by researching and delivering a variety of courses that meet the different needs of our staff.

The County Strategic Forum, which is led by the Council and includes representation from the county's language promotion organisations, as well as public bodies with language policy officers, has also continued its role in developing a programme of promoting the Welsh language in the county and has contributed extensively to the preparation of the Promotion Strategy for Carmarthenshire, in line with the Promotion Standard.




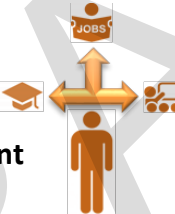




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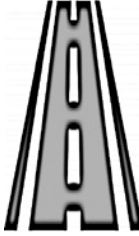


A summary of our Key Success Measures

See *Appendix 2* for comparative ranking of performance

The Council is working with local, regional and national partners to improve the following measures.

Key - **Better** result than previously / **Worse** result than previously

Start Well	<p>1. <i>Help to give every child the best start in life and improve their early life experiences.</i></p> <p><i>More detail on page 14</i></p>	<p>10.4% of children in care who had to move 3 or more times</p> 	Worse
	 <p>26.6% of children are overweight or obese</p> <p><i>More detail on page 16</i></p>	<p>2. <i>Help children live healthy lifestyles.</i></p> <p><i>More detail on page 16</i></p>	Better
	<p>3. <i>Continue to improve learner attainment for all.</i></p> <p><i>More detail on page 18</i></p>	 <p>363.1 is the average score (best 9 exam results) for Year 11 pupils</p>	Better
	<p>1.8% year 11 pupils are Not in Education, Employment or Training (NEET)</p> 	<p>4. <i>Reduce the number of young adults that are Not in Education, Employment or Training.</i></p> <p><i>More detail on page 20</i></p>	Worse
	<p>5. <i>Tackle poverty by doing all we can to prevent it, help people into work & improve the lives of those living in poverty.</i></p> <p><i>More detail on page 24</i></p>	<p>35.5% of households living in poverty</p> 	Worse
Live Well	<p>419 Jobs created</p> 	<p>6. <i>Create more jobs and growth throughout the county.</i></p> <p><i>More detail on page 26</i></p>	Better
	<p>7. <i>Increase the availability of rented and affordable homes.</i></p> <p><i>More detail on page 28</i></p>	<p>247 Additional Affordable Homes</p> 	Better
	<p>TBC% of Adults who say their general health is Good or Very Good</p> 	<p>8. <i>Help people live healthy lives (tackling risky behaviour and obesity).</i></p> <p><i>More detail on page 30</i></p>	

Age Well	<p>9. Support good connections with friends, family and safer communities.</p> <p><i>More detail on page 34</i></p>	<p>51.6%</p> <p>Of adults felt they had a sense of community</p> 	Better
	 <p>47.5%</p> <p>Agree there's a good social care service available in their area</p>	<p>10. Support the growing numbers of older people to maintain dignity and independence in their later years.</p> <p><i>More detail on page 36</i></p>	Worse
	<p>11. A Council wide approach to support Ageing Well in Carmarthenshire.</p> <p><i>More detail on page 38</i></p>	<p>16.6% of people are lonely</p> 	Better
In A Healthy, Safe & Prosperous Environment	<p>Our recycle rate is</p> <p>58.94%</p> 	<p>12. Look after the environment now and for the future.</p> <p><i>More detail on page 42</i></p>	Worse
	<p>13. Improve the highway and transport infrastructure and connectivity.</p> <p><i>More detail on page 44</i></p>	<p>Roads that are in poor condition:</p>  <ul style="list-style-type: none"> 5.2% of our A Class 4.2% of our B Class 12.5% of our C Class 	Worse
	 <p>We have TBC% of people who can speak Welsh</p>	<p>14. Promote Welsh Language and Culture.</p> <p><i>More detail on page 46</i></p>	
	<p>15. Building a Better Council and Making Better Use of Resources.</p> <p><i>More detail on page 50</i></p>	 <p>9.8 staff sick days per year</p>	Better

Other Assessment Information

Citizen Satisfaction



[National Survey for Wales](#)

The 2018/19 National Survey for Wales data will be published in June/July 2019



[Link to Welsh Government's National Survey for Wales](#)

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Public Accountability Measures

There is also a **National suite of measures** that all councils in Wales have to collect - *See Appendix 4*




There are two main ways of measuring improvement:-

- Year on year improvement
- How we compare with other Authorities in Wales

Year on Year Improvement

During 2018/19, **36%** of our measures improved while **61%** have declined. It has been increasingly difficult to sustain improvement as measured by these Performance Indicators due to sustained budget reductions and increased demand and expectations.

The table below shows year on year results:

Year	 Improved	 Constant	 Declined	Net Difference (Improved - Declined)
2018/19	36% (12 measures)	3% (1 measure)	61% (20 measures)	-25% ↓
2017/18	64% (16 measures)	0% (0 measures)	36% (9 measures)	28% ↓
2016/17	65% (17 measures)	4% (1 measure)	31% (8 measures)	34% ↑
2015/16	57.5% (23 measures)	17.5% (7 measures)	25% (10 measures)	32.5% ↑
2014/15	56% (24 measures)	14% (6 measures)	30% (13 measures)	26% ↓
2013/14	59% (26 measures)	11% (5 measures)	30% (13 measures)	29%

How we compare with other Authorities in Wales

This data will be available in September 2019



WALES AUDIT OFFICE
SWYDDFA ARCHWILIO CYMRU

The 2018/19 Annual Improvement Report is expected in June 2019

During the year the Wales Audit Office issued a number of reports on Council Services and these are listed in **Appendix 5**

During the year there was also a report on one of our Well-being Objectives.

It found:-

'The Council has acted in accordance with the sustainable development principle in setting the 'step' and has effectively taken account of the five ways of working in the actions it is taking to deliver it'

Wales Audit Office – Feb. 2019

Well-being of Future Generations An examination of 'Start Well-Help children to live healthy lifestyles'



During the last full academic year 2017-18, Estyn inspected *16 primary schools and one Pupil Referral Unit*. These schools were inspected under the new inspection framework. Most schools inspected received '**Good**' or '**Better**' in all 5 inspection areas. An encouraging number of our schools received judgements of '**Excellent**' against specific areas within the Framework and were invited to provide '*Good Practice Case Studies*' to support the work of other schools on a national basis. This is cause for much recognition and celebration and builds well on our previous year's performance. Indeed, our schools and services have continued to work hard through effective partnership to achieve such pleasing and encouraging outcomes.



TBC - expected in July 2019



Life is for living, let's start, live and age well in a healthy, safe and prosperous environment



Start Well

Live Well

Age Well

Healthy, Safe & Prosperous Environment

Well-being Objectives

1. Help to give every child the best start in life and improve their early life experiences.

2. Help children live healthy lifestyles.

3. Continue to improve learner attainment for all.

4. Reduce the number of young adults that are Not in Education, Employment or Training.

5. Tackle poverty by doing all we can to prevent it, helping people into work & improving the lives of those living in poverty.

6. Creating more jobs and growth throughout the county.

7. Increase the availability of rented and affordable homes.

8. Help people live healthy lives (tackling risky behaviour & obesity).

9. Supporting good connections with friends, family and safer communities.

10. Support the growing numbers of older people to maintain dignity & independence in their later years.

11. A Council wide approach to supporting Ageing Well in Carmarthenshire.

12. Looking after the environment now and for the future.

13. Improving the highway and transport infrastructure and connectivity.

14. Promoting Welsh language and culture.

15. Building a Better Council and Making Better Use of Resources

Start Well





Well-being Objective 1

Start Well - Help to give every child the best start in life and improve their early life experiences

The number of children Looked After has continued to reduce

We have one of the lowest number of Looked After Children in Wales. Preventative teams such as Family Support service and Edge of Care Team have been re-designed to focus on working intensively with families and children to try and avoid the need for statutory intervention whenever possible. Systemic practice incorporating Signs of Safety model is embedding in our child care teams. The revised Families First programme, comprising 13 projects, has been delivering a range of activities in partnership with other agencies with an aim of preventing, and mitigating the effects of Adverse Childhood Experiences (ACEs). Full roll-out of the 30 hours of free childcare offer commenced in January 2019.

Why it is important

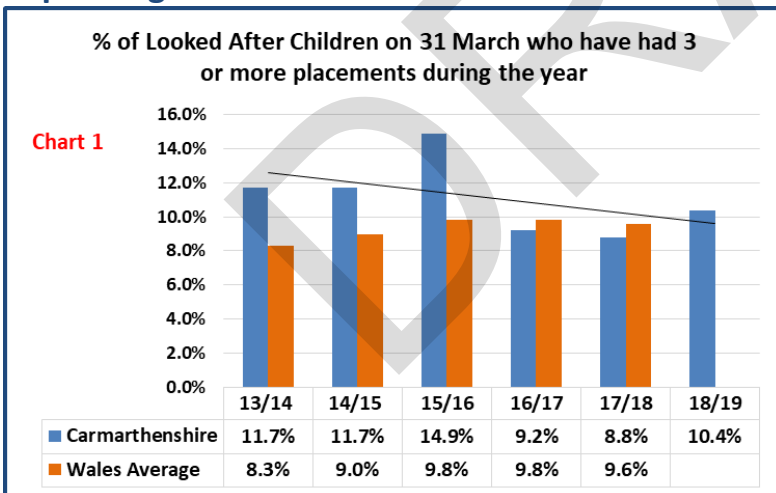
- Because giving every child the best start in life is crucial to reducing inequalities across the life course
- Early intervention is key to long term health and well-being. What happens during these early years has lifelong effects on many aspects of health and well-being – from obesity, heart disease and mental health, to educational achievement and economic status
- Because Looked After Children (LAC) are more likely to have been exposed to multiple risks associated with poor long term outcomes before entering care

Success Measure

10.4% of children in care who had to move 3 or more times

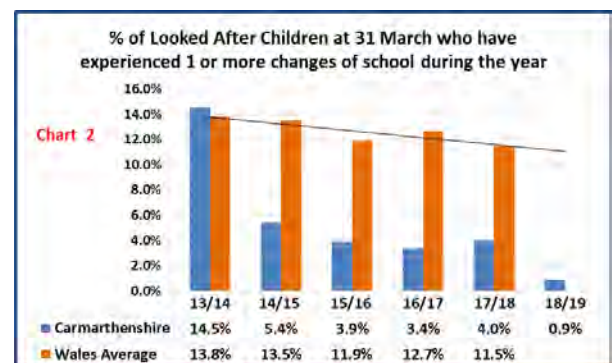


Explaining the Results



We have seen a slight dip in performance this year with 19 children having moved 3 or more times compared to 17 during 2017/18. However, it shows an overall improvement of 4.5% since 15/16. (See Chart 1)

School stability is also an important factor in improving outcomes, and it is important to note that Looked After children in Carmarthenshire experience significantly fewer school moves than anywhere else in Wales – 0.9% during 2018/19 (better than Wales average 11.5% 2017/18) (See Chart 2)



In the **long-term** our focus is on prevention and maintaining children at home with families and out of the care system wherever possible, as well as providing extra resources for foster carers to support the children in their care to avoid the need to move wherever possible.

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Progress Made

- ⊙ **30 hours free childcare offer** will be a significant savings for many Carmarthenshire families. To date **557** applications received from Carmarthenshire parents/carers, **180** Carmarthenshire Childcare providers have signed contracts, and **£172,640.25** in payments has been administered to local childcare providers since implementation.
- ⊙ We are continuing to implement the **Team Around the Family (TAF)** approach across the county for 0-25 year olds. The Eligibility document regarding thresholds and access to TAF services has been completed. The new JAFF, and the new TAF-in-Schools project have also commenced implementation since April 2019.
- ⊙ **9291 individuals** received support from **Families First (FF)** projects during 2018-19. From April 2019 FF programme will be included with 6 other funding streams under the Children & Communities Grant (CCG).
- ⊙ **Flying Start** service is being fully delivered across 18 areas, covering 768 postcodes within Carmarthenshire. FS Health Visitors are delivering the healthy child Wales Programme (HCWP) through a multi-disciplinary approach.
- ⊙ **Attachment awareness** training has been provided to all 73 schools that have looked after children, and is being embedded as part of the core training within the 'behaviour transformation programme' in schools.
- ⊙ An active consultation group for care experienced children called ECHOES, run jointly with Voices from Care and Children's Services have developed the 2019 Corporate Parenting Strategy.

CELEBRATING SUCCESS: LOOKED AFTER CHILDREN AND CARE LEAVERS FESTIVAL OF CELEBRATION

In the company of council officers, a number of children and young people received an award for their academic success, artwork, sporting and volunteering contributions. A young person compered the event very effectively and a special talk was given.



Executive Board Member
For Education & Children
Cllr Glynog Davies



View our [detailed progress here](#) against this objective



Well-being Objective 2

Start Well - Help children live healthy lifestyles

Obesity in children in Carmarthenshire is reducing

The obesity rate in Carmarthenshire is at its lowest point for four years. This remains a long term invest to save objective ensuring the long term health of children.

Why it is important

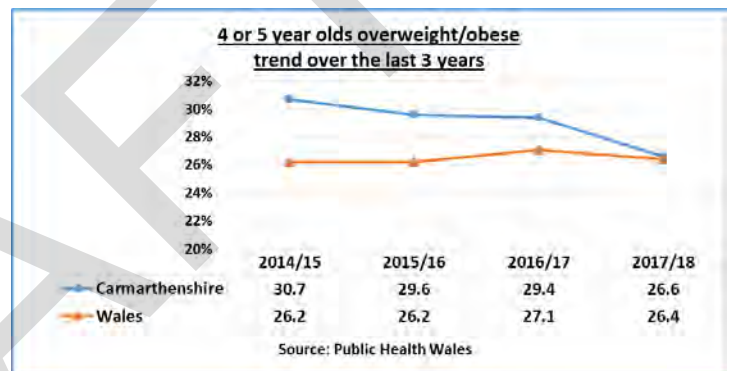
- The [Play Sufficiency Assessment](#) identified playing outside as the most popular setting for children but also found that 32% of parents worried about their child’s safety.
- Assessment engagement activity with primary school children showed being physically active to be the second most important factor for the positive well-being of children.
- Living healthy lives allows children to fulfil their potential and meet education aspirations.
- Habits established early in life remain with people to allow them to play a full part in the economy and society of Carmarthenshire.

Success Measure

26.6% of children are overweight or obese



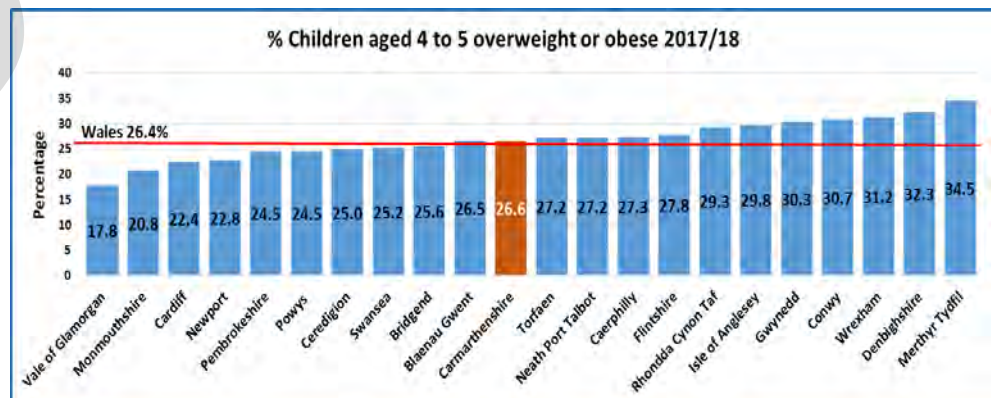
(An improvement on the previous year)



Explaining the Results

[Public Health Wales](#) (PHW) NHS Trust published its data on the 2017/18 Child Measurement Programme (CMP) for Wales which contains findings of the programme of child measurements carried out with children attending reception class in schools in Wales. 93.2% of eligible children participated in the programme in Carmarthenshire with 94.1% in Wales.

- There has been a downward trend in the **% of overweight or obese** children aged 4 to 5 in Carmarthenshire over the last 4 years. From **30.7%** in 2014/15 to **26.6%** in 2017/18 and moved from 3rd highest to 11th highest in Wales. The gap between us and the Welsh average has closed and currently just above the figure of 26.6%.



- The proportion of children who are **obese** has reduced slightly from 14% in 2016/17 to **13%** in 2017/18.
- Obesity in childhood often persists into adult life, leading to related health problems like type 2 diabetes, liver disease, higher rates of heart disease, and some cancers.

Progress Made

- ⦿ The **Healthy Schools Scheme** is now in its 15th year with 100% of schools now on board with the scheme. During this academic year a total of 9 schools were successful in completing another phase of the scheme and were presented with their awards at the Annual Healthy Schools Award Ceremony. 109 schools have achieved phase 1; 106 schools have achieved phase 2; 101 schools have achieved phase 3; 72 schools have achieved phase 4; 37 schools have achieved phase 5; 2 school, Parc y Tywyn and Nantgaredig, has achieve Phase 6; 2 schools, Nantgaredig and Peniel, have achieved the National Quality Award.
- ⦿ Training delivered to pupils includes; 70 Year 12 pupils attended the 2 day Sexual Health and Relationships Educator training course which is delivered annually by the Healthy Schools team in partnership with the Local Senior Sexual Health Nurse; 145 Year 5 and Year 6 pupils were trained as Playground buddies during this academic year by the Healthy Schools Team. As a result 2 schools within the Authority were commended by ESTYN in their inspection reports for implementing the scheme due to its positive impact on the well-being of its pupils. The Playground Buddy Scheme continues to work very well in schools by reducing levels of loneliness, low level conflict and increased levels of feeling safe amongst pupils.
- ⦿ 104 delegates attended a Well-being Conference delivered by the Healthy Schools Team in order to raise awareness on the importance of **Mental & Emotional Health** of both pupils and staff and its impact on performance.
- ⦿ Actif Sport & Leisure view the Sports Ambassador programme as key way of developing **physical activity** opportunities in schools and the community investing time to encourage young people to be 'Hooked on Sport for Life'. Offering the full ambassador pathway from bronze to platinum, Actif Sport & Leisure increased the number of participants from 75000 in 2016/17 to 107615, with 2000 active hours increasing to 3045 active hours in 2017/18. 95 Primary schools out of 98 and all 12 secondary schools are currently delivering the ambassador programme and each year the success of the programme is celebrated with all volunteers

Carmarthenshire's Outdoor School Scheme



Executive Board Member
For Education & Children
Cllr Glynog Davies



View our [detailed progress here](#)
against this objective



Well-being Objective 3

Start Well - Continue to improve learner attainment for all

Examination outcomes continue to Improve

Carmarthenshire's performance at GCSE continued to improve with 58.2% of our learners achieving the Level 2 Inclusive indicator (at least 5 number GCSE passes at grade A* to C including mathematics and language). This result places us comfortably above the Wales average of 55.1%.

At a national level, this year's GCSE results have hit the headlines with the impact of issues such as revised examination specifications triggering levels of variance in outcomes across Wales. We have to be cautious when considering any comparisons with the performance trends from previous years' data.

Within Carmarthenshire, we continue to emphasise and focus on the progress our learners achieve from their individual starting point and firmly believe that this is the true measure of success and celebration.

- We all want all of our children and young people to have the best possible start in life by supporting them to gain the skills and knowledge they need to lead happy, healthy, fulfilling lives.
- We want to improve outcomes for all ages through lifelong learning, to enable them to thrive in 21st Century living and the world of work.
- Research by *The Institute of Education* suggests that attending a good pre-school and primary school can have more impact on children's academic progress than their gender or family background (Taggart, 2015)
- Our service remains committed to both the principles and priorities as outlined in the Welsh Government's most recent strategic document '[Education in Wales: Our National Mission.](#)'

Success Measures



363.1 is the average score (best 9 exam results) for Year 11 pupils



6th highest in Wales
Source: StatsWales



93.9%

Attendance at Primary Schools

93.8%

Attendance at Secondary Schools



Both results have declined from previous year (Primary 94.4% & Secondary 94.3%)
Source: StatsWales



84%

are satisfied with their child's primary school



(Down on the previous year of 90%)
90% in Wales

Source: National Survey for Wales

Explaining the Results

- The average score based on the **best 9 exam results** for Year 11 pupils during 2018/19 (2017/18 Academic Year) is 363.1 where girls had an average score of 375.2 and boys 352.5. This is an improvement on the previous year and well above the Welsh average of 349.5.
- **School attendance** in both Primary and Secondary schools in Carmarthenshire *declined* during 2018/19 (2017/18 Academic Year). Primary school attendance reduced from 94.4% to 93.9% and from 21st to 22nd position and worst in Wales. Secondary school attendance reduced from 94.3% to 93.8% and from 9th position to 11th position. There will be robust consultation with Governors, Headteachers, Educational Welfare Service and related professionals to develop an action plan to improve school attendance moving forward.
- According to the 2018/19 [National Survey for Wales](#), 84% of participants were satisfied with their child's primary school in Carmarthenshire, this has reduced from the previous year of 90% and below the Welsh average.

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Progress Made

- ⦿ An impressive 72.1% of our Carmarthenshire GCSE entries were graded A* to C, remaining well above the Wales average of 61.6%. In addition, performance at the highest end of awarded grades witnessed an encouraging 18.1% of our pupils achieving grades A* to A compared to 18.5% across Wales.
- ⦿ Further success has also been gained by our pupils within the National Welsh Bacallaureate with 62.9% of pupils achieving this award, compared with 57.6% achieving nationally.
- ⦿ At Key Stage 5, the commitment and dedication shown by our students and their schools resulted in nearly 78% of students achieving A*-C grades (an increase of 1.8% in comparison to results in 2017) which witnessed Carmarthenshire remaining comfortably above the Welsh national average of 73.8%. Almost a quarter of the grades awarded (24.8%) were at the A*- A level. Improved outcomes were also reflected in the AS Level grades with 91.8% of entries being awarded an A - E grade. An increasingly effective range of learning opportunities on offer to our AS students has ensured a 4.6% increase in the A - E pass rate over the last three years.
- ⦿ During the academic year 2017-18, Estyn inspected 16 primary schools and one Pupil Referral Unit. These schools were inspected under the new inspection framework. Most schools inspected received 'Good' or better in all 5 inspection areas. An encouraging number of our schools received judgements of 'Excellent' against specific areas within the Framework and were invited to provide 'Good Practice Case Studies' to support the work of other schools. This is cause for much recognition and celebration and builds well on our previous year's performance. Indeed, our schools and services have continued to work hard through effective partnership to achieve such pleasing and encouraging outcomes.
- ⦿ The Modernising Education Programme continued apace benefitting thousands of our learners with the completion of major projects, valued at over £20 million, at Ysgol St. John Lloyd, Ysgol Parc y Tywyn, Ysgol Pontyberem and the completion of the phase 1 at Ysgol Llangadog.

OFFICIAL OPENING OF YSGOL GYMRAEG PARC Y TYWYN

To commemorate the occasion local bard and national Chair winner Rev. Meirion Evans wrote an *englyn* (a traditional Welsh short poem form)



*This is our garden, this is our old language's oasis
between the barren dunes,
and after sowing from this grows
the green shoots of our scholars.*



Executive Board Member
For Education & Children
Cllr Glynog Davies



View our [detailed progress here](#)
against this objective



Well-being Objective 4

Start Well - Reduce the number of young people that are Not in Education, Employment or Training (NEET)

The number of NEET has risen for the first time in 3 years

The number of Year 11 NEET young people in Carmarthenshire has risen slightly for the first time in three years. The figure of 1.8% however remains below that of 2016/17. Disappointingly we have also seen an increase in Year 13 NEET young people. We will continue to work to ensure that all our young people will remain in Education, Employment and Work Based Training

Why it is important

- Reducing the number of NEET young people reduces the effects of poverty and the wider cost to society of support services, reliance on benefits and offending.
- It is essential to maximise the life opportunities of children, ensuring that as many young people as possible are able to progress to school 6th forms, Further Education Colleges, apprenticeships, training provision or work.
- It enables young people to contribute positively to their local communities.

Success Measures



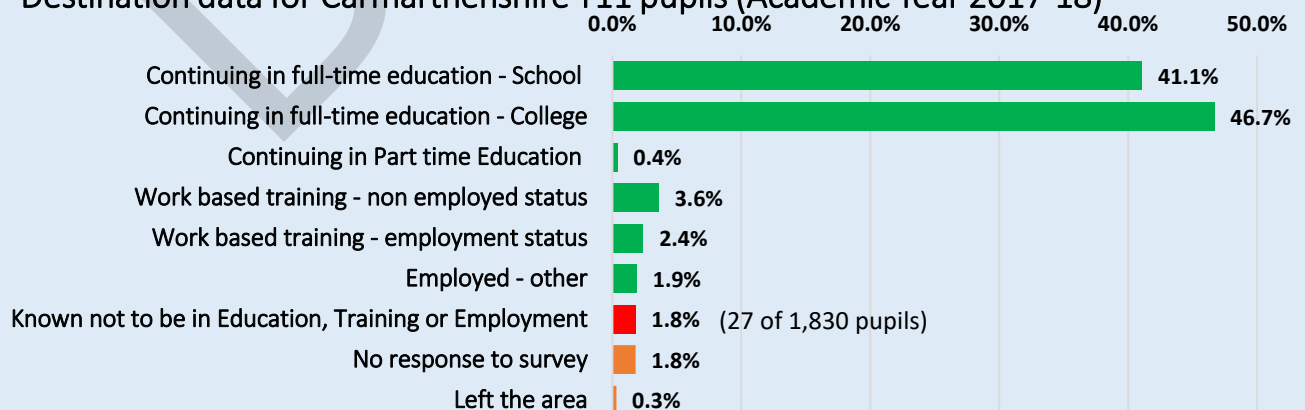
1.8% year 11 pupils &
4.9% year 13 pupils
 are Not in Education, Employment or Training (NEET)
 (Previous year - Yr 11: **1.4%** & Yr 13: **3.0%**)



Explaining the Results

- 1.8%, or 32 of **Year 11** pupils becoming NEET equated to 96.1%, or 1,743 pupils remaining in Education, Employment or Training. A small number of pupils (38), either did not respond to contact or were known to have left Carmarthenshire. The result ranked 14th in Wales and above the Welsh average of 1.6%.

Destination data for Carmarthenshire Y11 pupils (Academic Year 2017-18)



- 4.9%, or 33 out of 673, **Year 13** pupils were known to become NEET, with 41 pupils either not responding to contact or being known to have left the area. Factors previously affecting the result include the rising cost of higher education, young people's awareness of training and employment opportunities and limited identification of this group of young people by schools following the A Level results. We will seek qualitative data to improve on this situation.

Progress Made

- ⦿ We have continued to deliver the local elements of the Cam Nesa and Cynnydd European Social Fund (ESF) projects, providing support services for young people at risk of becoming NEET. Funding for Cynnydd has been confirmed until 2022 while we await an announcement about continuing Cam Nesa funding. In seeking alternatives beyond ESF Funding we have used the Alternative Learning Company to deliver provision for 33 Key Stage 4 learners. This initiative is now being evaluated.
- ⦿ We are working in collaboration with the Regeneration department and Secondary Head Teachers to align learning pathways with the City Deal. The soon to be launched local curriculum will help to embed these pathways.
- ⦿ We have continued to discuss opportunities for apprenticeships within the county with Coleg Sir Gar including a heightened vocational offer for young people in the Llanelli area.
- ⦿ We have increased participation with young people, such as involving them in recruitment off staff and gathering their views and opinions to influence business planning and setting of priorities within our Youth Support Service, in order to effectively engage with those children and young people who are NEET. As a Council we employed 15 Apprentices 2017-19 and 18 Graduates.
- ⦿ Carmarthenshire's delivery of the Welsh Government Youth Engagement and Progression Framework includes identification of young people most at risk of disengagement, brokerage and co-ordination of support, tracking and transition of young people through the education system, provision to meet identified needs and developing the employability skills and opportunities for employment. This work is delivered primarily by the County Council's Youth Support Service, together with schools, Coleg Sir Gar, training providers, voluntary organisations and Careers Wales.



Executive Board Member
For Education & Children
Cllr Glynog Davies



View our [detailed progress here](#)
against this objective



Live Well





Well-being Objective 5

Start Well/Live Well - Tackle poverty by doing all we can to prevent it, help people into work & improve the lives of those living in poverty

650 more households living in poverty (up from 35% to 35.5%)

Welsh Government defines poverty as when a "household income is less than 60% of the GB median income". This means a household where income is less than £18,868 a year (i.e. 60% of £31,446).

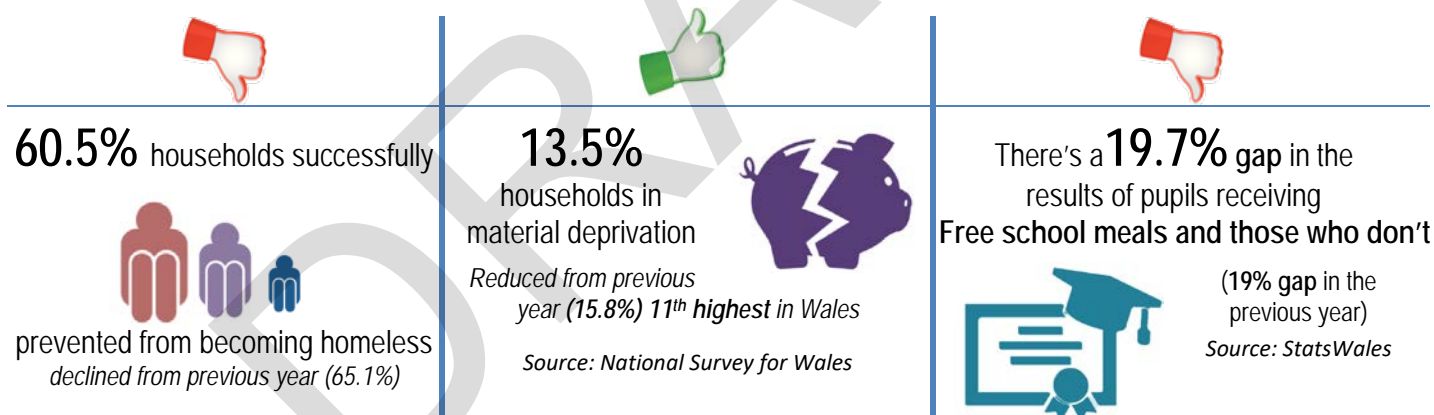
Therefore, 35.5% can be defined as living in poverty in Carmarthenshire which is above the Welsh average of 33.6% and has moved from 8th to 13th worst in Wales.

Household Income Figures Source: CACI's 'PayCheck' data										
Households Living in Poverty	2014		2015		2016		2017		2018	
	Carms	Wales	Carms	Wales	Carms	Wales	Carms	Wales	Carms	Wales
	29,956 (37.1%)	446,586 (33.6%)	29,086 (36.3%)	459,283 (35%)	29,020 (35.9%)	460,322 (34%)	28,223 (35.0%)	450,616 (33%)	28,881 (35.5%)	456,971 (33.6%)

Why it is important

- Poverty and deprivation have serious detrimental effects across all aspects of well-being. It limits the opportunities and prospects for children and young people, damages the quality of life for families and communities
- Poverty can be a barrier to full participation in society and is too often an intergenerational experience which poses a significant threat to experiencing positive well-being both now and in the future
- Two Carmarthenshire wards (Tyisha and Glanymor) were in the top 20 worst wards for childhood poverty in Wales (both at 41.3%) Source: End Child Poverty, Loughborough University, 2019 - commissioned by the End Child Poverty Network

Success Measures



Explaining the Results

- Of the 413 households **threatened with homelessness** during 2018/19, **250 were successfully prevented from becoming homeless – 60.5%**. There were 120 unsuccessful preventions. The introduction of Universal Credit is beginning to have an impact with some private landlords being reluctant to continue with benefit claiming tenants. We have also identified that private sector tenants tend to approach the service at the point of eviction rather than at the point of receiving notice, this then reduces the time to engage with the landlord to prevent or relieve the situation.
- According to the 2018/19 [National Survey for Wales](#) **13.5%** of participating households in Carmarthenshire were classed as **living in material deprivation**, this is just below the Welsh average of 13.6% and a reduction on last year on 15.8%.
- There's a **19.7%** gap between the average score based on the best 9 **exam results** for Year 11 pupils receiving **Free School Meals (FSM)** and **those who don't (Non-FSM)**, this has increased slightly from a 19% gap in the previous year. This is the 7th smallest gap in Wales (previously 6th). However the FSM score has increased from 307.6 to 308.1 (but the score for Non-FSM has also increased by more, from 360.8 to 375.5).

Progress Made

- ⦿ We have developed a new homelessness action plan that will provide more focus on prevention and making people aware of the need to contact us at an earlier stage should they be experiencing housing problems.
- ⦿ A newly formed team also provides a package of advice and support to all prospective tenants to discuss their responsibilities as part of the tenancy agreement. This includes: how to pay their rent and make a benefit claim. Training sessions have been initiated where prospective tenants on our Housing Choice Register undertake a 1 day course which provides information on tenancy issues in far more detail.
- ⦿ After receiving Communities 4 Work and Communities 4 Work Plus programmes,
 - 589 adults received employability support - 100% felt more confident about seeking work.
 - 418 received digital inclusion support with 100% feeling more confident in using the computer.
 - 402 residents gained accredited qualifications in employment related courses.
- ⦿ We now pay our staff the equivalent of the Foundation Living Wage (a voluntary living wage level). This impacts the lowest paid staff who will receive the equivalent of £8.75 per hour (April 2018) which is higher than the National Living Wage (statutory requirement) of £7.83 (April 2018).
- ⦿ The Community Bureau has helped community, voluntary and charitable groups and social enterprises in Carmarthenshire to access support, advice and grants quickly. . During the year 5 enterprises have been created, 25 jobs have been created, 50 jobs safeguarded and 350 individuals have gone into training/education and we have supported, working with CAVS, 450 people into volunteering.
- ⦿ We have carried out extensive engagement in the Tyshia ward to listen to the needs and concerns of its residents. We are in the process of implementing an ambitious master plan that will address the areas needs in terms of housing mix, the environment and general community safety and facilities as well as specific issues such as antisocial behaviour, fly tipping and litter.

Customer service Hwb in Ammanford gets the thumbs up!



People can make payments, get job and training support, access digital facilities, find out about volunteering opportunities and more



Executive Board Member
For Communities and Rural Affairs
Cllr Cefin Campbell



View our [detailed progress here](#)
against this objective

Tudalen 33



Well-being Objective 5

Start Well/Live Well - Tackle poverty by doing all we can to prevent it, help people into work and improve the lives of those living in poverty

The following are our commitments and end of year progress comments for this Well-being Objective during 2018/19.

Last Year's Commitments	✓ x	Progress Comment	Scrutiny
A - Preventing Poverty			
We will introduce a package of support and advice designed to support new tenants maintain their tenancies. (Ref 13147)	✓	<p>We initially employed a project officer to initiate the proposals. We have since employed 3 more officers to form a new team to provide a package of advice and support to all new tenants. We meet all new tenants and discuss:</p> <ul style="list-style-type: none"> • their responsibilities as part of the tenancy agreement • how to pay their rent • making a benefit claim <p>Training packages have been initiated where prospective tenants on our Housing Choice Register undertake a 1 day course where tenancy issues are covered in more detail.</p>	COMM
We will assess the options for delivering energy efficiency improvements to Council homes. (Ref 13148)	✓	<p>We have identified a small scheme for which we will receive support for the cost of technologies from the SPECIFIC 2 LCBE project which is part-funded by the European Regional Development Fund through the Wales European Funding Office. The 'systems-based approach' combines renewable energy supply, energy storage and energy demand reduction technologies creating a holistic approach to retrofitting. The solutions proposed are:</p> <ul style="list-style-type: none"> • External wall insulation; • Loft insulation; • LED lighting; • Mechanical ventilation with heat recovery; • High efficiency gas boilers; • Solar PV; and • Lithium ion batteries. <p>The Specification has been agreed and a Principle Contractor appointed. Upon completion of the works we shall be analysing the results of the installation of low carbon technology in terms of costs, benefits to tenants and ease of use. This will enable us to better understand the potential for helping tenants to reduce their energy bills, improve the comfort of their homes and reduce carbon emissions to levels set by Welsh Government.</p>	COMM

Last Year's Commitments	✓ x	Progress Comment	Scrutiny
<p>We shall develop a new Homelessness Strategy to ensure vulnerable residents are supported appropriately to include:</p> <ul style="list-style-type: none"> - Develop housing options for single people - Develop a plan to ensure homeless people have access to health services - Review our approach to how we manage temporary accommodation <p><i>(Ref 13149) MF5-50</i></p>	✓	<p>A new Regional Homelessness Strategy has been produced and was agreed by full Council in January 2019. The resulting key actions will form part of Departmental actions for 2019/20.</p> <p>The strategy identifies seven key priorities that are supported by a range of high level actions. These priorities are:</p> <ol style="list-style-type: none"> 1. Continuing to evolve and harness community-based services to assist in the prevention of homelessness; 2. By utilising intelligence, exploring how we can focus support to households in those localities which are producing the highest proportion of homelessness cases in order to prevent it; 3. Utilising IT systems and technology to prevent homelessness by ensuring systems are in place which flag up issues early to trigger help and advice as early as possible; 4. In partnership with key agencies, exploring how a multi-agency case management approach can evolve to meet the needs of households who revolve around the homeless system and place demands on a variety of services; 5. In partnership with local stakeholders and other statutory services, exploring whether a 'Housing First' approach can be developed to support those with the most complex needs; 6. Each authority, with their Housing Association and private landlord partners, developing affordable and sustainable housing options for single people; and 7. Each authority developing close partnership working with DWP/Job Centre+ to mitigate any impact the introduction of Universal Credit may have on household's ability to retain their tenancies. 	COMM
<p>We shall increase the percentage of households successfully prevented from becoming homeless <i>(PAM/012)</i> <i>(2017/18 Result - 65.1% / 2018/19 Target - 68%)</i></p>	x	<p>2018/19 result - 60.5% (250/413).</p> <p>While we have missed our target this year, to put it into context we have only prevented 19 less cases than last year. Further to this, 14 cases either lost contact / failed to engage with us, therefore could not be logged as a prevention case. With the introduction of Universal credit we have noticed a knock on impact with private landlords being unwilling to continue with benefit claiming tenants. Coupled with private sector tenants approaching the service at the point of eviction rather than the</p>	COMM

Last Year's Commitments	✓ x	Progress Comment	Scrutiny
		point of receiving notice. As a result there is limited time to engage with the landlord to prevent or relieve the situation. This is an issue we have identified as part of our recent homelessness review and development of a new strategic approach.	
We will continue to work towards addressing the childcare gaps identified in our most recent Childcare Sufficiency Assessment (2017-2022) in order to ensure that the Local Authority fulfils its statutory childcare sufficiency duty, and local parents/carers are supported to balance their working and caring responsibilities. (Ref 13150)	✓	Drop in sessions at the Integrated Family Centres (ICC's) plus monthly childminder briefing sessions in targeted areas have been held throughout the year. Application, and post registration support is provided individually and via small group sessions. During 2018/19 12 new childminders have been registered; 9 childminder briefing sessions held; 7 drop-in sessions; 24 candidates attended childminder CYPOP5 course (9 from targeted areas). 107 childminders are currently registered within Carmarthenshire with a total of 767 registered childcare places . Promotion work continues.	E&CS
We will improve Average Capped 9 score for pupils in year 11 of pupils eligible for Free School Meals (4.1.2.4) (2017/18 Result - 307.6 2016/17 Academic Year/ 2018/19 Target-308.5 2017/18 Academic Year)	x	An average Capped 9 score of 308.1 was achieved by year 11 of pupils eligible for Free School Meals during 2017/18 Academic Year. Despite being off target, the result has improved on the previous year. We continue to have the 6th best result in Wales and well above the Welsh average of 291.1. This is still a very good result for the Authority and reflects the impact of collaborative working between our School Improvement Team and senior school leaders and staff.	E&CS
B - Helping people into work			
We shall increase the number of adults that feel more positive with improved confidence about seeking work after receiving employability support through Communities 4 Work and Communities 4 Work Plus programmes. (EconD/020) (2017/18 Result - 100%/2018/19 Target – 100%)	✓	All 589 (100%) of adults that received employability support through Communities 4 Work and Communities 4 Work Plus programmes felt more positive with improved confidence about seeking work.	COMM
We shall ensure that a high number of residents feel more confident in using a computer and gaining IT skills after receiving digital inclusion support through Communities 4 Work and Communities 4 Work Plus programmes. (EconD/021) (2017/18 Result - 100%/2018/19	✓	All 418 (100%) of adults that received employability support through Communities 4 Work and Communities 4 Work Plus programmes felt more positive with improved confidence about seeking work.	COMM
We shall increase the number of accredited qualifications achieved by residents attending Employment related courses within the Communities 4 Work and Communities 4 Work Plus programmes. (EconD/022) (2017/18 Result - 327 / 2018/19 Target - 330)	✓	402 accredited qualifications were achieved by residents attending Employment related courses within the Communities 4 Work and Communities 4 Work Plus programmes during 2018/19, this is an increase on the previous year and well on target.	COMM

Last Year's Commitments	✓ ✗	Progress Comment	Scrutiny
C - Improving the lives of those living in poverty			
<p>We will develop a pilot project in the Tyisha ward to develop ways of addressing poverty in the area. (Ref 13151) MF5-75</p>	✓	<p>Initial phase of community engagement undertaken with the Consultants Arcadis. We are now undertaking development work based on consultation and further discussion with key stakeholders in order to develop a Masterplan for the community going forward. Draft Masterplan is expected by June 2019</p>	P&R
<p>We will work with the third sector and other stakeholders to develop the range of support services provided in the County across a number of service areas as well as further developing volunteering opportunities within the County. (Ref 13152) MF5-80</p>	✓	<p>The Community Bureau has helped community, voluntary and charitable groups and social enterprises in Carmarthenshire to access support, advice and grants quickly. During the year 5 enterprises have been created, 25 jobs have been created, 50 jobs safeguarded and 350 individuals have gone into training/education. The Bureau has a close working relationship with CAVS and we have supported 450 people into volunteering.</p>	P&R
<p>We will extend the Hwb model developed in Llanelli to Ammanford and Carmarthen, making front line support services more accessible to residents. (Ref 12560) MF5-83</p>	✗	<p>The Hwb in Quay Street, Ammanford was opened on 10th December 2018 bringing the service to the Town Centre. The Hwb Ammanford deals with on average 1100 appointments per month. A Cash Desk is co-located at each Hwb location which brings its own footfall to the centres. In addition we have partners, Workways +, Communities for Work+, Communities for Work employability projects based at Ammanford and Llanelli permanently</p>	P&R
<p>We will develop further partnership arrangements in respect to financial exploitation. (Ref 13154)</p>	✓	<p>We continue to make progress with the initiative and to develop relationships with partner organisations. We have met with local floating support services National Association for the Care and Resettlement of Offenders (NACRO) who have agreed to participate in the initiative. We have agreed a service level agreement (SLA) with Delta Wellbeing to provide installation services for the truecall nuisance call blocker project. Officers are currently training Delta Installers with them taking over installations fully from April 2019</p>	E&PP
<p>We will promote financial literacy and protecting vulnerable people from financial fraud through the Financial Exploitation Safeguarding Scheme (FESS). (Ref 13155)</p>	✓	<p>April 2019 address issues of Police engagement, an officer has been appointed to the Tactical Serious Organised Crime Group and meetings have been arranged with the local Police intelligence officers to discuss information sharing arrangements. Interestingly we have seen a return of referrals from Bank members during this</p>	E&PP

Last Year's Commitments	✓ ✗	Progress Comment	Scrutiny
		quarter. In terms of financial education, we're continuing to develop the existing resources and adding to them with a view of developing a county-wide "Money Wise Week" and inter-school competition to increase engagement.	
We will deliver our Toy and Hamper Appeal to those children and families identified to us as requiring some support. (Ref 13156)	✓	The Council's Christmas Appeal 2018 was very successful. As a result of the generosity of residents and staff we succeeded in distributing 207 food hampers and 150 wellbeing packs to young people and families as well as over 6,000 toys to 1,000 children who were in need over the Christmas period. The response to the request for additional toys following a significant increase in nominations was amazing and testament to the kindness and generosity of Carmarthenshire residents.	P&R
We will ensure the Council provides support to current benefit claimants migrating to Universal Credit from March 2018 onwards. (Ref 13157) MF5-94	✓	The provision of technical/specialist advice and support to the DWP's Universal Credit delivery service is now an established process within the Benefits Section. The personal Budgeting Support Service is proactively providing face to face personal budgeting and financial support to customers identified as requiring financial assistance. Develops personal budgeting support plans for individual clients based on the findings of the financial vulnerability assessment conducted. Also works collaboratively with advice and support providers across Carmarthenshire to ensure that effective referrals are made to partner organisations.	P&R
We will retain the reduced average number of days taken to process new Housing/Council Tax Benefit claims (6.6.1.2) (2017/18 Result-22.77 days /2017/18 Target - 21 days)	✗	2018/19 result 22.55 days. This result is slightly down on the previous year and off target. New staff have been through an intense training programme and continue to be closely mentored. Due to the complexity of the benefits system it will take time for new assessors to get to the performance level of experienced officers, however, they are dealing very satisfactorily with the less complex cases. Universal Credit has affected authorities' performance generally and we will continue to monitor performance and output.	P&R
We will retain the low average number of days taken to process notifications of changes of circumstances in Housing/Council Tax Benefit claims (6.6.1.3) Tudalen 38 (2017/18 Result- 5.27 days / 2018/19 Target - 5.5 days)	✓	2018/19 result - 4.26 days. This is an improvement on the previous year's result and on target.	P&R

Last Year's Commitments	✓ ✗	Progress Comment	Scrutiny
<p>We will retain the high % of recently calculated Housing/Council Tax Benefit claims that have been calculated accurately based on a sample check (6.6.1.9) (2017/18 Result- 98.13 % / 2018/19 Target - 96%)</p>	✗	<p>2018/19 result - 94.9%. This indicator is off target and showing a decline and is prone to fluctuation. Given the complexity of the Housing Benefit scheme, the introduction of Universal credit in December 2018 and the high number of new and inexperienced staff within the section, this continues to be a very positive result. Identified errors will continue to be analysed and any trends addressed through staff briefings and additional training where necessary.</p>	P&R
<p>We will continue to ensure that all staff are treated fairly and with respect whilst working towards introducing the Welsh Living Wage for those staff on lower pay bands. (Ref 13158) MF5-97</p>	✓	<p>The County Council was pleased to announce in March 2018 that it would pay the equivalent of the Foundation Living Wage (a voluntary living wage level) to its staff via a pay supplement which will be reviewed as part of the Pay Policy every year. This impacts the lowest paid staff who will receive the equivalent of £8.75 per hour (April 2018) which is higher than the National Living Wage (statutory requirement) of £7.83 (April 2018).</p>	P&R
<p>We shall implement the School Holiday Enrichment (Holiday Hunger) Programme (SHEP), supporting families and children during school vacations to cook healthy meals, particularly aimed at pupils eligible for Free School Meals. (Ref 13159)</p>	✓	<p>SHEP successfully operated in the 4 selected schools as planned over summer 2018. We continue to gather information for WLGA, including, lessons learnt, questionnaires from pupils, parents, staff etc. to improve in moving forward for the coming year. A new SHEP coordinator is now in post</p>	E&CS



Well-being Objective 6

Live Well - Create more jobs and growth throughout the county

Regeneration is the Councils' number one priority - during 2018/19 we created 419 jobs

These jobs were created through:-

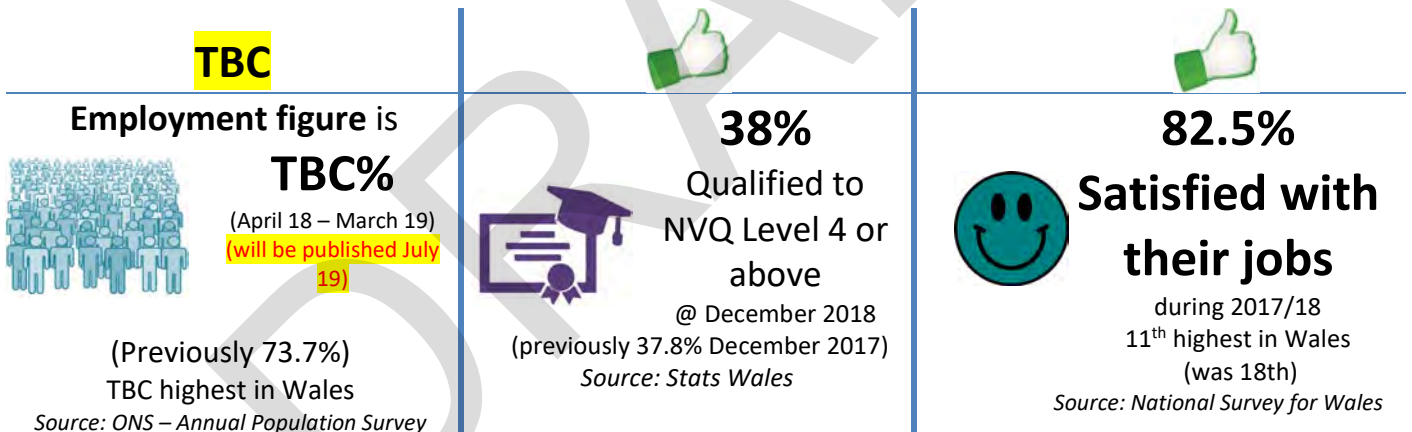
Business Development and Engagement; Beacon Bursary and Incubation; Llanelli Town Centre Schemes; Carmarthenshire Rural Enterprise Fund and Community Bureau

In addition through specific world of work schemes, **951** people were supported to volunteer and **137** were supported into jobs. We secured **£16.2m** private sector and external funding investment. We accommodated **111** Jobs as a result of 5 Transformational Commercial property development fund projects.

Why it is important

- Increasing employability is fundamental to tackling poverty, reducing inequalities and has a dramatic impact on our health and ability to function in everyday society.
- We must tackle a GVA (gross value added) gap that is widening between UK GVA & Wales GVA; *GVA is the measure of the value of the wages and profits from goods and services produced in an area.*

Success Measures



Explaining the Results

-Comment to follow when employment figure is published in July 19.
- 38%** of working age adults living in Carmarthenshire are **qualified to NVQ Level 4 or above** in 2018, this is up slightly on the previous year of 37.8% and just above the Welsh average of 37.8%. We are 9th highest in Wales moving up from 10th the previous year.
- According to the [National Survey for Wales](#), **82.5%** of those participated were moderately or very **satisfied with their jobs**, this is above previous year's result of 80%. We have moved up from 18th to 11th position in Wales
- Median Gross Weekly Pay has reduced by 1.2% (from £517.8 to £511.4) Carmarthenshire has gone down from 5th highest wage in Wales for 2017, to the 11th highest in 2018. This is below the Welsh average of £518.6

Progress Made

- ⦿ Delivery of the project plan for the **Llanelli Wellness and Life Science Village**:-
 - Continued with the development of the detail for phase 1 plus energy and infrastructure. Works are now completed to the end of the Royal Institute of British Architects (RIBA) Stage 2 requirements and a tender for ground investigation works has also been undertaken.
 - The Outline Planning application for the Wellness Village has been approved and the Natural Resources Wales flood risk requirements have been met.
- ⦿ **Carmarthenshire Business Fund** was launched in July 2018, to support the set-up of local businesses. It has proved popular with the business community.
- ⦿ Development continues for many of the initiatives and projects which are helping to deliver and support the **Carmarthen, Ammanford & Rural transformational plan**, for example :-
 - The third party led Yr Egin project successfully opened its doors in late summer which has facilitated the relocation of S4C's headquarters in Carmarthen along with a number of related businesses
 - Pendine Attractor Project - work has commenced on the £7m Pendine Attractor project which will see on completion in summer 2020 a new sands of speed museum, 42 eco hostel, external exhibition area, events area, beach sports area, adventure playground, museum gardens and improved parking facilities.
- ⦿ To date, from the initial £2m allocation from the **Rural Enterprise Fund**, 16 businesses have benefited and fourteen of those businesses are now operating in their new or improved premises. This has resulted in an investment in excess of £3m and the creation of 64 jobs in rural Carmarthenshire.
- ⦿ We have continued to deliver the Countywide **Tourism** Destination Management Plan 2015-2020 to support the promotion of Carmarthenshire as an attractive and quality place to visit and stay.
 - 41 major articles on Carmarthenshire were generated by the Council in the media with an equivalent advertising value of £186,000
 - New campaigns of 'Set Jetters' taking advantage of the TV series Keeping Faith and 'Antiques and Brocante' Trail have both gained significant media traction.

Film Set – Carmarthenshire *Country File* being filmed in Llansteffan



Executive Board Member
For Economic Development
Cllr Emlyn Dole (Leader)



View our [detailed progress here](#)
against this objective



Well-being Objective 7

Live Well - Increase the availability of rented and affordable homes

On track to meet the affordable homes target of 1,000 additional affordable homes between 2016 - 2021

Good quality, affordable homes are the bed rock of healthy and sustainable communities. We have delivered over 650 additional affordable homes since 2016 as part of the affordable homes plan

Why it is important

- Good quality affordable homes promote *health and well-being*, meeting the individual needs of the residents, building strong sustainable communities and places where people want to live.
- Good quality energy efficient affordable homes are good for the *People and the Environment* - as the energy use within the home will be reduced, having a significant effect on reducing the fuel costs for the occupying residents. It will also have a significant effect on reducing pollutants in the atmosphere and mitigating fuel poverty in our communities.
- It's good for the *Social Structure* - well-placed affordable housing developments allow communities to welcome a wide range of families and to create a vibrant, diverse, group of residents.
- It's good for the *Economy* - in order to thrive, new businesses need easy access to its workforce. Affordable housing developments ensure that working families will remain in their community.

Success Measure

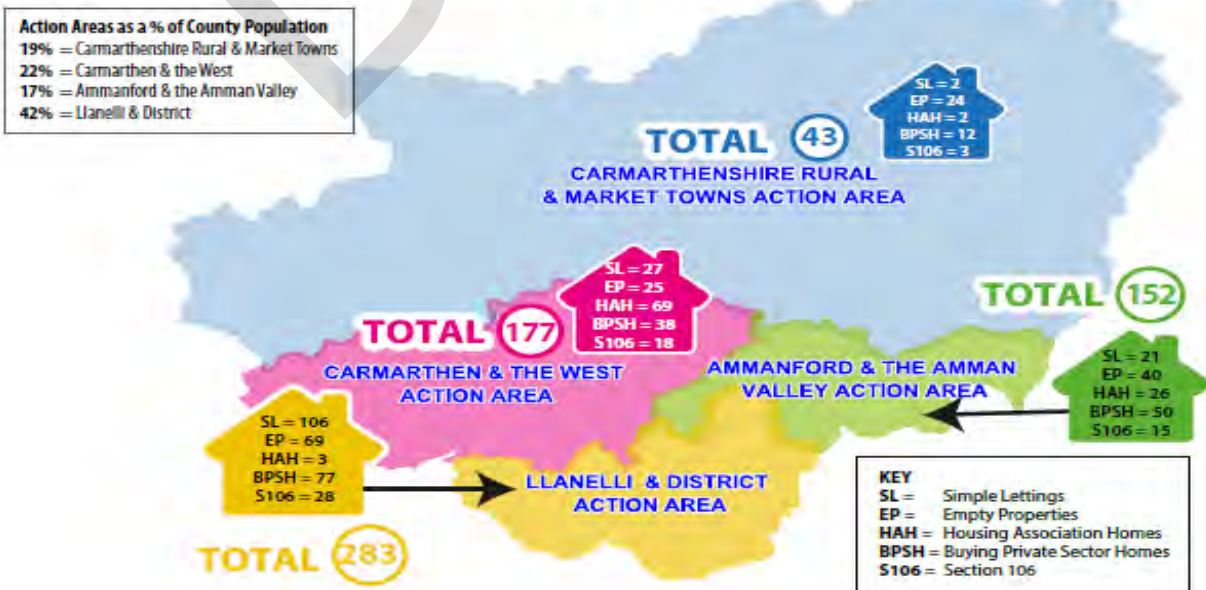
+ 247

Additional Affordable Homes during 2018/19



Explaining the Results

Affordable Homes Performance – Overall Performance from April 2016
655 Affordable Homes Delivered



Progress Made

- As part of the 2016 - 2021 Affordable Homes Plan to date we have provided **655** additional affordable homes made up of the following:-

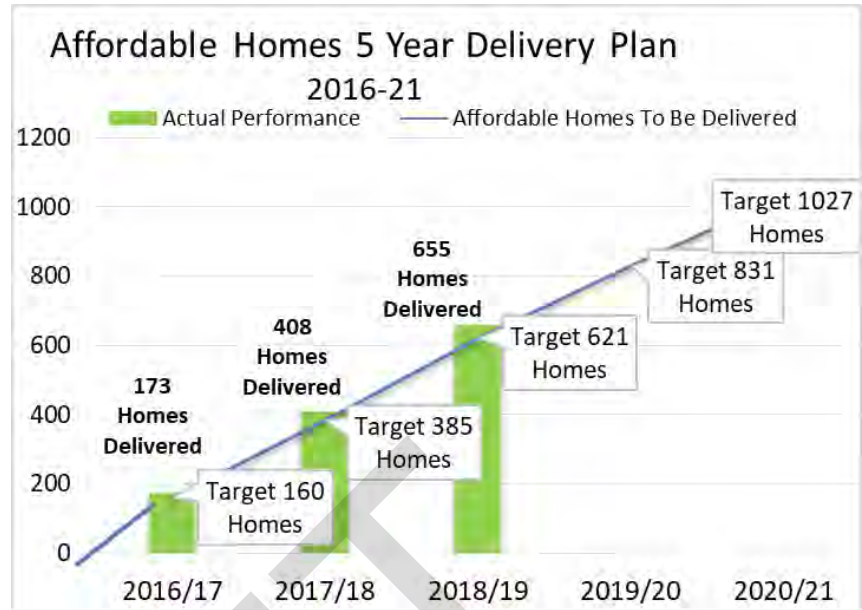
156: Simple lettings agency
(32: 16/17; 63: 17/18; 61: 18/19)

158: Empty homes brought back into use
(28: 16/17; 63: 17/18; 67: 18/19)

195: Buying private sector homes
(45: 16/17; 69: 17/18; 81: 18/19)

82: Housing Association new build development (45: 16/17; 20: 17/18; 17: 18/19)

64: Contribution by development (section 106) (23: 16/17; 20: 17/18; 21: 18/19)



- We have bought **173** private sector homes to increase the council's own housing stock. **22** homes have also been bought directly by Bro Myrddin Housing Association.
- Both our first two Council new build developments at Dylan and Garreglwyd are now on site building 48 new homes.
- Through the planning system (Section 106) **64** homes have been provided for [Low Cost Home Ownership](#) and nominated to local people who needed help to buy their own home.
- Carmarthenshire County Council is already making excellent progress on its promises to deliver 1,000 more affordable homes by 2021 and further plans are in place to build nearly 1,000 additional Council homes.



Executive Board Member
For Housing
Cllr Linda Evans



View our [detailed progress here](#) against this objective



Well-being Objective 8

Live Well - Help people live healthy lives (tackling risky behaviour and obesity)

Almost 1.6 million visits to our Sport & Leisure Facilities, generating a Social Value Return of £5.9 million during 2018/19

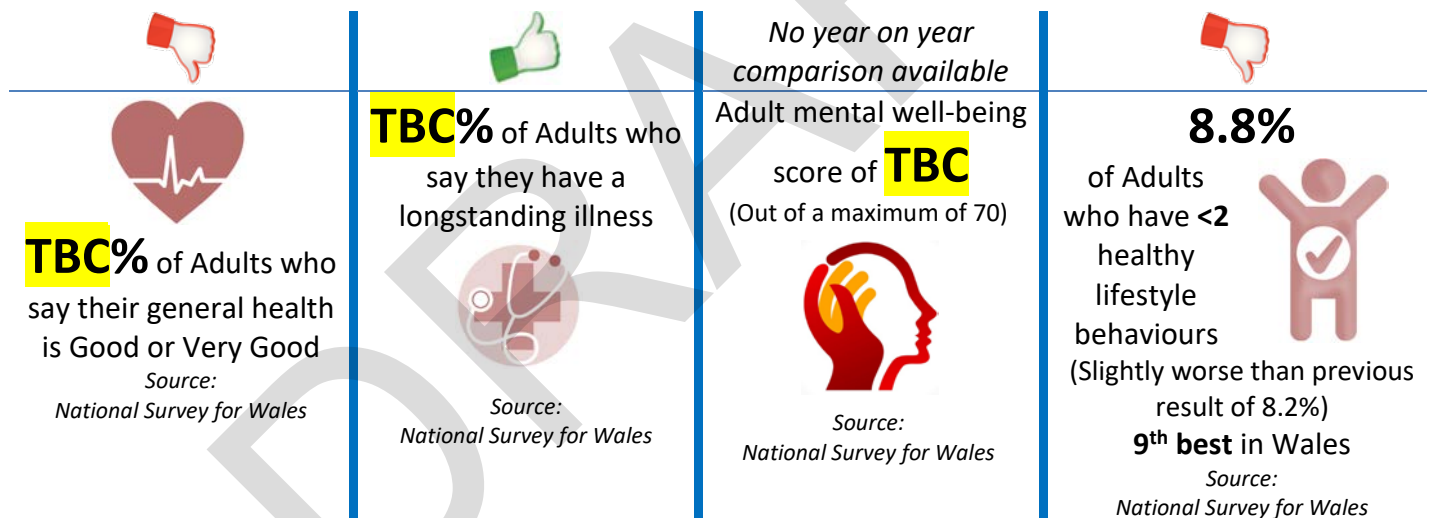
We want Carmarthenshire to be a place:

- That is the most active and healthy in the UK
- Where every person is an active participant at a *Community Club or Leisure / Cultural Facility*
- Where every child is hooked on Leisure / Cultural activity for life.

Why it is important

- Because our way of life is changing, people are living longer with a higher quality of life.
- Because the challenge is to prevent ill health.
- Because living healthy lives allows people to fulfil their potential, meet educational aspirations and play a full part in the economy and society of Carmarthenshire.
- Because many of the preventive services and interventions required to maintain health, independence and well-being lie outside health and social care.

Success Measures



Explaining the Results

The following [National Survey for Wales](#) shows that:-

- Comment on **general health is Good or Very Good** will follow once the results are received June/July 2019.
- Comment on participating adults with **longstanding illness** will follow once the results are received June/July 2019.
- **Mental well-being score** is based on 14 positively worded statements asked as part of the survey which represents positive attributes of wellbeing and covers both feeling and functioning as opposed to mental illness or disorder and is suitable for use in the general population. **Comments will follow once the results are received June/July 2019.**
- **8.8%** of participants have **fewer than two healthy lifestyle behaviours** this has increased slightly on last year of 8.2% but continues to be better than the Welsh average of 10.1% but have moved down from 5th best to 9th best in Wales.

Progress Made

- ⦿ In September 2018 Carmarthenshire played host to the start of the OVO Energy Tour of Britain. It was the first time that the Tour had started in South Wales and Pembrey Country Park was the fantastic start venue for the race. Pembrey Country Park and town and villages throughout the county welcomed 120 of the world's top professional cyclists in what is considered Britain's biggest professional cycle race. The Tour provided the county with a fantastic opportunity to showcase its unique and beautiful landscape both nationally and internationally with the race being broadcast live to 125 countries. Many communities held fun-filled days of activities with refreshments, and opportunities for children and adults alike to get involved and come together as a community to help celebrate this fantastic event as it made its way through the county. Kidwelly leg of stage: - <https://www.youtube.com/watch?v=ltm6aTlOKd4>
- ⦿ We have continued to monitor *air quality* (nitrogen dioxide) for the residents of and visitors to the County implementing a sampling programme. This supports a consultation for Air Quality Management Area's action plans for Llanelli and Carmarthen as well as the current action plans for Llandeilo. Data has been captured across all sites and results assessed and reported.
- ⦿ Following over £1m of investment in 2016/17 to enhance the fitness facilities at our leisure centres, creating more space and bringing in brand new state of the art fitness equipment, the number of visits has increased by 23% (from almost 1.3 million prior to the investment, to almost 1.6 million in 2018/19). This has also resulted in an increase in fitness income of 33%/£320k (from £975k prior to almost £1.3m in 2018/19).
- ⦿ A further 1,446 people were referred to the *National Exercise Referrals* (NERS) scheme during 2018/19, with 58.7% engaging with the scheme, an increase on 53.8% in 2017/18. Over 55% completed the 16 week programme, far exceeding the 50% target set.
- ⦿ Our mental health teams, leisure colleagues and Run Wales collaborated to pilot a project that trained a group of individuals with mental health issues from Llanelli to compete in the Swansea half marathon and also in local park runs. This innovative project saw the average wellbeing score of participants rise from 36 to 51 (an increase of 41%). The successful collaboration has since been extended to include the Homes & Safer Communities Division and additional sport national governing bodies, drawing in £22k to offer a programme to Ammanford and Carmarthen areas in 2019/20.
- ⦿ Pembrey Country Park has a new all-inclusive cycle hire scheme, namely 'Cycle For All'. There are 38 new cycles ranging from hybrid bicycles, wheelchair transporters, twin bikes, adult and child size tricycles, 4 seater family bikes and recliner bikes.



Executive Board Member
For Culture, Sport & Tourism
Cllr Peter Hughes-Griffiths



View our [detailed progress here](#)
against this objective



Age Well



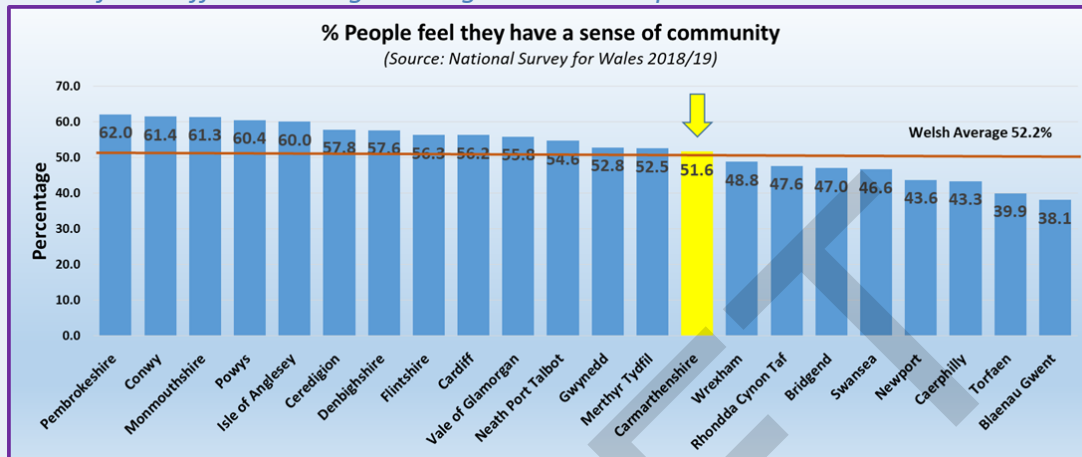


Well-being Objective 9

Live Well/Age Well - Support good connections with friends, family and safer communities

Sense of Community survey results have increased in Carmarthenshire from 47.7% to 51.6%

The 'Sense of Community' is derived from three questions; *People feel they belong to their local area; People in the area from different backgrounds get on and People in the area treat each other with respect!*



Despite an improved result we move down from 13th to 14th position in Wales.

Why it is important

- Social isolation puts individuals at greater risk of cognitive decline with one study concluding that lonely people have a 64% increased chance of developing clinical dementia
- Loneliness amongst young people has been shown to increase the likelihood of poor physical & mental health, the risk of becoming involved in criminal activity and reduce future employment opportunities
- Social networks and friendships not only have an impact on reducing the risk of early death and illness, but they also help individuals to recover when they do fall ill.

Success Measure



88.2% People who feel safe

7th Highest in Wales

Source: National Survey for Wales



Explaining the Results

- The number of [National Survey for Wales](#) participants **feeling safe** has remained the same at **88.2%** but unfortunately we have moved from 6th to 7th place. This result was derived from four questions; people feeling safe at home, walking in the local area, and when travelling in the dark which will be available in due course.
- According to the 2018/19 [National Survey for Wales](#), **51.6%** of participants felt they had a 'Sense of Community', this is an improvement on previous year of 47.7%. This result was derived from three questions; People feel they belong to their local area; People in the area from different backgrounds get on and People in the area treat each other with respect'. The breakdown for each of these questions at Local Authority level have not been published as yet. Despite an improved result, we have moved from 13th to 14th position in Wales.

Tudalen 48

Progress Made

- ⦿ We have continued to develop and improve how Children’s Services provide information, advice and assistance (IAA) to support families, such as the new [Family Information Service \(FIS\)](#) website and the Dewis Directory of services which continues to be promoted.
- ⦿ We have supported the Community Cohesion National Delivery Plans principles:-
 - Supported Llanelli Tenants Network with organising a multi-cultural event
 - Supported migrants, refugees, asylum seekers and settled communities in the integration process
 - Supporting communities in preventing hostility and extremism
- ⦿ Safeguarding arrangements in Carmarthenshire have been further developed to ensure meaningful conversations with adults at risk take place at the earliest opportunity and continue until the appropriate outcomes have been achieved.
- ⦿ In support of the Police Force’s Rural Crime Strategy, a new Rural Crime Board was established. which encouraged improved information sharing and awareness between rural communities and partners
- ⦿ A new initiative "Ask for Angela" was launched in partnership with the Police and licensing department, which allows customers in licensed premises, who could be feeling threatened or unsafe on a date, to get help by approaching the bar and “Asking for Angela.”
- ⦿ We continue to fund our proactive Financial Exploitation Safeguarding Scheme (FESS) projects through proceeds of crime (POCA) confiscations resulting from their enforcement activity. This money has funded new No Cold Calling Zones, the installation of True Call units to vulnerable consumers and the launch of the Buy With Confidence Approved Trader scheme, ensuring the public feel safer in their homes and communities



Executive Board Member
For Community Safety
Cllr Cefin Campbell



View our [detailed progress here](#)
against this objective



Well-being Objective 10

Age Well - Support the growing numbers of older people to maintain dignity and independence in their later years

Our Offer to the Population - *'Help to Help Yourself'* (Prevent ill health or injury)
Promote independence, well-being, community engagement and social inclusion.


Why it is important

- Because consultations have demonstrated that *'what matters'* to individuals is to be able to be as independent and well as possible for as long as possible.
- Because our frail population demographic is increasing and will require support to remain as independent as possible.
- Because it is essential that we lay robust foundations to future proof the availability of services that promote and support ongoing well-being and independence for our frail older adult population.

Success Measures


81 people were kept in hospital while waiting for social care (4.21 per 1,000 population aged 75+)

(Previously 47 people - 2.50 per 1,000 population)




47.5%
Agree there's a good social care service available in their area (Previously 56.2%)

Source: National Survey for Wales

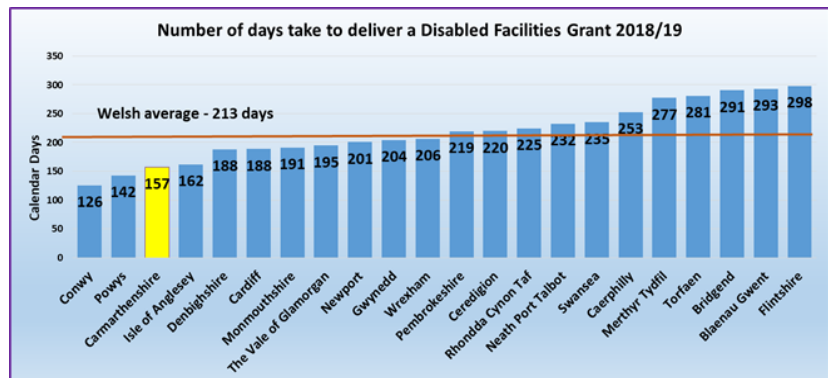


It takes us an average of **157** calendar days to deliver a *Disabled Facilities Grant* (Previously 161 days)



Explaining the Results

- 81 clients (75+) were **kept in hospital** during 2018/19 while waiting for social care, this is quite an increase on the previous year of 47. We have been developing new services to support hospital discharges and ensure that our citizens have the right care at the right time. Coupled with our therapy led reablement service, we have developed an Outcome Assessment Service ensuring that all people who require statutory delivered care have an opportunity for further assessment in their home environment to promote their independence. With increased numbers of people having co-morbidities resulting in complex needs and higher levels of care we are constantly monitoring and reviewing our services to meet this increasing demand.
- According to the 2018/19 [National Survey for Wales](#) **47.5%** of participants believed that there is **good Social Care Service available in the area**, this has reduced from the previous result of 56.2% and our position in Wales has gone down from 15th to 19th place.
- The average number of days taken to deliver a *Disabled Facilities Grant* adaptation continues to reduce at 157 days, this is almost half the days taken 2013/14 of 308 days when we were in 20th position in Wales, and we are currently in 3rd position.



Progress Made

- ⦿ We have developed an innovative **social prescription scheme** in partnership with GPs where patients are prescribed time credits so that they can attend events and community groups. Time Credits work very simply: for every hour that an individual contributes to their community or service, they earn one Time Credit. These Time Credits can be spent accessing an hour of activity provided by health & wellbeing venues such as leisure centres, gyms, yoga, theatres, craft groups and walking groups. Last year across the whole of the county there 1,941 members of the Carmarthenshire Time Bank.
- ⦿ According to the 2018/19 Social Care survey **84.6%** of clients were satisfied with their care and support.
- ⦿ The preventative work in Carmarthenshire based on the PEIPIL strategy (Prevention, Early Intervention and Promoting Independent Living) identified as good practice in Wales through the Bevan Exemplar scheme.
- ⦿ We have successfully delivered **Carmarthenshire's United Support Project (CUSP)** and has been identified as an Exemplar Initiative in Wales through the Bevan Commission. Third sector collaboration that supports people in the community to stay independent for as long as possible.
- ⦿ *Transfer of Care Advice and Liaison Service (TOCALs)* has expanded in the Glangwili General Hospital and Prince Phillip Hospital to include community based Occupational Therapists, Social workers, Nurses and Physios which ensures timely discharges from hospitals.
- ⦿ *Fulfilled Lives* is a long term service that supports people living with dementia, it provides individuals with a key worker that helps people to live their life as fully as possible as their dementia progresses. The focus is on the individual directing the support that they need to maximise their independence.



Executive Board Member
For Social Care and Health
Cllr Jane Tremlett



View our [detailed progress here](#)
against this objective



Well-being Objective 11

Age Well - A Council-wide approach to support Ageing Well in Carmarthenshire

60% agree we live in an age friendly community

However, our 50+ Forum Survey shows a 5% fall from 65% to 60% for last year

Why it is important

- Ageing well – ‘adding life to years, not just years to life’ – is important for each of us, and for our country as a whole. Older people should be seen as a vital part of society and should be able to have more opportunities to participate in and contribute to our economy and our communities. Older people are a significant asset to our community and economy.
- Wider services can make an important contribution in supporting and sustaining the independence of older people and reducing the demand on Social Services and Health Care.

Success Measure

16.6% of people
are lonely

Source: National Survey for Wales
Was 17.1%



Explaining the Results

According to the 2017/18 [National Survey for Wales](#), **16.6%** of participating adults in Carmarthenshire **classed themselves as lonely**, this is slightly above the Welsh average of 16.3% but has reduced from previous year's result of 17.1% and we continue to be in 10th position.

In our 50+ Forum Survey 70% of respondents felt that we were doing sufficient work to address loneliness and isolation and made some suggestions for improvement.

Progress Made – to take forward the 5 aims of the national and local Ageing Well Plan

1. AGE FRIENDLY COMMUNITIES

- Our links with the 50+ Forum have been strengthened during the year and a bi-monthly email to all 50+ Forum members is now issued through Dotmailer, which has received a positive response from those receiving the message.
- The Carmarthenshire 50+ Forum have now established their own communications group in response to last year's 50+ Forum survey, where older people did not feel enough information is provided regarding services available, events and important information which impacts them.

2. DEMENTIA SUPPORTIVE COMMUNITIES

- Our 50+ Survey, undertaken during 2018, showed a very small increase in agreement that we have Dementia Supportive Communities
- In June 2018 the Council resolved a Notice of Motion to explore the feasibility of making Carmarthenshire a dementia friendly county.
- We now have over 6,000 (4,847 17/18) [dementia friends](#) across the county.



3. FALLS PREVENTION

- ⦿ Excellent progress has been made during the year to deliver staff training through the Making Every Contact Count (MECC) initiative. The initiative recognises that staff across health, local authority and voluntary sectors, have thousands of contacts every day, and staff are trained to give them the competence and confidence to deliver healthy lifestyle messages and to help encourage people to change their behaviour and to direct them to further support.

4. OPPORTUNITIES FOR EMPLOYMENT AND NEW SKILLS

- ⦿ The availability of various Digital training resources for older clients has been complied and contact details distributed via partner organisations. Promotion events for the 50+ Forum have been held in Carmarthen, Pontyberem, Ammanford and Llanelli.

5. LONELINESS AND ISOLATION

- ⦿ We also organised the 50+ annual event held at the Botanic Garden with 600+ attendees. Carmarthenshire is Kind was the focus the event, which gave key messages and evidence about the positive effects of kindness on health and wellbeing.

Strengthening local communities and alleviating the pressures on health & social care services.

Once again an example of how older people are a significant asset to Carmarthenshire



A Llanelli pensioner is honoured with British Empire Medal - William Henry Gerwyn Jenkins was recognised in Queen's Birthday Honours for services to the Samaritans



Executive Board Members For Housing: Cllr Linda Evans & Social Care & Health: Cllr Jane Tremlett



View our [**detailed progress here**](#) against this objective



DRY-FET

Healthy, Safe & Prosperous Environment





Well-being Objective 12

Healthy & Safe Environment - Look after the environment now and in the future

We are improving our environment through enhancing biodiversity and using renewable energy in our buildings


We have delivered sustainable projects that protect and enhance our environment. The managed habitat for the marsh fritillary butterfly and 300 ha of local nature reserves are both projects that contribute to sustainability and biodiversity. Renewable energy technology is being used more and more in our buildings and is intrinsically part of all our new builds, with the Authority aim to be 'Carbon Neutral' by 2030. Our Flood Management and Shoreline Management Plans will allow the Authority to deliver its obligations under the Well-being and Future Generations Act, by making Wales more *resilient* and in turn more *prosperous*. However, meeting recycling targets has been extremely challenging this year.

Why it is important

- The *Natural Environment* is a core component of sustainable development. The Environment (Wales) Act 2016 expands the duty placed on public bodies, requiring them to *maintain & enhance biodiversity and promote ecosystem resilience*.
- A biodiverse natural environment, with healthy functioning ecosystems, supports social, economic and ecological resilience. Carmarthenshire's natural environment is the natural resource on which much of our economy is based – tourism, farming, forestry, and renewable energy. It is a major factor that attracts people, both young and older to live, work and visit the county, bringing inward investment with them.
- The Well-being Needs Assessment survey identified a strong relationship between residents' well-being and their surrounding environment from providing recreational opportunities, to psychological positivity, health benefits and a connection to heritage and culture.

Success Measures




We generated **979,071**
kWh (provisional) of
renewable energy during
2018/19
(increased from 937,330 kWh
in the previous year)



Our recycle rate is
58.94%
(This is less than the
previous year's figure of
63.64%, but we continue to
meet our target)



Explaining the Results

- **Renewable energy** – We continue to invest in solar photovoltaic (PV) systems on our non-domestic buildings with a total installed capacity of 1.15 MWp. This has generated over 979,071 kWh (provisional) of Electricity during 2018/19, a 4.5% increase on the previous year of 937,330 kWh.
- **Recycling** declined in 2018/19 to 58.94% from 63.64% the previous year. The decline is predominantly as a result of the difficulties with export markets for residual waste (refuse derived fuel outlets). However we have met the statutory target of 58%.

Progress Made

- ⦿ The project continues to manage 24 sites that provide 40.46ha of habitat in suitable condition for the marsh fritillary butterfly. Surveys results in summer 2018 show that numbers of larval webs recorded were exceptionally high this year with 86 webs recorded on one site. Habitat surveys found new records of marsh fritillaries in 31 fields, across the area, expanding our knowledge of the butterfly in this part of the county, and this work will inform the new Local Development Plan and the revision of the Caeau Mynydd Mawr SPG. The project continues to ensure the appropriate grazing of the land in management's agreements, often assisting landowners in finding suitable grazing animals. It has also been making use of the Glas Tir small grants scheme, when it can, for hedgerow management.
- ⦿ The Council has a significant new build programme. All major new build projects incorporate renewable energy technologies where appropriate with solar PV installations incorporated into many recent Modernising Education Provision 21st Century school projects.
- ⦿ In addition, all non-domestic projects receiving an element of Welsh Government funding are required to achieve a BREEAM (Building Research Establishment's Environmental Assessment Method) rating of 'Excellent', a part of which is linked to designing buildings to achieve reductions in energy use and carbon emissions.
- ⦿ We have completed our Flood Risk Management Plans to protect homes & properties in Carmarthenshire.

The **Caeau Mynydd Mawr Marsh Fritillary Project** received an award for 'Planning in the Natural Environment' category at the National RTPi Awards for Planning Excellence.



Executive Board Member
For Public Protection:
Cllr Philip Hughes



View our [detailed progress here](#)
against this objective



Well-being Objective 13

Healthy & Safe Environment - Improve the highway and transport infrastructure and connectivity

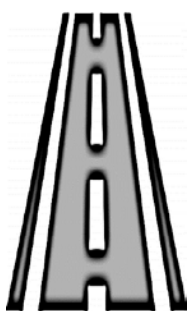
We are improving the county's road infrastructure, rural transport and active travel

Our Transportation and Highway related services facilitate the safe movement of goods and People. Enabling access to raw commodities and markets as well as providing opportunities for People to gain access to employment, education, health, leisure and social activities. We have continued to develop Active travel by investing in shared paths and cycle paths, improved the road infrastructure to encourage economic activity in the county and maintained a rural bus service through our Bwcabus and country cars service.

- *Transportation and highways* play a key role in sustaining our community. A modern, successful economy is reliant upon the safe and efficient movement of people and goods; providing opportunities for people to gain access to employment, education, health, leisure, social and retail services.
- *United and connected* is one of the four Welsh Governments' aims in its 'Taking Wales Forward' plan. Providing integrated and affordable access for businesses, for residents and visitors can stimulate economic development, reductions in deprivation and social exclusion and an increase in well-being.
- Sustaining access to services through Active Travel plans will deliver improvements in health and well-being for all sections of the community e.g. that includes: walking, cycling, passenger and road transport.
- By 2030 South West Wales will be a confident, ambitious and connected City Region.

Success Measures

Roads that are in poor condition:



5.2% of our A Class

(A decline on 4.1% in 17/18)

(Moved down from 15th to 21st in Wales)

4.2% of our B Class

(A decline on 3.1% in 17/18)

(Moved down from 5th to 10th in Wales)

12.5% of our C Class

(A decline on 11.9% in 17/18)

(Continues to be in 17th position in Wales)



Our road casualty numbers have increased with **97** people being killed or seriously injured on the roads (**83 in 2017**)

(20th highest in Wales)

Source: Stats Wales



Explaining the Results

- **Road conditions in Carmarthenshire have deteriorated during 2018/19.** Carmarthenshire has the second largest highway network in Wales. The % of A class, B and C class roads in Carmarthenshire in a poor condition (red zone) has increased; with A class roads increasing from 4.1% to 5.2%, B roads from 3.1% to 4.2% and C roads from 11.9% to 12.5%. The overall increase of poor condition (red zone) during last year equates to some 180km of road, this is a significant length of the network. Current levels of investment are not keeping pace with the rate of deterioration. Additional Road Refurbishment funding provided in 2018/19 and 2019/20 has included priority sections on our 'A' class roads and this will help to slow the deterioration in the network.
- **A total of 97 people were killed or seriously injured** on Carmarthenshire's roads in 2018. Although we cannot control the number of road traffic incidents on the county road network, we do however work with partner agencies to encourage the safer use of the road, engage with high-risk road user groups (motorcyclists, the elderly, young drivers), invest in targeted road safety engineering projects and assist the Police with speed enforcement campaigns and address community concerns about speeding.

Progress Made

- ⦿ We have completed two of our three strategic transport infrastructure links at Carmarthen West and Ammanford
- ⦿ We continued with the construction of the *Tywi Valley Cycle way* and continue to develop the full scheme. We have built approximately 3.94 Km of cycling/ shared use paths this year throughout the county to support sustainable and active travel.
- ⦿ We have continued investment into *vehicle replacements* during the year in accordance with our strategic fleet replacement programme.
- ⦿ We have secured funding from the Welsh Government to install public charges units for electric vehicles that are now live.

Carmarthen West opening



Executive Board Member
For Environment:
Cllr Hazel Evans



View our [detailed progress here](#)
against this objective



Well-being Objective 14

Healthy & Safe Environment - Promote Welsh Language and Culture

Promotion of the Welsh Language and Culture continues to progress well

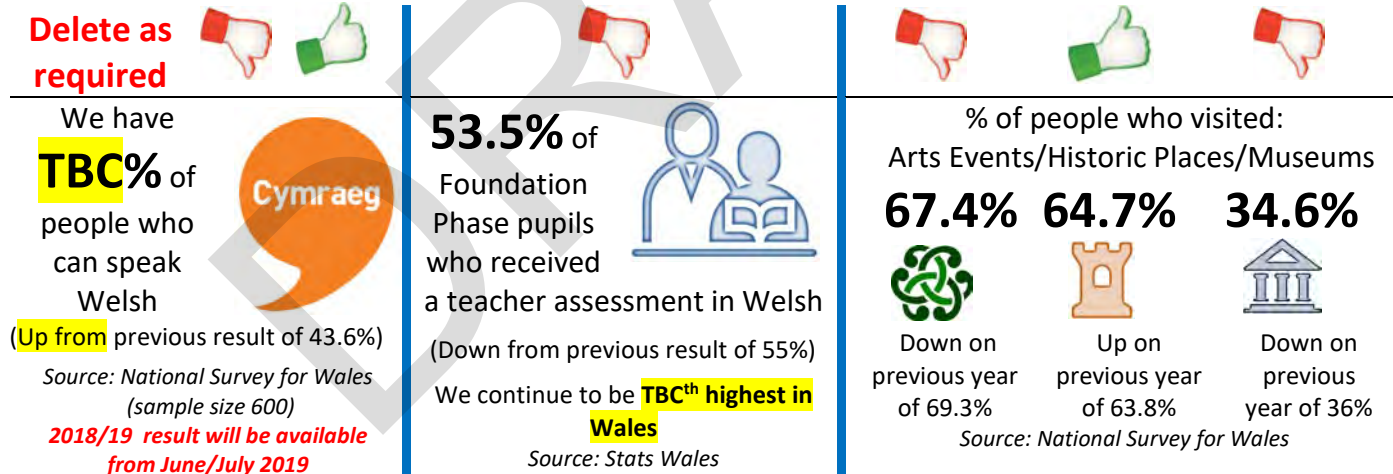
Our campaign to promote Welsh language services has been highlighted as *successful practice* by the Welsh Language Commissioner.

We have developed the 'Stordy Digidol' a digital project to widen access to our County's collections and cultural services. The website infrastructure is now complete with library content of some 770 images.

Why it is important

- Support and development in the use of the Welsh language has been identified as a key element in developing the distinctiveness and attractiveness of the area in terms of tourism, business investment and addressing rural poverty.
- The decision by S4C to re-locate to Carmarthen will catapult the county into one of significance for the Creative Industries sector in Wales. 'Yr Egin – The Creative Exchange', a new media and culture hub at the University of Wales Trinity Saint David's Carmarthen campus will be developed with the Welsh broadcaster as the anchor tenant for the site. Yr Egin will also excel in promoting Carmarthen as a gateway to 'Y Fro Gymraeg', the Welsh-speaking heartland.
- We have a good track record of supporting the arts, and have been leading the way as one of the most culturally-committed local authorities in Wales, as we continue to value and invest in the arts despite the challenge of austerity and public funding cuts.

Success Measures



Explaining the Results

- Comments on the 2018/19 [National Survey for Wales results will be available in June/July 2019](#).
- All learners in their final year of Foundation Phase must be assessed through teacher assessments. 53.5% of our Foundation Phase pupils received a teacher's assessment in Welsh which is slightly down on the previous year. **Comparative data to follow.**
- According to the [National Survey for Wales](#) the number of survey participants attending an arts event and visiting a museum in Wales during 2017/18 reduced slightly at 67.4% and 34.6% respectively, this is below the Welsh average figures of 68% and 40.4%. The number visiting heritage sites increased slightly to 64.7% this is above the Welsh average of 63.4%. Please note that the questions asked whether they attended or visited these in Wales and not specifically in Carmarthenshire.

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Progress Made

- ⦿ Our action to promote the Strategy for Welsh Language is linked closely with the Welsh in Education Strategic Plan (WESP) and projects such as Cymraeg i Blant, which is funded by the Welsh Government. We have prepared resources to explain the benefits of a bilingual education and will continue to support the implementation of the WESP across the county.
- ⦿ In July 2018 we published a [Carmarthenshire Arts Strategy](#) which sets out 4 Strategic Priorities with detailed action plans and Key Milestones to support it.
- ⦿ Carmarthenshire Theatres have seen a 39% increase in tickets sales and a 42% increase in income during 2018/19.
- ⦿ We have been invited to support Arts Council Wales in developing a new strategic initiative to address the lack of Welsh language theatre being developed, and address the disconnection between the Welsh language work that's been created and what audiences want to see.
- ⦿ To improve the Welsh language of staff, during 2018/19 - 223 staff undertook training courses, 91 completed e-learning courses. In the Annual Language Skills Audit, an improvement was seen at all levels – e.g. staff with no Welsh verbal skills reduced from 15% to 11%. See Welsh Language Report - (link to be added)

Increasing our Staff CONFIDENCE to use Welsh



Members of staff attended a Welsh Language residential course to help improve their confidence in using the Welsh Language in the workplace



Executive Board Member
For Welsh Language, Culture and Tourism:
Cllr Peter Hughes-Griffiths



View our [detailed progress here](#)
against this objective



Well-being Objective 14

Healthy & Safe Environment - Promote Welsh Language and Culture

The following are our commitments and end of year progress comments for this Well-being Objective during 2018/19.

Last Year's Commitments	✓ x	Progress Comment	Scrutiny
A - Implement and monitor the Welsh Language Standards			
We will ensure the Council complies with the requirements of the Welsh Language Standards. <i>(Ref 13280)</i>	✓	The Policy & Partnership team has built a positive working relationships with departments and we continue to provide practical advice on implementation of the Standards. Detailed guidance notes have been prepared and circulated and we are constantly monitoring implementation. Draft guidance has been prepared on bilingual training provision / undertaking training assessments and holding bilingual / Welsh medium interviews. We also receive queries and complaints from members of the public which are closely monitored and provide valuable feedback on the services provided and any development work needed.	P&R
We will develop an integrated Welsh Language Programme for our staff. <i>(Ref 12425)</i>	✓	During the year 3 cohorts of staff, (totalling 30) have completed the first Intensive Work Welsh programme at CCC. The mentoring framework has now been implemented. Staff have attended training over the last year and we now have 82 Welsh Language mentors on the database. The Welcome Welsh, the original course, also has a follow on course Welcome Back. Rather than allocating a week for CCC staff to attend residential courses at Nant Gwrtheyrn, we have decided to give staff a range of dates at Nant Gwrtheyrn and Cardigan Castle and they will be learning with other people across Wales.	P&R
To facilitate good decision making, we will introduce an integrated Impact Assessment which consolidates Equality, Welsh language and Well-being of Future Generations requirements. <i>(Ref 13281)</i>	✓	A draft Integrated Impact Assessment has been prepared, alongside detailed guidance notes for report authors. The Assessment includes questions in relation to the Well-being of Future Generations Act, Equality Act, Welsh Language Measure, UN Convention on the Rights of the Child, the Environment Act and Privacy statements.	P&R
B - Welsh Language Promotion Strategy			
To promote the Strategy for Welsh Language - We will increase the numbers acquiring basic and further skills in Welsh through the education system and through language transmission in the home. <i>(Ref 12938)</i>	✓	This action links in closely with the Welsh in Education Strategic Plan (WESP) and projects such as Cymraeg i Blant, which is funded by the Welsh Government. Work will continue for 2019/20 and our next	P&R

Last Year's Commitments	✓ x	Progress Comment	Scrutiny
		Welsh language Strategic Forum, will focus on Early Years provision and will evaluate the content of the current action plan to meet this objective. We have also prepared resources to explain the benefits of bilingual education and will support the next steps in the implementation of the WESP across the county.	
We will increase the confidence of Welsh speakers and therefore the use of the Language in every sphere of life, and encourage and Support the county's organisations to make the Welsh Language an increasingly natural medium for their Services. (Ref 12939) MF5-86	✓	The Council has a number of learning opportunities in place for members of staff through the internal Welsh for Adults team and the National Centre for Learning Welsh. We are supporting staff through both the Community Education based courses and also the Intensive courses provided by the National Centre for Learning Welsh. There are also a number of partnership initiatives such as Clwb Cwtsh running in the county whereby Mudiad Meithrin and the National Centre are holding specific sessions to support parents of young children to learn Welsh.	P&R
We will take steps to positively affect population movements to attract our young people to the county so that gains made in terms of Welsh speakers through the education system are not lost. Also efforts to assimilate newcomers and ensure new planning developments do not have a detrimental effect on the viability of the Welsh language. (Ref 12940) MF5-86	✓	The County's Strategic Welsh Language Forum has developed a 'Welcome Pack' for newcomers to the county. Distribution is underway through various channels such as Electoral Services, Housing Services and the Mentrau Iaith. Two members of the Strategic Forum are members of the Local Development Plan (LDP) Stakeholder Group and regular updates are received in relation to the revision of the LDP. There are also key projects underway within the Safer Homes and Communities Division which support this work, such as the rural housing needs survey.	P&R
We will target specific geographic areas within the county, either because they offer the potential to develop or because they cause linguistic concern to increase the numbers of residents in those areas who can and do use Welsh. (Ref 12941) MF5-86	✓	The Mentrau Iaith have been successful in a bid through LEADER in order to appoint additional resources to the Priority Areas identified across the county. Officers have been appointed and have prepared a specific work plan, using detailed guidance / templates prepared by the Welsh Government under the title of 'Gweithredu'n Lleol / Local Action'. The Welsh language Strategic Forum receive regular updates on the work within each area	P&R
We will market and promote the Welsh language. Raising the status of Welsh and awareness of the benefits of bilingualism and bilingual education. And by raising awareness of	✓	The County Strategic Forum has led on the preparation of a Welcome Pack for individuals / families moving to Carmarthenshire which provides the linguistic context and the opportunities for	P&R Tudalen 63

Last Year's Commitments	✓ x	Progress Comment	Scrutiny
these benefits, attracting more residents of the county to acquire the language. (Ref 12942) MF5-86		a bilingual education. This document links closely with the `Being Bilingual in Carmarthenshire` leaflet. As part of the next steps of implementing the Welsh in Education Strategic Plan we will further develop the `Frequently asked Questions` and the videos on the Education section of the corporate website.	
We will further strengthen the provision and use of the Welsh language within social services to be able to provide services in the language of service users' choice and ensure compliance with the `Active Offer`. (Ref 13283) MF5-56	✓	Integrated Services continues to engage fully with the department's Welsh Language group to ensure it provides a high standard of service and meets its obligations to service users. Both the department Welsh Language Skills study and service user and carers survey 2018 demonstrated good linguistic levels among staff and excellent satisfaction from service users and carers on accessing services in their language of choice respectively.	SCH
We will develop a suite of measures to support our progress on promotion of the Welsh Language. (Ref 13284)	✓	Detailed mapping of potential indicators has been undertaken; however, it is recognised that the Census is the most reliable source of data re: number of Welsh speakers. We are awaiting further guidance from the Welsh Government on potential indicators to measure progress against the Cymraeg 2050: Welsh language Strategy	P&R
C - The development of Welsh in all our Education services			
We will implement the content of the 'WESP' Welsh in Education Strategic Plan in partnership with school leaders for the benefit of all Carmarthenshire learners. (Ref 13285)	✓	The WESP has been launched and a series of workshops were held with Headteachers and Governors in order to ensure a better understanding of the importance and the significance of the WESP upon all schools regardless of the language category. Individual school based meetings have also taken place where parents have also attended. School audits of preparedness for the WESP have been completed. An implementation paper has been prepared detailing the actions all schools can take and list those which are proposed to progress to formal consultation to change the nature of provision. We are currently carrying out informal discussions with all stakeholders.	E&CS
We will work with the County's primary and secondary schools to move them along the Welsh language continuum and also ensure that individual pupils within relevant schools are provided with opportunities to continue with	✓	We are working towards our WESP targets in moving schools, both Primary and Secondary along the language continuum. An implementation/development plan has been submitted to Welsh Government and is being expedited. We are working closely	E&CS

Last Year's Commitments	✓ x	Progress Comment	Scrutiny
<p>their Welsh medium education throughout all key stages. (Ref 13286) MF5-31</p>		<p>with the Modernising Education Programme team to offer a change in provision within the Foundation phase for specific schools which are in a position to do so. We are consulting informally with all stakeholders at this point.</p> <p>Language training in the Llanelli area for both the Primary and Secondary sector has been extended to the whole of the county but funding has now come to an end. We are however seeking to source</p>	
<p>We will increase the % of pupils assessed in Welsh at the end of the Foundation Phase. (PAM/033) (2017/18 Result - 55% - 16/17 Academic Year / 2018/19 Target - 56% - 17/18 Academic Year)</p>	x	<p>53.5% of pupils were assessed in Welsh at the end of the Foundation Phase during 2017/18 Academic Year, this has reduced slightly on the previous year. School pupil cohorts can vary year on year and this can affect the result. This is a long term objective within the Welsh in Education Strategic Plan (WESP), by increasing the number of Welsh medium school places available. This will be a slow moving measure with 'steps' as schools change their Language provision. By following the objectives and actions within the WESP; this will include the Modernising Education Programme, where more Welsh Medium school places will be made available. All schools will be encouraged to move along the language continuum.</p>	E&CS
<p>We will increase the % of year 11 pupils studying Welsh (first language) (PAM/034) (2017/18 Result - 42.9% - 16/17 Academic Year / 2018/19 Target - 43.5% - 17/18 Academic Year)</p>	✓	<p>44.9% of year 11 pupils studied Welsh (first language) during 2017/18 Academic Year, this is an increase on the previous year. As part of our Welsh in Education Strategic Plan (WESP) we are actively encouraging more students to study Welsh First Language at GCSE and hope to raise the percentage year on year.</p>	E&CS
D - Promoting our Welsh Culture & Heritage			
<p>We will develop the 'Stordy Digidol' digital project to promote improved mental health in conjunction with show casing Carmarthenshire's heritage collections. (Ref 13287)</p>	✓	<p>The cultural services team have been successful in securing funding for "Great Places" which includes amongst its approved purposes the commitment to develop Stordy Digidol as an online hub for collecting and sharing community heritage, providing a permanent and widely accessible resource. Digital skills training will also be provided to volunteers to enable communities to develop content for the website. The initial steering group for the project took place on 6th March and a decision was taken to progress with the recruitment of a project officer to</p>	COMM

Last Year's Commitments	✓ x	Progress Comment	Scrutiny
		<p>deliver the scheme. A website has been built to host the content and members of staff from the museums, archives and libraries teams have so far been trained to identify and upload content. The launch is expected to take place towards the end of the project period in late 2020.</p>	
<p>We will start to implement our Libraries Development plan 2017 – 2022 and as part of that plan roll out the new mobile library service. <i>(Ref 13288)</i></p>	✓	<p>The “Moving Forward – Carmarthenshire Libraries strategy” was published and launched during 2017 and runs through as an overarching, working policy document until 2022. Over the last year or so, through the gradual implementation of the strategy we have seen significant changes in the library service, focusing on 3 main themes: the Library as an enhanced gateway to reading information and wellbeing, the Digital Library – a service that is ambitious in its use of technology & digital access, the Library as a vibrant community asset – rooted in and shaped by the local communities it serves; therefore aligning the service with the strategy - a strategy that is equipped to meet developing</p>	COMM
<p>We will deliver a transformation plan for the existing Museums provision at the County Museum Abergwili, Parc Howard, Kidwelly Industrial Museum and Museum of Speed Pendine to improve the provision for residents and visitors. <i>(Ref 13289) MF5-64</i></p>	✓	<p>Carmarthenshire Museum The Major Scheme for the building exterior will deliver improvements to the museum’s internal environment and accessibility through sensitive restoration and modification of the front porch. Works are programmed from October 2019 – November 2020.</p> <p>Parc Howard Museum Planning Consulting Solutions Ltd have been commissioned to complete a feasibility study on the proposed modernisation scheme at Parc Howard Museum, focusing primarily on improvements to visitor facilities.</p> <p>Kidwelly Industrial Museum The Trust’s Governance and Resilience Review was completed February 2019. A decision regarding future governance arrangements is pending.</p> <p>Museum of Speed Headland Design has completed Interpretation Planning for the new museum to inform the fit-out of the development. Real Studio has been awarded the fit out commission and has had input into the interpretive plan.</p>	COMM

Last Year's Commitments	✓ x	Progress Comment	Scrutiny
<p>We will further develop Oriel Myrddin to improve the provision for residents and visitors. (Ref 13530) MF5-64</p>	✓	<p>Governance review paper completed and due to be presented to members in April 2019. Similarly, capital project fully reviewed with options paper to be presented to members in early 2019/2020.</p> <p>Oriel Myrddin trust is actively recruiting a minimum of 4 additional independent trustees as part of their governance review and future decision making process.</p>	COMM
<p>We will begin the museums transformation plan with the delivery of a £1.2 million redevelopment of the County museum at Abergwili. (Ref 13290) MF5-65</p>	✓	<p>The partnership with Tywi Gateway Trust continues to strengthen. Phase 1 of tree works has been completed across areas leased to the Trust and areas retained by the Council, achieving an impressive improvement in safety and presentation. Progress has been made on the restoration of the walled garden, leased from the Church in Wales, which will be an attractive extension to the park bringing a range of public and educational benefits. Most work is currently being achieved by volunteers.</p> <p>The Tywi Gateway Trust is currently recruiting its Project Design Team to undertake the development of the Visitor Centre and Café in the former outbuildings next to the museum. The programme currently indicates that works will commence in December 2019.</p>	COMM
<p>We will review and re-develop the Council's Theatre Services provision. (Ref 13291) MF5-66</p>	✓	<p>The programme has included some high profile and popular acts, balanced against a programme of diverse and high quality cultural events designed to develop audience taste, expectation, and to help support improved health and wellbeing. Initiatives developed during this quarter include:</p> <ul style="list-style-type: none"> • £50k grant secured from Arts Council Wales to support the artistic programme across all theatres over 12 months between Jan-Dec 2019. Programming underway includes a focus on accessible events, additional Welsh language theatre, and a high quality programme of drama, dance, circus and theatre for families. • New Ambassador's Scheme launched as part of ACW grant funded project. Three recruitment events held in Carmarthen, Llanelli, and Ammanford in Jan 2019. Ambassadors recruited with a range of 	COMM

Last Year's Commitments	✓ x	Progress Comment	Scrutiny
		backgrounds. Ambassadors will volunteer to promote events in the community and to help us to engage new audiences, in return for tickets or	
<p>We will deliver a new archives and storage service for Carmarthenshire. (Ref 13292) MF5-63</p>	✓	<p>The contractor took possession of the site on 21st May 2018, utilising part of St Peters car park for a site compound. Construction work has progressed well with the repository shell complete. The contractor is currently insulating the external walls whilst the interior dries out. Renovation to the front of the library and internal works to the reference area and IT suite are nearing completion. The contractors program is being carefully monitored and it is currently anticipated that construction works will complete at the end of the 54 week contract period. Measures have been taken to accelerate the rate at which the interior of the building dries out however this remains a real risk to the contract completion date. The project remains on budget with external funding of £120k secured against this project from MALD, Welsh Government through their capital funding to museums, archives and libraries. The archive is due to re-open in the Autumn of 2019, providing satisfactory internal environmental conditions are reached. The staffing structure to support the new service is in the implementation phase.</p>	COMM

Building a Better Council & Better Use of Resources





Well-being Objective 15a - Building a Better Council

We have raised our Minimum Basic Pay rate to above the Welsh Living Wage rate

We have supported the Welsh Living Wage (equivalent to the Living Wage Foundation (LWF) rate) by incrementally removing the lowest pay spine points from our pay scales. In addition, a pay supplement was introduced in April 2018 which ensured that all employees received at least the equivalent of the living wage. The NJC National Pay Award was implemented in April 2019 and we amended our pay scales which had the effect of uplifting all those employees who were employed by us at the time of implementation, to a minimum basic pay rate of **£9.18** per hour which is **above the current Welsh Living Wage rate** of £9.00 per hour. In addition, the lowest point of the scale now matches the Welsh Living Wage

The LWF rate is made up of basic pay and additional payments such as weekend working allowances, which means that many of our staff earn well above the LWF rate when these payments are taken

Why it is important

- It is important that our strategic plans are aligned and integrated
- In Building a Better Council we want to make every effort to secure a more efficient, ethical, transparent and accountable local government that supports and enhances public participation and democracy.
- The Well-being of Future Generations Act requires **7 areas** of corporate change, which are a key expectation of the Future Generations Commissioner in Annual Reporting.

1 Corporate Planning	Covered by Building a Better Council
2 Performance Management	
3 Workforce Planning	
4 Financial Planning	Covered by Making Better Use of Resources
5 Assets	
6 Procurement	
7 Risk	

[FGC - The journey so far: May 2018](#)

Success Measures

		<i>Not Applicable</i>	
72.4% of people agree that they can access information about us in the way they would like to. (previously 70.8%) (Welsh average 76.2%) <i>Source: National Survey for Wales</i>	72.1% of people know how to find what services we provide (previously 71.9%) (Welsh average 77.4%) <i>Source: National Survey for Wales</i>	11.4% of people agree that they have an opportunity to participate in making decisions about the running of our services (Welsh average 17.3%) <i>Source: National Survey for Wales</i>	Staff sickness is at a 4 year low 9.8 days per year (with main cause of sickness being stress, mental health & fatigue)

Explaining the Results

- According to the 2018/19 [National Survey for Wales](#) :
 - 72.4%** of participants agreed that they could access information about us in the way they preferred, this is an improvement on the previous year of 70.8% but continue to be below the Welsh average of 76.2%, but we have moved from 18th to 17th position.
 - 72.1%** agreed that they knew how to find what services we provide, this is a slight improvement on the previous year of 71.9% but continue to be below the Welsh average of 77.4%. We have moved down from 17th to 18th position in Wales.
 - Only **11.4%** agreed that they have an opportunity to participate in making decisions about the running of our services, this is well below the Welsh average of 17.3% and in 16th position. This question was new for the 2017/18 questionnaire and was not asked in 2018/19.

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- **Staff Sickness** within the Authority has reduced from 10.1 days in 2017/18 to **9.8 days** in 2018/19 (it was last at this level in 2014/15 at 9.6 days). We have moved from 11th to 8th position in Wales. Sickness data is regularly monitored and analysed to ensure the focus is on reducing absence, with a Challenge and Review forum which identifies where there are gaps as well examples of good practice. The main cause of sickness continues to be stress, mental health & fatigue.

Progress Made

Corporate Planning

- The New Corporate Strategy published in June 2018, consolidated the previous Corporate Strategy, our Improvement Plan, Well-being Objectives and the Executive Boards' 5 year Plan - *Moving Forward in Carmarthenshire* into one plan.
- Since publication of the *Carmarthenshire Well-being Plan* the Public Service Board (PSB) has approved a new partnership structure and a series of Delivery Groups have been established.
- We are further developing our means of undertaking consultation and developing ways of engaging with communities such as the Disability Partnership and the 50+ Forum.

Performance Management

- Wales Audit Office certified that our New Corporate Strategy (June 2018) and our Annual Report (October 2018) satisfied legislative requirements
- To ensure we take all reasonable steps to meet our Well-being Objectives, we reshaped our Performance Information Monitoring System (PIMS) and the business planning format

Workforce Planning

- We have been awarded the *silver accreditation* against the Investors in People (IIP) Standard.
- In March 2018 we began paying the equivalent of the Foundation Living Wage to our staff (explained more fully in WBO5 – Tackling Poverty by doing all we can to prevent it, help people into work & improve the lives of those living in poverty)
- We have signed up to the *'Time to Change pledge'* which is a public declaration that an organisation wants to step up to tackle mental health stigma and discrimination.

As part of the National Apprenticeship week we celebrated the achievements of staff who have completed their apprenticeships



Executive Board Member For
HR, Performance Mgt, ICT, TIC:
Cllr Mair Stephens



View our [detailed progress here](#)
against this objective

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Well-being Objective 15b - Making Better Use of Resources

Over the last 5 years we have had to manage reductions in service budgets of around £50 million, with minimum impact on front line services.



The financial position faced by local authorities has had a consistent theme with the level of resources available to public services seeing significant reductions. We have had to manage reductions in service budgets, whilst at the same time the pressures on the budget have been increasing in terms of demand and expectations. We strive to manage this situation by reducing our spending without any significant impact on the frontline services valued by our communities.

Why it is important



- There are increasing demands and expectations yet less resources are available. Under these conditions we need to work even more efficiently and effectively to maintain services and improve where we can, delivering ‘more (or even the same) for less’.
- Further financial pressures are likely to arise from such things as rising energy costs, an increasing number of older people needing services from us, office, school buildings and highways that require significant investment, and this is in addition to the current uncertainty in the economic outlook as the UK embarks on the process of leaving the European Union.
- The Well-being of Future Generations Act requires **7 areas** of corporate change, **4** within Making Better Use of Resources which are a key expectation of the Future Generations Commissioner in Annual Reporting. [FGC - The journey so far: May 2018](#)

4	Financial Planning	Making Better Use of Resources
5	Assets	
6	Procurement	
7	Risk	



Success Measures

14% increase of
'Do it online' payments
(From 34,494 to 39,321)

£8m current savings were made in 2018/19

11.3% % of people agree that we ask for their views before setting our budget (previously 8%)
(Welsh average 14.5% and in 7th place)
(Source: National Survey for Wales)

Explaining the Results

- More customers are **paying for services online** with the number of payments increasing by 5% from 34,494 in 2017/18 to **39,321 in 2018/19**.
- Addressing this well-being priority cuts across all service areas and is both about investment as well as efficiency savings. The Council is committed to financially sustainable delivery models - there are many examples of this across different departments, such as increased *Extra Care Provision* where it better meets service user needs, a move towards *agile working*, thus reducing the Council's estate costs in the future.
- Unfortunately, according to the 2018/19 [National Survey for Wales](#) the number of participants agreed that *we ask for their views before setting our budget* was only 11.3% (Welsh average 14.5%), although this is an improvement on previous year of 8% and we have moved from 13th to 7th position.

Progress Made

Financial Planning:

- Our Well Being Objectives identified financial commitments to each objective and the Members Budget Seminars identified our Well Being Objectives when considering budget proposals. Impact assessments also ensured the impact of our Well Being Objectives were considered.
- We have improved our financial reporting by providing sufficient information on reserves and a clear audit trail for decisions regarding reserves and have strengthened our financial planning arrangements. Business Plans are presented to Scrutiny Committees at the same time of budget proposal consultations, 3 year savings proposals are prepared and detailed monitoring is in place.

Assets:

- Work continued on the collation of data on all community based assets with a view to making better use of facilities. Community Asset transfer discussions are ongoing with various interested parties.

Procurement:

- In June 2018 we published our [Procurement Strategy 2018-22](#) which sets out our strategic priorities and our commitment to ensuring that the economic, social and environmental well-being of Carmarthenshire is at the heart of our activities.

Risks:

- Our Corporate, Departmental and Service Risk Registers were all updated in 2018/19 in line with the Risk Management & Contingency Planning Strategy 2018-22 and the Well-being of Future Generations Act.

We are committed to delivering Community Benefits, an £8.8 Million scheme for Ysgol Penrhos in Llanelli reported that for every £1 spent £1.86 was reinvested back into the Welsh Economy



Executive Board Member
For Resources: Clr David Jenkins



View our [detailed progress here](#)
against this objective



Well-being Objective 15

Building a Better Council and Making Better Use of Resources

The following are our commitments and end of year progress comments for this Well-being Objective during 2018/19.

These headings are based on the principles of good governance from Delivering Good Governance in Government: Framework (CIPFA/Solace, 2016)

Last Year's Commitments	✓ x	Progress Comment	Scrutiny
A - Transforming, Innovating and Changing (TIC) the way we work and deliver services			
The TIC programme will continue to support the identification and delivery of efficiency savings. <i>(Ref 13293)</i>	✓	The TIC Annual Report 2017/18 and Business Plan 2018-21 was considered by the Council's Executive Board/Policy and Resources Scrutiny Committee in November 2018. This report identifies that over £9m of savings have been delivered by TIC projects since 2012, with a further £6m savings targeted for the next 3 years.	P&R
The TIC programme will continue to implement a balanced work programme to ensure that TIC can support and promote longer term, sustainable change and improvement, whilst also recognising the need to focus on meeting the financial challenges in the short and medium term. <i>(Ref 13294)</i>	✓	The TIC Programme currently contains a mixture of strategic/cross cutting projects; service reviews and process rationalisation/cost reduction initiatives. One of key objectives for 2018/19 was to strengthen the approach to data and cost analysis with a view to identifying further opportunities for costs savings and efficiencies over the next 3 years.	P&R
The TIC programme will continue to build capacity across the organisation to lead, support and engage people to deliver transformation and change. <i>(Ref 13295)</i>	✓	One of the key aims of the TIC programme is to build the skills and capacity within services in order to promote a more sustainable approach to the delivery of the change and transformation agenda in the future. We are currently in the process of establishing a Continuous Improvement network internally within the Council to share and promote good practice across the organisation. Individuals employed on the Council's graduate trainee programme are also offered the opportunity to spend part of their placement working as part of the TIC Programme, recognising that this could offer significant benefits both for graduate trainees and for the TIC team	P&R
We will, as part of the Digital Transformation Strategy, continue to engage and understand the Departments needs to allow them to deliver effective services. <i>(Ref 13302) MF5-88</i> Tudalen 74	✓	Full departmental engagement plan produced and shared with the organisation, elected members and schools outlining our approach to customer engagement activity throughout 18/19. Proactive Floor Walking delivered at all core sites on a rolling monthly basis over the course of the year. Digital Transformation/Innovation events for Officers, Members & Schools	P&R

Last Year's Commitments	✓ x	Progress Comment	Scrutiny
		successfully delivered for the autumn of 2018. Elected members drop-in sessions ongoing before and after every full council meeting. Working closely with Marketing and Media to ensure clear and frequent communication is taking place as often as possible with all customers on all relevant topics via all available communication channels	
We will maintain and develop the authorities' main digital platforms being the corporate website, the intranet, the newsroom, Discover Carmarthenshire and the public service board website to be mobile responsive. (Ref 13296)	✓	All required actions for this year have been completed. The flagship websites continue to be improved based on user feedback both internally and externally, to ensure we meet our customer needs and embrace any new technology and functionality.	P&R
We shall aim to increase the public use of the Council website (ICT/005) (2017/18 Result - 1,415,459 hits / 2018/19 Target - 1,600,000 hits)	✓	There was a 15% increase in the number of sessions on the Council website during 2018/19 to 1,625,512 .	P&R
We shall increase the number of Transactional Council Services available to the public online. (ICT/003) (2017/18 Result - 13 / 2018/19 Target - 18)	✓	During 2018/19, 23 various Transactional Council Services have been developed / implemented to be available online to the public. These include the New Corporate Website, New Citizen My Account, New Newsroom Website and New Customers Services (CRM) System. Additional on-line payment services such as Land Charges, booking of Welsh for Adults courses and purchasing of Annual Parking Permits for Country Parks.	P&R
We will fully implement a new Agile Working approach across the Council in order to make the best use of our building stock. (Ref 13297) MF5-12	✓	During the year to assist with Agile Working throughout the Council, we now have an additional Touchdown Zone launched in Ty Parcyrhun and staff successfully moved into building. Both Nant y Ci & 5-7 Spilman Street properties on the market. Building 4 PDS: Renovation complete and staff successfully moved from Building 14 which has been released for rental to the NHS. Building 2 PDS: Kitted with agile furniture. County Hall: Vision and purpose document complete and signed of at CMT to agree an options paper on the development of County Hall.	P&R
We will implement innovative digital solutions that will enable increased collaboration and facilitate organisations to work seamlessly together. (Ref 13298)	✓	We have engaged frequently at a local, regional and national level to identify and pursue collaborative opportunities around technology and procurement. <ul style="list-style-type: none"> Worked alongside Public Sector Broadband Aggregation (PSBA) to identify and develop shared/ collaborative systems and services via 	P&R

Last Year's Commitments	✓ x	Progress Comment	Scrutiny
		<p>that secure network across the Welsh Public Sector.</p> <ul style="list-style-type: none"> • Scoping, testing and procurement of Microsoft Office 365, which has the potential to act as a core platform for staff to communicate, collaborate and share data freely easily and securely with both public and private sector organisations • Worked closely with colleagues from Pems and Ceredigion to allow staff across all 3 organisations to view and share outlook calendars and diaries. • Working closely with several public and private sector partners including all members of the PSB to increase the number of organisations with whom we can communicate via Skype for business • Recently led on a joint procurement exercise with Ceredigion to renew the entire schools wi-fi network across both counties achieving significant economies of scale and best value for both organisations. • Working closely with health and social care to implement system and infrastructure that will further support integrated working/teams/offices. 	
<p>We will upgrade and replace an ageing ICT infrastructure to ensure that we have a robust and stable environment. <i>(Ref 13299)</i></p>	✓	<p>We have replaced the entire storage array for the Authority through capital funding and migrated all data and systems. This will meet the data storage needs for the next 5-6 years.</p>	P&R
<p>We will establish the feasibility of developing a joint procurement service with Pembrokeshire County Council. <i>(Ref 13300) MF5-95</i></p> <p>Tudalen 76</p>	✓	<p>A pilot Procurement Shared Service with Pembrokeshire County Council has been in place for over a year, since 2017. The category management approach was established during this time across the 2 Councils with 2 Principal Officers based in Pembrokeshire County Council (responsible for Highways & Transport & Facilities Management Categories) & 3 Principle Officers in Carmarthenshire County Council (responsible for Social care, Corporate & Construction & Waste categories). The categories are supported by a Principal Procurement Officer from Carmarthenshire County Council who is responsible for Policy and Compliance.</p> <p>A review of the Shared Service is being managed by the TIC Team in Carmarthenshire and equivalent in Pembrokeshire.</p>	P&R

Last Year's Commitments	✓ ✗	Progress Comment	Scrutiny
We will ensure the Council makes the most efficient and effective use of all of its community based assets and where necessary and appropriate transfer ownership of assets to other community groups and interested stakeholders. (Ref 13301) MF5-15	✓	Work continues on the collation of data on all community based assets with a view to making better use of facilities. Community Asset transfer discussions are ongoing with various interested parties	P&R
We will undertake a review to consider options for the most effective delivery of depot provision across the County including options for shared facilities with other public sector partners. (Ref 13303) MF5-11	✓	We continue to have discussions with Partner organisations on the possibility to collaborate and share in relation to depot facilities. Negotiations are ongoing to acquire additional land to facilitate the above.	P&R
B - We shall follow the 7 Principles of Good Governance			
B1 - Integrity and Values (Behaving with integrity, demonstrating strong commitment to ethical values, & respecting the rule of law)			
We will review our Anti-Fraud and Anti-Corruption Strategy. (Ref 13304)	✓	The Anti-Fraud and Anti-Corruption Strategy has been reviewed with the revised document in draft format. The document is currently with management for agreement. Once agreed, the document will go to CMT and Audit Committee for approval.	P&R
We will promote the Authority's Financial policies and procedures, Antifraud and Anti-Corruption Strategy. (Ref 13305)	✗	The revised Anti-fraud and Anti-Corruption Strategy will be promoted once final version is approved.	P&R
We will review our Financial Procedure Rules. (Ref 13306)	✗	Further amendments made to the Financial Procedure Rules. The amendments are awaiting review prior to taking the final draft document to the Department Management Team and to Audit Committee for approval.	P&R
We will further develop the Councils relationship with protected groups e.g. disabled, age, race and gender with Equality Carmarthenshire and the Disability Partnership. (Ref 13307)	✓	The Carmarthenshire Disability Partnership, is making good progress and the working relationship is continuing to improve. Our aim is to ensure that access issues are considered from the onset and that we have an honest and open dialogue with the Disability Coalition. Equality Carmarthenshire has been re-launched to ensure that the group is focused and inclusive and the 'Carmarthenshire Voices of Equality' document will also be updated as evidence for the forthcoming revision of the Strategic Equality Plan.	P&R
We will ensure the Council fully responds and complies with the requirements of the Well-being of Future Generations Act including consideration of the five ways of working in all that we do. (Ref 13308) MF5-87	✓	We have complied with the Act in setting and publishing well-being objectives, taken all reasonable steps to meet those objectives and published an annual report of progress. In February 2019 Wales Audit Office reviewed one Well-being objective in detail and found our approach acted in accordance with the requirements of the Act.	P&R

Tudalen 77

Last Year's Commitments	✓ ✗	Progress Comment	Scrutiny
<p>We will continue to deliver a training programme for all staff and managers on Data Protection taking into account any changes in legislation arising from the new Data Protection Act 2018. (Ref 13309)</p>	✗	<p>By the end of Q3 2018/19 a total of 1,022 employees (excluding schools) had completed the e-learning module on Data Protection legislation, or attended classroom based training sessions. It is acknowledged that this is not a satisfactory result. The use of Metacompliance software was considered by the Corporate Information Governance Group. However, it was agreed instead to send reminder emails to Heads of Service, highlighting which employees had not completed the training and asking them to pursue this. At the end of Q4, the total number of employees who had completed training stood at 1,332, or 29% of the staff required to do so.</p>	P&R
<p>B2 - Openness and engagement (Ensuring openness and comprehensive stakeholder engagement)</p>			
<p>We will further develop the Council's consultation, engagement and research approaches. (Ref 12435) MF5-91</p>	✓	<p>During the year work has been undertaken to scope current arrangements across the council. The consultation portal is now working effectively with all Council consultations being signposted through the portal and consultations facilitated through SNAP software. Further work is to be undertaken on developing the Council's approach to engagement. This will now be linked to the regional Public Service Board (PSB)/Regional Partnership Board (RPB) project through the Transformation Fund.</p>	P&R
<p>We will increase the Council's liaison work with Town and Community Councils through Forum meetings, consultation and an information newsletter. (Ref 13310) MF5-81</p>	✓	<p>Working arrangements through the Town & Community Council Liaison Forum are well established with a regular newsletter being circulated to all councils. Liaison with One Voice Wales is on-going to further develop working arrangements</p>	P&R
<p>We will work with Public Services Board partners to develop our approach to engagement and participation with children and young people ensuring their voice is listened to as part of public service development. (Ref 13311) MF5-43</p> <p>Tudalen 78</p>	✓	<p>We have identified current engagement & participation practice within the Authority and the intelligence and data gathered will be used to create and write Carmarthenshire's Engagement Strategy. Our Participation Team will lead on creating and implementing a new Corporate Children and Young Peoples' Participation Strategy that will set out clear priorities to take the Authority's commitment to the United Nations Convention on the Rights of the Child (UNCRC) forward. This work will provide opportunities for children and young people to be fully engaged with the work of the PSB. For example, during the next financial year it is hoped that we will have capacity to set up a Young Peoples'</p>	P&R

Last Year's Commitments	✓ x	Progress Comment	Scrutiny
		Committee 'The Right Way: A Future Fit for Children' to complete a self-assessment designed to help public bodies review and improve the services they provide for children and young people.	
We will implement and monitor the actions/commitments contained in the Strategic Equality Plan. (Ref 13312)	✓	The Strategic Equality Plan (SEP) includes six Strategic Equality Objectives. A specific action plan has been prepared to progress these objectives; however, there is a need to link in closer to the Council's Well-being Objectives and the way that they contribute to the National Goals of More Equal and Cohesive Communities. This will be achieved during the revision of the SEP in 2019 in readiness for publication by April 2020.	P&R
We will ensure that the views of the Council are communicated to the Boundary Commission for the Parliamentary Boundary Review and ensure that any information required is provided within statutory timeframes. (Ref 13313)	✓	This action has not progressed to the final stage yet as Carmarthenshire are awaiting publication of the Final Proposals by the Boundary Commission for Wales.	P&R
We will launch the new online customer appointments service for our Registrars Service. (Ref 13314)	✓	Customers are now able to book on line for all birth, death and marriage notice appointments.	P&R
We will work closely with departments to prioritise and help services engage with the right people, at the right time and develop and deliver a Marketing and Media forward work programme. (Ref 13315)	✓	Our forward work programme has been developed in conjunction with the Executive Boards moving forward in Carmarthenshire: the next 5 years plan. We have communicated elements of 78 of the 98 actions contained in the Plan and these are communicated to relevant services. Ways of communicating the message can vary from online content, PR, social media or a specific event. Our target audience also varies from young people, residents to tourists, staff and business sector. The key actions worked on during the year have varied from the County's Cycling offer, supporting the implementation of the new agile working approach, 3 new school openings as part of the MEP, affordable homes and the launch of Canfod Cartref, various economic development projects, and the reshape of the the Hwb provision within the County	P&R
We will continue to respond to Freedom of Information Act (FOIA) requests within the Statutory deadline - however the emphasis will continue to be on good and adequate replies. (2.1.1.17) (2017/18 Result - 96.99%/2018/19 Target - 90%)	✓	During 2018/19 we received 1,197 Freedom of Information Act (FOIA) requests of which 98.66% (1,181) were responded to in 20 working days . The number of requests continue to rise with a 9% increase from the previous year.	P&R
B3 - Making a difference (Defining outcomes in terms of sustainable economic, social, and environmental benefits)		Tudalen 79	

Last Year's Commitments	✓ ✗	Progress Comment	Scrutiny
We will publish the New Corporate Strategy by the 30th June 2018. (Ref 13316)	✓	We published the New Corporate Strategy by the 30th June. It consolidated the previous Corporate Strategy, Our Improvement Plan, Well-being Objectives and the Executive Boards 5 year Plan - <i>Moving Forward in Carmarthenshire</i> . The Wales Audit Office has issued a certificate of compliance to confirm that it meets the obligations of the Local Government Measure 2009 in respect of Improvement Planning.	P&R
We will review the Council's policy on the disposal of surplus property and ensure its alignment to regeneration priorities. (Ref 12449)	✓	Council's policy on the disposal of surplus property has been reviewed with the revised policy approved by Executive Board on 19 th November 2018.	P&R
We aim to encourage both Members and Officers to go paperless for Democratic Meetings. (Ref 13318)	✓	Democratic Services Committee at its meeting held on the 29th January approved the IT survey and Paperless Meeting Guidelines. IT survey has been completed (31 out of 74 members responded)	P&R
We shall increase the % of households accessing the Internet in Carmarthenshire based on the National Survey for Wales results (ICT/006) (2017/18 Result - 83% / 2018/19 Target - 85%)	✓	According to the 2017/18 National Survey for Wales, 86% of households in Carmarthenshire have internet access . This is an improvement on the previous survey which took place in 2016/17 with a result of 83%. When compared to other authorities in Wales we have moved up from 15th to 9th position.	P&R
B4 - Making sure we achieve what we set out to do <i>Determining the interventions necessary to optimise the achievement of the intended outcomes</i>			
We will further develop the Council's Corporate Performance Management arrangements e.g. Business Plans to meet the expectations of WbFG Act and Performance Information Monitoring System (PIMS) Dashboards. (Ref 13319)	✓	We have developed our Performance Management arrangements to meet the expectations of the Well-being of Future Generations Act. Our business planning templates have been adapted and our monitoring systems realigned to the needs of the Act.	P&R
We will publish the first Carmarthenshire Well-being Plan on behalf of the Public Services Board (PSB) and ensure partnership arrangements are fit for purpose to support delivery of the plan. (Ref 13320)	✓	Carmarthenshire Public Services Board's first Well-being Plan was approved on the 2 May 2018 and published. A new partnership structure has also been approved with a series of Delivery Groups established to take forward progress on the Plan objectives.	P&R
We will continue to develop strong links between Service Asset Management Plans and the Corporate Asset Management Plan. (Ref 13321)	✓	Discussions are ongoing with services on the suitability and sufficiency of their portfolios, which will feed into a review of the Asset Management Plan in 2019/20	P&R
We will collect more information on the condition of our buildings to assist with developing more strategic future maintenance plans. (Ref 13322)	✓	Implementation of the realignment of the Property Maintenance Section is continuing, including an enhanced Condition and Compliance Team. Condition surveys have been prepared for Parc	P&R

Last Year's Commitments	✓ x	Progress Comment	Scrutiny
		Howard and Abergwili Museums as well as a range of other buildings and a more comprehensive programme will be established once the team is fully in place. Initial discussions held in relation to a specification for schools condition surveys in line with Welsh Government requirements. Initial consultation undertaken in relation to mobile capture tool for non-housing surveys. Bespoke database has been developed for housing condition surveys in accordance with WHQS and CHS requirements.	
We will support implementation of the new integrated impact assessment approach in line with the requirements of the Well-being of Future Generations (Wales) Act and other statutory duties. <i>(Ref 13323)</i>	✓	A draft Integrated Impact Assessment has been prepared, alongside detailed guidance notes for report authors. The Assessment includes questions in relation to the Well-being of Future Generations Act, Equality Act, Welsh Language Measure, UN Convention on the Rights of the Child, the Environment Act and Privacy statements.	P&R
We will implement any proposals for improvement arising from the Wales Audit Office review of Scrutiny arrangements – report to be issued March 2018. <i>(Ref 13324)</i>	✓	Initial work has commenced on the tidy-up exercise for Scrutiny remits. Members received training from the Centre for Public Scrutiny on the 29th March and we are working with Chairs to implement suggestions from that session. Good Practice Guide has also been considered by Chairs & Vice Scrutiny. New Forthcoming items template now in place and a new Gateway flowchart has been produced to assist Chairs and Committees in agreeing content and prioritizing issues, to ensure matters are outcome focussed rather than for information or update purposes only	P&R
We will implement any improvements identified in the November 2017 TIC Scrutiny review. <i>(Ref 13325)</i>	✓	TIC process has been completed. Division will continue to modernize as new digital systems become available.	P&R
We will ensure the maximum use of Community Benefits in all procurements where such benefit can be realised and report those benefits on all contracts over £1m. <i>(Ref 13326)</i>	✓	Community benefits: we are committed to: <ul style="list-style-type: none"> • Contributing to the social, economic and environmental well-being of the wider community • Asking tenders to deliver Community Benefits in our tendering activities through the delivery of the contracts or frameworks awarded • Maximising the value for every pound we spend, applying a Community Benefits approach to tender valued over £1 million. • Capturing and recording Community benefits utilising Welsh Government Benefits Measurement Tool. 	P&R

Last Year's Commitments	✓ ✗	Progress Comment	Scrutiny
<p>We will act as an enabler and vehicle for transforming the way services across the Council are delivered to customers by increasing opportunities for accessing council services via digital technologies. (Ref 12452)</p>	✓	<p>The My Account has now been in place for over 12 months. To date we have over 15,000 citizens signed up with 2,100 having linked to their Council Tax Account and 600 linked to their Housing Rent Account. The launch of the Annual Season Parking Permit purchases for our country parks has had over 500 on-line purchases within the first month. The School Meals 'Cashless' and 'Online Payments' project is still rolling out to remaining primary schools (20+ primaries have currently moved to the on-line payments facility for parents) with the remaining primary schools to be phased in over the next 12 months.</p>	P&R
<p>We shall increase the % use of the ICT Self Service helpdesk (ICT/002) (2017/18 - 44.4% /2018/19 Target - 48%)</p>	✗	<p>45.4% of IT customers used the ICT Self Service Helpdesk during 2018/19, this is below target but is showing a slight improvement on the previous year. We shall continue to promote Self-service usage with all customers.</p>	P&R
<p>B5 - Valuing our people; engaging, leading and supporting (Developing capacity and the capability of leadership and individuals)</p>			
<p>We will work with the People Strategy Group to further develop the capacity and capability of leadership and individuals to deliver the New Corporate Strategy. (Ref 13327)</p>	✓	<p>A programme aimed at potential 3rd/4th tier managers that will build leadership capacity across the Council has been agreed by the People Strategy Group and currently awaits endorsement by CMT prior to roll out. The programme aims to be project based enabling participants to learn by leading on an agreed piece of work outside their normal job role/area. Work has also commenced on extending the competency framework that will underpin recruitment, HPP, workforce planning and development at all levels</p>	P&R
<p>We will review and reshape the Council's appraisal processes. (Ref 13328)</p>	✓	<p>Terms of Reference for the review have been agreed with the People Strategy Board (PSGB) and Project Sponsor (Head of Service Mental Health & Learning Disabilities). Research to date including IIP findings, best practice and employee feedback will inform the review. A series of employee/manager focus groups are scheduled for June and the recommendations will be presented to PSGB in September 2019</p>	P&R
<p>We will undertake an assessment against the Investors in People standard using trained reviewers. (Ref 13329)</p>	✓	<p>6 new Assessors were trained in the 6th Generation Standard for Investors in People & successfully qualified under internal reviews against the Standard. They formed an integral part of the Councils re-accreditation process working alongside the</p>	P&R

Last Year's Commitments	✓ x	Progress Comment	Scrutiny
		liP Lead Assessor. The Council received its re-accreditation under the new standard and was awarded the Silver Standard in June 2018.	
We will develop a Strategic Workforce Plan for the Council. <i>(Ref 12458)</i>	✓	HR Business Partners have been working with Departmental Management Teams to provide comprehensive workforce data to assist with business and workforce planning. A Toolkit for Managers has previously been developed and briefing sessions for managers have been provided. The People Strategy Group Board is identifying the priorities and work has begun to develop an action plan to address any gaps	P&R
We will develop a Leadership & Management Development Framework that identifies and develops the fundamental skills of our Leaders & Managers. <i>(Ref 13330)</i>	✓	The framework mapping out the 'Carmarthenshire Leadership Journey' and a proposal for a project based leadership development programme aimed at 3rd and 4th tier managers, will be considered by the new Chief Executive and the Corporate Management Team. These considerations will be benchmarked alongside recent research undertaken by Welsh Government (Academi Wales, - the Public Service leadership and management development organisation) on Leadership Development and Talent Management in local authorities in Wales.	P&R
We will ensure the end user has the appropriate IT device/devices to deliver their service effectively. <i>(Ref 13331)</i>	✓	We have continued to replace aging devices over the year as part of the replacement program. Customers have been provided with devices to meet their requirements in line with the Agile Working program. Over 60% of workstations now have laptops running Windows 10. Over 300 mobile devices have been provided to Domiciliary Care workers enabling them to run a paperless service.	P&R
We will roll out training linked to the National Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015. <i>(Ref 13332)</i>	x	The completion rates for the Group 1 Training – Workforce Awareness remains a concern as the Council has not met the target / deadline set by WG. The completion rate remains stagnant at 53%. Areas that require focus include the rollout to schools. A revised approach that relies less on the e-learning route will now be explored for operational areas. Progress has been made on other aspects of the National Training Framework and Organisational Development has taken a significant lead in supporting a regional approach for Group 2. The design and	P&R

Last Year's Commitments	✓ ✗	Progress Comment	Scrutiny
		delivery of Workshops for potential trainers across the region to support the NTF requirements for Group 2 & 3 in partnership with Welsh Women's Aid (WWA), co-facilitated by survivors, specialist providers and input from the early adopters took place in April. An accredited Train the Trainer course will take place in June to rollout training to over 800 staff from September onwards.	
We will ensure the Council fully supports staff to maintain a healthy work-life balance and, where necessary, ensure the careful management of staff sickness absences in the interest of the staff and the provision of services. (Ref 13333) MF5-93	✓	The work to ensure the Council fully supports staff to maintain a healthy work-life balance has continued throughout the year. The wellbeing Coordinators have worked in the departments to encourage positive healthy lifestyles. We have promoted key health topics which will educate and prevent ill health. Attendance management briefings and support in place.	P&R
We will further promote robust sickness absence management within departments to reduce the number of working days/shifts per full time equivalent (FTE) local authority employee lost due to sickness absence. (PAM/001) (2017/18 Result - 10.1 days /2018/19 Target - 9.6 days)	✗	2018/19 Result – 9.8 days. This is off target but has shown an improvement on the previous year. Sickness is at its lowest level since 2014/15.	P&R
We will increase the % of laptops used in the council to devices to ensure we move towards an 80% flexible workforce. (ICT/004) (2017/18 Result - 53% / 2018/19 Target - 57%)	✓	68% of IT devices used in the council are laptops, this is a continued improvement towards an 80% flexible workforce.	P&R
B6 - Managing risks, performance and finance (Managing risks and performance through robust internal control and strong public financial management)			
Develop a new Risk Management Strategy - Approval required from Audit Committee. (Ref 12387)	✓	Risk Management Strategy approved by Audit Committee 28/09/2018.	P&R
We will ensure the Council responds to all cyber-security requirements to enable internal resilience of systems for staff and continuity of external service provision for residents (ensuring sustainable solutions are implemented for Information Governance). (Ref 13334) MF5-90	✓	We have purchased and installed new anti-virus software on all Council devices. We have reviewed IT Security policies and updated the Information Security Policy which has been approved by Council. We have worked with colleagues on the PSB to raise awareness of cyber security by arranging for the 'cyber bus' to visit Carmarthen.	P&R
We will ensure that risks relating to all premises owned or occupied by the Council are suitably and sufficiently identified and managed. (Ref 13335)	✓	Top-tier realignment of the Property Maintenance Section has been implemented with the inclusion of a Condition and Compliance Team. A review of current Fire Risk Assessments for sheltered complexes and blocks of flats has been undertaken and a more	P&R

Last Year's Commitments	✓ x	Progress Comment	Scrutiny
		comprehensive programme will be established once the team is in place.	
We will further strengthen financial planning arrangements by developing explicit links between the Medium Term Financial Plan and the Council's corporate planning processes. <i>(Ref 13336)</i>	✓	The Well-being Objectives were outlined in Members budget seminars and Departmental business plans went to the same Scrutiny meetings as the budget. The Corporate Strategy identifies resources committed	P&R
Managing and making best use of the Council's property and assets with a focus on rationalising office accommodation and sharing with other partners as well as facilitating community ownership of assets for community benefit. <i>(Ref 13337)</i>	✓	The refurbishment of Building 4 St David's Park is complete and staff have been relocated from B14. The works to 3 Spliman Street to provide open plan agile working areas is nearing completion which will allow the staff temporarily located within B2 St David's Park to return and the vacation of 5-8 Spilman street. Asset transfer of community based assets continues to be encouraged via the Asset Transfer Team, involving representatives across the relevant departments.	P&R
We will further strengthen financial planning arrangements by ensuring that savings delivery timescales are robust and reviewing timescales as part of the budget setting process. <i>(WAO PFI Savings Planning Report). (Ref 13338)</i>	✓	Savings proposals have been reviewed by Heads of Service and Directors for potential risk areas. Consideration given in particular to Adult Social Care where there is possible risk of demographic growth/demand management.	P&R
We will deliver, via ICT, automation and integration of internal working processes and procedures to release efficiencies. <i>(Ref 12473)</i>	✓	Further Digital Transformation Steering Group approved projects for 18/19 have been developed and/or started development. Cloud Migration projects, Gladstone (Leisure) Cloud Migration has completed successfully with CBL (Choice Based Lettings - Housing). CIVICA and Domiciliary Care system completed. This is a huge transformation for these service areas, especially Domiciliary Care with provision of over 500 smartphones for care workers and staff giving 24/7 access to their systems and data. The migration of Street Lighting to a Cloud Managed Service will give greater mobility to the service and for street lighting engineers with remote access to their system and access to tablet devices. Other specific projects / processes which have been developed include WWYT 'What Wastes Your Time'. The new Accident and Incident system has been developed, along with the new Occupational Health Referral processes which will allow for greater integration into our back-office corporate document management system (Information@Work).	P&R

Last Year's Commitments	✓ ✗	Progress Comment	Scrutiny
We will continue the development and implementation of GeoDiscover and will continue to roll it out across the Council, together with the full use of the Gazetteer. (Ref 13339)	✓	Geodiscoverer is online for all internal staff to use. Continuously updating layers and supporting staff with any queries or guidance	P&R
We will work with departments to implement the Category Management plans. (Ref 13340)	✓	<p>Category Management is a structured way of organising and mapping procurement activities and resources by grouping together related products and services across the Council and mapping them to relevant supply markets. Through a detailed analysis of Council spend and discussions with department stakeholders we challenge what we buy and how we buy to ensure that buying power and value are maximised. Category Plans are developed to identify potential opportunities across the Council.</p> <p>For example :</p> <ul style="list-style-type: none"> • Construction & Waste - The South West Wales Regional Civil Engineering Contractors Framework procurement exercise is drawing to a close. The framework which comprised of 15 lots and with a total anticipated value of £300M. • Highways & Transport – the Arboriculture Treeworks tender has now been awarded with estimated efficiency saving of around £25k per annum. 	P&R
We will use of the Council's reserves to invest in the County and support future development. (Ref 13341) MF5-96	✓	This can be evidenced by the additions to the major development fund to cover the year 4 shortfall and the new City Deal reserve set up by the S151 officer, approved by the audit committee.	P&R
We will ensure the Council manages its budgets effectively and prudently. (Ref 13342) MF5-98	✓	Well established financial control mechanisms in place and operational.	P&R
We will undertake the Closure and Audit of the Accounts within the appropriate timescales. (Ref 13343)	✓	2017-18 accounts completed 2 weeks ahead of statutory timelines, in line with team goal of "dry run" in advance of next year's early closure. Unqualified certificates issue by Wales Audit Office for Council and Pension Fund accounts.	P&R
<p>We will aim for maximum income of capital receipts to support the capital program of £3.08m (2.1.2.12) (2017/18 Result - 71.42% £1.93m / 2018/19 Target - 100% £3.08m)</p> <p>Tudalen 86</p>	✗	<p>£2,100,200 of capital receipts were achieved during 2018/19, this is 68.27% of what was targeted. Unfortunately a number of transactions have slipped in terms of timetable and whilst contracts have been exchanged on one significant sale it is subject to obtaining planning and this will mean that the receipt will not realise until the next financial year 2019/20.</p>	P&R

Last Year's Commitments	✓ ✗	Progress Comment	Scrutiny
We aim to increase the % of Council Tax collected (CFH/007) (2017/18 Result - 97.57% / 2017/18 Target - 97.60%)	✓	97.64% of Council Tax was collected during 2018/19, this has increased slightly on last year and showing an improvement.	P&R
We aim to collect at least 98% of non-domestic rates (CFH/008) (2017/18 Result - 99.52% /2018/19 Target - 98.5%)	✗	98.08% of non-domestic rates were collected during 2018/19, this shows a reduction on the exceptionally high rate of collection for last year and is below our target. The Economic climate continues to have an effect on businesses, along with the reduction in Transitional Relief and High Street Relief resulting in higher rates due for some businesses. The rates revaluation came into effect from 1st April 2017. The government introduced a Transitional Relief scheme which limited any increase faced by ratepayers in small premises whereby they would have any increase arising from the revaluation, "limited to 25% in 2017/18 and this limit increased to 50% in 2018/19. In addition businesses saw a reduction in the amount of High Street relief they were entitled to with properties with a rateable value of between £6,001 and £12,000 seeing relief reducing from £500 in 17/18 to £250 and properties with a rateable value between £12,001 and £50,000 seeing relief reducing from £1500 to £750.	P&R
B7- Good transparency and accountability (Implementing good practices in transparency, reporting, and audit to deliver effective accountability)			
We will publish a detailed Annual Report on 2017/18 Well-being Objectives. (Ref 13344)	✓	The Annual Report for 2017/18 was submitted to all Scrutiny Committees, presented to County Council on the 10th October and published by the 31st October.	P&R
We will review the Audit Manual. (Ref 13345)	✗	The Audit Manual is currently being reviewed.	P&R
We will ensure an unqualified audit on the 2016/17 final accounts. (Ref 13346)	✓	An unqualified audit of the 2016/17 final accounts was once again achieved.	P&R
We will aim to ensure actual achievement against Annual Audit Plan (6.4.1.3) (2017/18 Result - 75% / 2018/19 Target - 90%)	✗	2018/19 Result - 72%. This is off target and showing a decline on 2017/18. A number of Audit Jobs are in progress but not at fieldwork complete stage @ 31 st March 2019, therefore not included in this result. We will continue working towards achieving 100% of the plan, ensuring quality audits are undertaken.	P&R



APPENDICES

DRAFT

Local Government (Wales) Measure 2009 and Well-being of Future Generations Act (Wales) 2015

The Local Government (Wales) Measure 2009 and the Well-being of Future Generations Act (Wales) 2015 are separate but interconnected legal obligations. Our Well-being Plan combined both requirements and this Annual Report does the same.

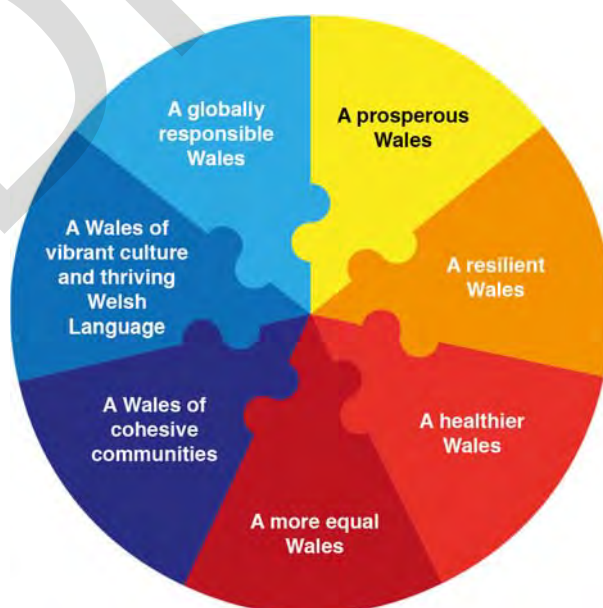
The Local Government (Wales) Measure 2009

- The Local Government (Wales) Measure 2009 requires the Council to set Improvement Objectives every year. They do not have to change every year, or be deliverable within one year.
- Our Improvement Objectives are essentially the same as our Well-being Objectives as they are based on a thorough evidence-based understanding of the communities we serve and local needs. We compare our Service performance and satisfaction results with all Councils in Wales to make sure we improve where we most need to.
- We have a duty to improve, often delivering 'more (or even the same) for less'.

Well-being of Future Generations Act (Wales) 2015

This is an Act introduced by the Welsh Government which will change aspects of how we work. The general purpose of the Act, is to ensure that the governance arrangements of public bodies for improving the well-being of Wales, take the needs of future generations into account. The Act is designed to improve the economic, social and environmental well-being of Wales, in accordance with sustainable development principles. The new law states that:-

- a) We must carry out sustainable development, improving the economic, social, environmental and cultural well-being of Wales. The sustainable development principle is **'... the public body must act in a manner which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs.'**
- b) We must demonstrate 5 ways of working:
Long term, integrated, involving, collaborative and preventative (see **Appendix 1**)
- c) We must work towards achieving all of the 7 national well-being goals in the Act. Together they provide a shared vision for public bodies to work towards.



For the first time in Wales, the Well-being of Future Generations Act, provides a shared vision for all public bodies in Wales to work towards. As a public body subject to the Act we were required to set and publish Well-being Objectives that maximised our Contribution to the Well-being Goals.

How our Well-being Objectives contribute to the 7 National Well-being Goals

Carmarthenshire's 2017/18 Well-being Objectives / KIOPs			7 National Well-being Goals						
			Prosperity	Resilience	Healthier	More equal	Cohesive Communities	Vibrant culture & Welsh Language	Global responsibility
Start Well	1	Help to give every child the best start in life and improve their early life experiences.	✓		✓	✓	✓		
	2	Help children live healthy lifestyles	✓		✓	✓	✓	✓	
	3	Support and improve progress and achievement for all learners	✓	✓		✓		✓	✓
	4	Reduce the number of young adults that are Not in Education, Employment or Training	✓		✓	✓	✓		
Live Well	5	Tackle poverty by doing all we can to prevent it, help people into work and improve the lives of those living in poverty	✓		✓	✓	✓		
	6	Create more jobs and growth throughout the county	✓		✓	✓	✓	✓	
	7	Increase the availability of rented and affordable homes	✓	✓	✓	✓	✓		✓
	8	Help people live healthy lives (tackling risky behaviour & obesity)	✓		✓	✓	✓	✓	
Age Well	9	Support good connections with friends, family & safer communities			✓	✓	✓		✓
	10	Support the growing numbers of older people to maintain dignity & independence in their later years	✓		✓	✓	✓	✓	
	11	A Council-wide approach to support Ageing Well in the county	✓		✓	✓	✓	✓	
In a Healthy, Safe & Prosperous Environment	12	Look after the environment now and for the future	✓	✓	✓				
	13	Improve the highway and transport infrastructure and connectivity	✓	✓	✓	✓	✓		
	14	Promote Welsh Language and Culture	✓	✓		✓	✓	✓	
	15	Building a Better Council and Making Better Use of Resources	✓	✓	✓	✓	✓	✓	✓

Success measures for our Well-being Objectives

Additional results and comparative data will become available later in the year

DRAFT

National Survey for Wales Results

Data becomes available in phases from end of June.

DRAFT

How our 2018/19 results for Public Accountability Measures compare to other Councils in Wales

Here are the key dates for the 2018-19 data collection and publication from DataCymru:

Activity	Date
Education and Planning data published	01/07/2019
Sign off form available (collected data only)	14/06/2019
Sign off deadline (collected data only)	21/06/2019
Data pre-released (collected data only)	05/07/2019
'Collected' data published: <ul style="list-style-type: none"> • Corporate Services; • Environmental Services; • Housing (including PAM/012); • Leisure and Culture (PAM/017); • Highways Services; and • Public Protection. 	29/07/2019
'Sourced' data published: <ul style="list-style-type: none"> • Housing (PAM036 / PAM038); • Leisure and Culture (PAM/040); • Waste Services 	04/11/2019 (Tbc)
Leisure and Culture (PAM041 / PAM042) data published	02/12/2019 (Tbc)
Social care data published	Tbc

Our Regulatory Reports

The following list of regulatory reports were issued during the last twelve months:



WALES AUDIT OFFICE
SWYDDFA ARCHWILIO CYMRU

LOCAL REPORTS

Annual Improvement Report: 2017-18 (Aug 2018)
Evaluation of the Council's Review of People Performance Management 2017 (April 2018)
Scrutiny: Fit for the Future? Review (June 2018)
Audit Committee Effectiveness (July 2018)
Local Government Services to Rural Communities (Nov 2018)
Provision of Local Government Services to Rural Communities: Community Asset Transfer (Nov 2018)
Local Government Use of Data (Jan 2019)
Well-being of Future Generations examination - WBO 2 (Feb 2019)

NATIONAL REPORTS

Speak My language: Overcoming Language & Communication Barriers in Public Services (April 2018)
Strategic Commissioning of Accommodation Services for Adults with Learning Disabilities (May 2018)
National Fraud Initiative in Wales 2016-18 (Oct 2018)
Procuring Residual and Food Waste Treatment Capacity (Oct 2018)
Managing the Impact of Brexit on the Rural Development Programme in Wales (Nov 2018)
Waste Management in Wales: Municipal Recycling (Nov 2018)
The Maturity of Local Government in Use of Data (Dec 2018)









We would welcome your feedback,
please send your thoughts, views and opinions to:



Performance Management
Regeneration and Policy
Chief Executive's Department
County Hall
Carmarthen
Carmarthenshire SA31 1JP



Tel: **01267 224486**
Email: performance@carmarthenshire.gov.uk



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Follow this plan and add your Tweets on our [Twitter](#) page - **#CarmsReport**

PWYLLGOR CRAFFU POLISI AC ADNODDAU

18 Gorfennaf 2019

ADRODDIAD BLYNYDDOL CYNLLUN CYDRADDOLDEB STRATEGOL 2018-19

Ystyried y materion canlynol a chyflwyno sylwadau arnynt:

- I gymeradwyo Adroddiad Blynyddol y Cynllun Cydraddoldeb Strategol ar gyfer 2018-19.

Rhesymau:

Mae'r Ddeddf Cydraddoldeb 2010 yn cyfuno deddfwriaethau gan gryfhau a mireinio'r Gyfraith gan ei gwneud hi'n haws i bobl ddeall a chydymffurfio. Daeth y mwyafrif o'r Ddeddf i rym ar 1 Hydref 2010.

Mae Adroddiadau Blynyddol yn gyfle da i fonitro, adolygu a myfyrio ac yn gyfle i'r awdurdod i nodi ei weithgarwch parhaus ynghylch cyflawni'r dyletswyddau cyffredinol a phenodol. Mae hyn yn cynnwys ystyried a ydy'r trefniadau a chamau gweithredu yn effeithiol ac yn parhau'n briodol. Bydd adroddiadau blynyddol yn cynorthwyo awdurdodau i fonitro eu gwaith eu hunain, yn ogystal â darparu tryloywder ar gyfer rhanddeiliaid.

Disgwylir i Adroddiadau Blynyddol gynnwys gwybodaeth ynghylch y gweithlu, hyfforddiant a thâl. Paratoir yr Adroddiad Gwybodaeth am y Gweithlu gan yr is-adran Rheoli Pobl.

Angen cyfeirio'r mater at y Bwrdd Gweithredol / Cyngor er mwyn gwneud penderfyniad: Oes

Aelod(au) y Bwrdd Gweithredol sy'n gyfrifol am y Portffolio:

- Cyng. Cefin Campbell (Cymunedau a Materion Gwledig)

Y Gyfarwyddiaeth: Prif Weithredwr Enw Pennaeth y Gwasanaeth: Noelwyn Daniel Awdur yr Adroddiad: Llinos Evans	Swyddi: Pennaeth TGCh a Pholisi Corfforaethol Swyddog Polisi a Phartneriaeth	Rhifau Ffôn / Cyfeiriadau E-Bost: 01267 224914 LlinEvans@sirgar.gov.uk
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EXECUTIVE SUMMARY



POLICY AND RESOURCES SCRUTINY COMMITTEE

18 July 2019

Strategic Equality Plan Annual Report 2018-19

The Equality Act 2010 includes a public sector equality duty, replacing the separate duties on race, disability and gender equality.

The new general duty covers the following protected characteristics:

- Age
- Gender reassignment
- Sex
- Race – including ethnic or national origin, colour or nationality
- Religion and belief – including lack of belief
- Disability
- Marriage and Civil Partnership
- Pregnancy and maternity
- Sexual Orientation.

The aim of the general duty is to ensure that public authorities and those carrying out a public function consider how they can positively contribute to a fairer society through advancing equality and good relations in their day-to-day activities.

Public bodies are required to have due regard to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who not.

Annual Reporting as a Specific Duty

The Wales specific equality duties set out the requirement to report annually under the heading *Reports by authorities on compliance with the general duty*. This is a useful reminder that the essential purpose of the specific duties is to help authorities to have better due regard to the need to achieve the 3 aims of the General Duty. The Regulations invite authorities to produce an annual report covering *any matter* that is relevant to the authority fulfilling the general and specific equality duties.

DETAILED REPORT ATTACHED?	Yes Strategic Equality Plan Annual Report Appendix 1: Objectives & Action Plan 2018-19
----------------------------------	---

IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report.

Signed: Noelwyn Daniel **Head of ICT & Corporate Policy**

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
YES	YES	NONE	NONE	NONE	YES	NONE

1. Policy, Crime & Disorder and Equalities



The development and publication of a Strategic Equality Plan is a Statutory responsibility under the Equality Act 2010.

Equality and Diversity issues are considered alongside the Well-being of Future Generations Act responsibilities.

2. Legal

There are legal obligations to non-compliance with the Equality Act 2010.

3. Staffing Implications

The publication of a Workforce monitoring report is a statutory duty. This report is published separately, due to its detailed nature.

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below:

Signed: Noelwyn Daniel, Head of ICT & Corporate Policy

1. Local Member(s) – N/A

2. Community / Town Council – N/A

3. Relevant Partners – A variety of organisations and individuals have been consulted with to collect data and opinions.

4. Staff Side Representatives and other Organisations – N/A

Section 100D Local Government Act, 1972 – Access to Information
List of Background Papers used in the preparation of this report:

THESE ARE DETAILED BELOW:

Title of Document	File Ref No. / Locations that the papers are available for public inspection
Equality and Human Rights Commission Guidance for the Public Sector in Wales	http://www.equalityhumanrights.com/wales/publications/guidance-on-the-equality-duty-for-the-welsh-public-sector/ or through Llinos Evans (LlinEvans@carmarthenshire.gov.uk / 01267 224914)
Carmarthenshire County Council's Strategic Equality Plan 2016-20	http://www.carmarthenshire.gov.uk/english/council/pages/equalitydiversity.aspx or through Llinos Evans (LlinEvans@carmarthenshire.gov.uk / 01267 224914)



Mae'r dudalen hon yn wag yn fwriadol

Strategic Equality Plan

Annual Report 2018-19



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If you require this information in an alternative format, please contact

The Policy and Partnership Team
County Hall
Carmarthen
SA31 1JP

01267 224914
equalities@carmarthenshire.gov.uk

Strategic Equality Plan Annual Report 2018-19

We are pleased to present Carmarthenshire County Council's Annual Report for 2018-19 detailing the implementation of our Strategic Equality Plan and our Strategic Equality Objectives. This report outlines our key responsibilities under the Equality Act 2010 and further details regarding the implementation of our Strategic Objectives can be found in Appendix 1.

Strategic Equality Plans (SEPs) are important documents that set out how public bodies will consider the needs of groups with 'protected characteristics', as outlined in the Equality Act 2010. This is intended to ensure that all individuals receive just and equitable treatment in respect of service delivery and strategy/policy formulation.

During the year, we have started the preparatory work for the revision of our **Strategic Equality Plan** and we will be working in partnership with the Local authorities across Dyfed Powys, both Health Boards, Dyfed Powys Police, Mid and West Wales Fire Service, Wales Ambulance Services NHS Trust, the Brecon Beacons National Park Authority, Pembrokeshire Coastal National Park Authority and the Dyfed Powys Police and Crime Commissioner, to undertake a detailed engagement and consultation exercise.

Following discussion with partners, the survey focuses on the Equality and Human Rights Commission strategic domains and links closely to the '**How Fair is Wales**' evidence report. Feedback will inform our next Strategic Equality Plan and Equality Objectives and will provide us with revised evidence on which to base our decisions.

We are once again a Proud Employer, through the **Stonewall Diversity Champions** programme and I'm personally looking forward to working with Stonewall Cymru and colleagues to embed inclusion across the authority. Through our previous membership, we learnt so much as an employer and provider of services and we are now ready to build upon that good work. I will also be working with Cllr Mair Stephens and the People Strategy Steering Group, to promote the progress made following our recent Investors in People accreditation, and also to deliver the promises made in our People Strategy.

As a key employer in the county, we have made the transition from the Disability Two Ticks Scheme to being a Disability Confident Employer. **As a Disability Confident Employer we:**

- have undertaken and successfully completed the Disability Confident self-assessment
- are taking all of the core actions to be a Disability Confident employer
- are offering at least one activity to get the right people for our business and at least one activity to keep and develop our people.

As an Executive Board, we have a dedicated Disability Champion, which is Cllr. Jane Tremlett. During the year we have continued to develop the **Carmarthenshire Disability Partnership**, with members of the Carmarthenshire Disability Coalition for Action. Our aim is to discuss key issues and ensure that the Coalition are involved at the early stages of service planning and delivery and that we as an Authority support the group to develop further expertise and knowledge. I look forward to seeing this partnership develop further in the future.

The Modern Slavery Act 2015 was introduced to criminalise slavery, forced servitude and human trafficking in the UK, we acknowledge our responsibility to the Act and expect our suppliers to observe best practice and continue to seek improvements throughout their supply chains.

During 2018/19, we have signed up to the Welsh Government's **Code of Practice on Ethical Employment in Supply Chains** to show our continued commitment to the development of more ethical supply chains in delivering our contracts. In signing up to the Code we have agreed to comply with the 12 commitments designed to eliminate modern slavery and support ethical employment practices. These commitments will be embedded into the Ethical Employment & Supply Chains Policy which will be led by Cllr. David Jenkins, as Executive Board Member for Resources.

To end, we want to report on arrangements for consulting on the **Council's budget**. It is well known that budget pressures are intensifying. I am firmly committed to making sure that, as far as is possible, budget reductions are fair to all groups. In view of this, arrangements were put in place to consult widely, including with the 50+ Forum and others on which Council services were considered most important. Later in the process, a **budget consultation survey** was developed and all sectors of the community were encouraged to take part. This included representatives of Equality Carmarthenshire. The survey asked people demographic profiling questions, meaning that the views of people from different groups could be understood separately. In summary, this activity helped ensure fairness was integral to the Council's budget decisions.

Naturally, our legal duties are central to all planning and delivery of services, and our workforce has a key role to play in promoting diversity and addressing unfairness.

As a local authority, we recognise that there is more work to be done and we look forward to developing partnerships with our communities and with the protected groups in order to learn more.

Councillor Cefin Campbell

Executive Board Member (Equalities)

Section 1 - Introduction

1.1 Introduction and background

Public Sector Equality Duties

The General Duty

The aim of the General Duty is to ensure that public authorities and those who carry out a public function consider how they can positively contribute to a fairer society through advancing equality and good relations in their day-to-day activities.

Public bodies are required to have due regard to the need to:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act
2. Advance equality of opportunity between people who share a relevant protected characteristic and those who do not
3. Foster good relations between people who share a protected characteristic and those who do not.

Specific duties in Wales

The Equality Act 2010 made provision for Welsh Ministers to be able to make regulations that place specific public sector equality duties on relevant Welsh public authorities listed in Part 2 of Schedule 19 of the Act.

The duties have been developed to be proportionate in design, relevant to need, transparent in approach and tailored to guide relevant Welsh public authorities towards better performance of the general duty. The ambition is to better meet the needs of the citizens of Wales relying on the services provided to them by the public sector.

The Specific Duties in Wales are set out in the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 and came into force on 6 April 2011 and note that the listed bodies will undertake and develop the following requirements:

- Objectives
- Strategic Equality Plans
- Engagement
- Assessing Impact
- Equality information
- Employment information
- Pay differences
- Staff training
- Procurement
- Annual reporting (by Public Authorities and Welsh Ministers)
- Publishing
- Review
- Accessibility

Carmarthenshire County Council

Carmarthenshire County Council published its second Strategic Equality Plan in April 2016 and this review brought an opportunity to look at what has been achieved and to look anew at our priorities as a Council.

Our complaints and compliments procedure is also key to ensuring better services. We will ensure that any complaint, compliment or comment regarding equality is recorded as those relating to equality and we will monitor the situation and report on progress in dealing with them. We intend to strengthen these links and we will ensure that communities, key stakeholders and individuals / groups that represent one or more of the protected characteristics are aware of our procedure.

The Policy and Partnership team works closely with the People Management Division and all council departments to promote the Strategic Equality Plan and to continue to gather evidence which will contribute to the work. The team also works closely with stakeholders over the county, and meet regularly with groups such as the Carmarthenshire Disability Partnership and Equality Carmarthenshire.

Well-being objectives

Following consultation, Carmarthenshire County Council drafted a set of Well-being. These were first approved at County Council on 8 March 2017 and have been reviewed annually since then. The Council's Improvement Objectives are now incorporated in our Well-being Objectives Plan.

There are detailed Action Plans in place to support each Well-being Objective. These will be monitored and reported on through our Performance Management Framework.

The following table shows the Carmarthenshire County Council Well-being Objectives and their contribution to the 7 National Well-being goals. Further details regarding the direct contribution towards the 'More Equal' and 'Cohesive Communities' goals can be seen through the detailed planning documents on the Council's corporate website.

Carmarthenshire's 2018/19 Well-being Objectives / KIOPs			7 National Well-being Goals						
			Prosperity	Resilience	Healthier	More equal	Cohesive Communities	Vibrant culture & Welsh Language	Global responsibility
Start Well	1	Help to give every child the best start in life and improve their early life experiences.	✓		✓	✓	✓		
	2	Help children live healthy lifestyles	✓		✓	✓	✓	✓	
	3	Support and improve progress and achievement for all learners	✓	✓		✓		✓	✓
	4	Ensure all young people are in Education, Employment or Training(EET) and are following productive learning and career pathways	✓		✓	✓	✓		
	5	Tackle poverty by doing all we can to prevent it, help people into work and improve the lives of those living in poverty	✓		✓	✓	✓		
Live Well	6	Create more jobs and growth throughout the county	✓		✓	✓	✓	✓	
	7	Increase the availability of rented and affordable homes	✓	✓	✓	✓	✓	✓	✓
	8	Help people live healthy lives (tackling risky behaviour & obesity)	✓		✓	✓	✓	✓	
	9	Support good connections with friends, family and safer communities			✓	✓	✓		
Age Well	10	Support the growing numbers of older people to maintain dignity and independence in their later years	✓		✓	✓	✓	✓	
	11	A Council-wide approach to support Ageing Well in the county	✓		✓	✓	✓	✓	
In a Healthy, Safe & Prosperous Environment	12	Look after the environment now and for the future	✓	✓	✓				
	13	Improve the highway and transport infrastructure and connectivity	✓	✓	✓	✓	✓		
	14	Promote Welsh Language and Culture	✓	✓		✓	✓	✓	
	15	Building a Better Council and Making Better Use of Resources	✓	✓	✓	✓	✓	✓	✓

1.2 Any other information relevant to meeting the duties

Our role as an Employer

Time to Change Wales

Time to Change Wales is the first national campaign to end the stigma and discrimination faced by people with mental health problems. The campaign is needed because although mental health problems are very common, it can still be a taboo subject. People who experience mental illness often face stigma and discrimination in the workplace, socially and within families. This can make life with a mental health problem more difficult than the symptoms themselves. The aim is to improve knowledge and understanding about mental illness and, most importantly of all, get people talking about mental health.

The Employee Well-being Team lead on our corporate commitment to the national campaign and have hosted various awareness campaigns such as the 'Time to Talk Day' and the Pledge Cards with the Chief Executive and Elected Members.

Domestic Abuse and Sexual Violence Policy

The Council recognises that its employees, men or women, will be amongst those affected by domestic abuse and sexual violence, either as victims/survivors of domestic abuse and/or sexual violence; friends, family or colleagues of victims/survivors; or perpetrators of domestic abuse and/or sexual violence. We have prepared and published a Domestic Abuse and Sexual Violence Policy, which is available to view in the HR Policies and Guidance Section of the intranet, or via line managers, Trade Union Representatives or the Occupational Health Unit.

Carmarthenshire County Council is committed to ensuring that any member of staff disclosing domestic abuse and/or sexual violence will be listened to and supported.

The Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 is a landmark law, the first of its kind in the UK. One of the key mechanisms for delivering the Act in Wales is to ensure that everyone working in Welsh Public Service is aware the nature and impact on those affected by this whatever their gender.

The Learning and Development team have ensured access to the mandatory Welsh Government e-learning module on Violence Against Women, Domestic Abuse and Sexual Violence for all staff. This e-learning provides awareness of the issues and importantly provides an understanding about how staff might help in tackling them.

The Corporate Management Team are committed to ensuring that every part of our workforce has the opportunity to receive the awareness training with alternative arrangements being made available for those who cannot access e-learning. Additional training was also provided for those undertaking professional/specialist roles.

Stonewall Cymru Diversity Champions

Stonewall Diversity Champions programme is an employers' forum for sexual orientation and gender identity equality, diversity and inclusion. The organisation works with over 700 organisations across public, private and third sectors to help them create inclusive and accepting environments for almost a quarter of the UK workforce.

Carmarthenshire County Council has worked in partnership with Stonewall and was a member of its Diversity Champions programme from 2011 to 2016. During each year of membership the Council entered Stonewall Workplace Equality Index (WEI), an evidence-based benchmarking tool used to assess our achievements and progress on LGBT inclusion in our workplace in 10 areas of policy and practice, ranging from training to community engagement.

During 2018-19, we have re-joined the Diversity Champions programme, with a view to undertake a soft audit of our work in readiness for formal submission to the Index in September 2020. We will be working with Stonewall Cymru to establish our priorities for the next year, based on the evidence collated through the audit and in discussion with our People Strategy Steering Group.

Progress will be reported as part of the 2019-20 annual report.

Our role as a provider of services

Wales Interpretation and Translation Service

The authority is a partner in the Welsh Interpretation and Translation Service (WITS). This body acts as a “one-stop-shop” designed to improve access to public services for vulnerable people whose first language may not be English or Welsh. WITS provides the Authority with access to trained, accredited, fully security vetted translators and interpreters covering approximately 135 languages.

Inequalities in Education

All schools are required to publish **Equality Objectives** and a **Strategic Equality Plan** that records how the school is responding to equality issues. The purpose of the objectives and plan is to enable the delivery of measurable equality outcomes which improve the lives of individuals and communities.

Housing Related Support Service

Housing Services have developed a new Housing support service for people over the age of 55 and people with dementia irrelevant of age. This will be across tenure (private or public) and be given where the need for housing related support has been identified.

If someone has housing support needs they will receive support irrelevant of whether they are a Carmarthenshire County Council tenant or not. This will be a much fairer service, extending to those who are home owners or private tenants. The service will be a floating support service for Older People which will provide housing related support to enable people to develop the skills and confidence needed to live independently in their own homes.

Our role as a Community Leader

Syrian resettlement

Since the start of the scheme in Carmarthenshire in June 2016, we have resettled 29 families through the Syrian resettlement scheme, with a total of 133 people. We have found homes for the families in Llanelli, Carmarthen, Ammanford, Kidwelly, Pontyberem, Llandeilo and Garnant, all privately-owned homes managed by Council staff through the Council's Simple Lettings scheme.

Governance

We have a multi-agency task group which meets every two months, to ensure that all relevant agencies are working together to deliver the scheme effectively.

Membership – Housing, Education / Children's Services, Communities for Work, Hywel Dda University Health Board, Dyfed Powys Police, Department of Work and Pensions, Coleg Sir Gâr, Carmarthenshire Association of Voluntary Services, Ethnic Youth Support Team. The Group is chaired by Executive Board Member for Housing.

A panel with representation from Hywel Dda University Health Board; Mental Health & Learning Disabilities; Education & Children's Services and Homes & Safer Communities checks new referrals before accepting families for resettlement.

Education

All school-age children are found school places as near as possible to their homes. All adults are attending English classes, organised by Community Education. A number of the children have additional learning needs. The scheme funding is used to provide extra support to these children in the classroom, both of staff and other resources.

Health

All families are registered with a local GP practice, and are helped to access dentistry through the community dental service. A high proportion of the families have family members with serious health issues, such as heart disease, bullet wounds, embedded shrapnel, post-traumatic stress and diabetes.

Support

Resettlement support is provided to each family from the moment they arrive in the UK. They are picked up from the airport and brought to their new homes. They are introduced to the various services that they will need immediately, such as GPs, schools, English classes, housing staff, Job Centres.

As well as individual support, we also hold family information sessions around every two months. Relevant agencies come to speak to the families together, with interpretation available throughout the event.

In August 2018, the Carmarthenshire Syrian community organised a regional picnic in Llandovery Rugby Club, which was attended by Syrian families from all over Mid and West Wales.

Two families have moved out of the County since the scheme started, both to take up offers of employment in England.

Syrians resettled in Carmarthenshire, as well as Jonathan Morgan (Head of Homes and Safer Communities) and Cllr. Linda Evans (Executive Board member) travelled to the Senedd for an event in April 2019 to promote Wales as a Nation of Sanctuary. Ahmad Al Dalli spoke at the event to thank the services which have been supporting the families to build new lives in Wales.

Employment

Finding employment is the biggest challenge facing the adult family members, as it has proved difficult to find similar jobs to those they are used to whilst still developing their English language skills. Some adults are attending courses at Coleg Sir Gâr to retrain and gain formal qualifications. Others are working with Business Wales with a view to becoming self-employed. Once the person's business plan has been approved by Business Wales, we help with a small grant towards tools and equipment to help start the business. Communities for Work and Remploy are also involved in supporting individuals into employment.

We are also developing responses to this issue, in partnership with Community Education, Coleg Sir Gâr and Adult Learning Wales to ensure that the Syrian adults are able to gain qualifications that will allow them to access employment which suits their abilities and potential.

Community cohesion

Generally, the response of the local community to all the Syrian families has been excellent, and many are becoming a valued part of the communities in which they live. However, it would be naive to think that all members of the host community have this positive view of Syrian resettlement. We have put in interventions from experienced staff in local schools, which were successful in resolving tensions, in partnership with the police and the schools concerned. We are now developing a pro-active service in partnership with neighbouring local authorities to work with pupils across the Mid and West Wales region to raise awareness of these issues.

Future of the scheme

This time last year the Home Office was consulting on what the resettlement programme should look like after March 2021. Since then, the Home Office has announced that there will be no further arrivals under the current scheme after March 2020. However, progress on developing and consulting on a replacement scheme has stalled in recent months.

Carmarthenshire Disability Coalition and Partnership

The Council continues to support the work of the Coalition and benefits from its feedback and advice. For instance, work has been undertaken to improve the accessibility of information, this includes work to ensure that the Council's website is fully accessible to screen reader software, electronic documents are now published in Welsh and English single language versions and improvements have been made to the format of printed letters to help accessibility.

Relationships between the Council and the Coalition have been enhanced through bi-monthly meetings of the Carmarthenshire Disability Partnership, chaired by the Executive Board Member for Disabilities, Cllr Jane Tremlett. During the year, the Partnership have discussed various issues including key consultations held by Public Sector bodies in the county, improving access at Pembrey Country Park and the Social Services and Well-being Act.

Section 2 - Identifying, collecting and using relevant information

2.1 Our communities

Statistical background

Carmarthenshire has an estimated population of 184,681 and a population density (population count/area in sq km) of 78 people per square km. The County is very diverse and rural. It consists of 58 Electoral Wards with 74 Elected Members. Demographic Profiles have been produced of each of the Electoral Wards and for the County which provides a picture of life in the individual communities as well as valuable local information. The profiles will give you information such as:

- Population Statistics
- Population density
- Birth and Death rate
- 2011 Census Data
- Housing Information

The Ward Profiles can be accessed through the Council's corporate website.

Statistical information provides us with a useful baseline of information; however, the Census results do not provide information on all protected characteristics.

As a local authority, we are able to access a wealth of data. Our key aim during the preparation of the evidence report was to identify data to support the General Duty in:

1. Eliminating unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act
2. Advancing equality of opportunity between people who share a relevant protected characteristic and those who do not
3. Fostering good relations between people who share a protected characteristic and those who do not.

2.2 Our staff

Carmarthenshire County Council has been collecting employment data for a number of years, on the groups required at the time. Our Workplace Profile Report can be viewed on our corporate website. Following the publication of the Equality Act 2010 and the Specific Duties for Wales 2011, the People Management division have been working to update our recruitment monitoring forms and our Resource Link software, in order to collect the new data on the wider protected characteristics. This is a continuous process.

Section 3 – Equality Impact Assessments

Equality Impact Assessments are a key element of the Strategic Equality Plan and objectives and are integral to all budgetary, policy and strategy decisions. Heads of Service and Budget Managers are required to complete an assessment of all policy decisions as part of the budget setting process. It is also key that assessments are undertaken as part of all policy and strategy developments and that the Organisational Change template is completed when there are HR considerations.

The Policy and Partnership Team are leading on the introduction of an Integrated Assessment. This is due to the fact that the Council has a statutory requirement to complete impact assessments under a number of new and existing legislation.

These requirements are legal obligations for the Council and failure to meet these duties may result in the Council being exposed to legal challenge.

This integrated assessment (which will be introduced during 2019-2020) incorporates the requirements of the following Acts into one Impact Assessment:

- Well-being of Future Generations (Wales) Act 2015
- Public Sector Equality Duty and the Equality Act 2010
- Welsh Language Measure 2011 and Welsh Language Standards
- United Nations Convention on the Rights of the Child (UNCRC) & Rights of Children and Young Persons (Wales) Measure 2011
- Environment (Wales) Act 2016 – Biodiversity and Resilience of Ecosystems Duty
- General Data Protection Regulation.

Section 4 – Training

The Council's Learning and Development Team prepare an annual Learning & Development Plan which outlines all the training and development opportunities available - including Equality and Diversity opportunities. Line Managers are required to discuss learning and development opportunities as part of staff appraisal and ensure that staff have opportunities to develop professionally. All new members of staff are required to complete "Engaging Diversity", an on-line learning module within six months of appointment. All Managers and Senior Managers are required to attend the Behavioural Standards in the Workplace training and, if involved in recruitment activities, Recruitment and Selection Training.

Section 5 – Procurement arrangements

The Policy and Partnership Team work closely with the Procurement Unit to ensure compliance. One of the key documents is the Supplier Qualification Information Database (SQUID). This Information is a template provided by the Value Wales Division of the Welsh Government.

The SQulD has been designed to simplify and standardise the selection stage of procurement whilst improving transparency. This approach also makes it easier for small businesses to tender for public sector contracts. Information in relation to Equalities is included in the SQulD documents and all potential suppliers must complete the section. The SQulD template specifically asks prospective suppliers for information in relation to any findings of unlawful discrimination by an Employment Tribunal, an Employee Appeal Tribunal, or any other court and/or any complaints upheld following an investigation by the Equality and Human Rights Commission or its predecessors (or comparable body in any jurisdiction other than the UK) on grounds of alleged unlawful discrimination. The guidance clearly notes that any prospective suppliers, who hold any findings against them, will not be selected to tender, unless they have provided adequate evidence that they have taken appropriate action to stop it happening again.

Welsh Government Code of Practice – Ethical Employment in Supply Chains

The Ethical Employment in Supply Chains Code of Practice has been established by the Welsh Government to support the development of more ethical supply chains to deliver contracts for the Welsh Public Sector. During the year, officers from Corporate Procurement, People Management and Policy have prepared an Ethical Employment & Supply Chains Policy for consideration by the Executive Board.

An update on the Council's action plan on the 12 Commitments designed to eliminate modern slavery and support ethical employment practices will be provided in the 2019-20 report, alongside an update from the Ethical Employment Elected Champion.

Section 6 – Contact details

For further information on Carmarthenshire County Council's Strategic Equality Plan, please contact:

Policy and Partnership Team

County Hall

Carmarthen

SA31 1JP

01267 224914

equalities@carmarthenshire.gov.uk

You can also contact Carmarthenshire Direct by text

0789 2345678

PWYLLGOR CRAFFU POLISI AC ADNODDAU 18 Gorfennaf 2019

ADRODDIAD BLYNYDDOL AR YR IAITH GYMRAEG 2018-19

Ystyried y materion canlynol a chyflwyno sylwadau arnynt:

- Derbyn yr adroddiad blynyddol o ran yr iaith Gymraeg a chydymffurfiaeth â'r Safonau iaith yn ystod 2018-19.

Rhesymau:

- Mae'n ddyletswydd statudol ar yr Awdurdod i weithredu Safonau'r iaith Gymraeg. Fel rhan o'r Safonau hynny, mae'n ofynnol i ni gyhoeddi Adroddiad Blynyddol er mwyn amlinellu sut y cyflwynwyd y gwaith.

Angen cyfeirio'r mater at y Bwrdd Gweithredol er mwyn gwneud penderfyniad: OES

Aelod o'r Bwrdd Gweithredol sy'n gyfrifol am y Portffolio:

- Cyng. Peter Hughes Griffiths (Aelod dros Ddiwylliant, Chwaraeon a Thwristiaeth)

<p>Y Gyfarwyddiaeth: Prif Weithredwr</p> <p>Enw Pennaeth y Gwasanaeth: Noelwyn Daniel</p> <p>Awdur yr Adroddiad: Llinos Evans</p>	<p>Swyddi:</p> <p>Pennaeth TGCh a Pholisi Corfforaethol</p> <p>Swyddog Polisi a Phartneriaeth</p>	<p>Rhifau Ffôn / Cyfeiriadau E-Bost:</p> <p>01267 246270 wswalters@sirgar.gov.uk</p> <p>01267 224914 llinevans@sirgar.gov.uk</p>
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EXECUTIVE SUMMARY

POLICY AND RESOURCES SCRUTINY COMMITTEE

18 July 2019

Annual Report on the Welsh language 2018-19

This Annual Report has been produced in order to comply with the Welsh Language Commissioner's monitoring arrangements. The Welsh Language Commissioner gave Carmarthenshire County Council a compliance notice regarding the Welsh Language Standards Regulations on 30 September 2015 which required CCC to comply with most of the standards by 31 March 2016.

The Standards mean that the Welsh language must not be treated less favourably than the English language, and must also promote or facilitate the use of the Welsh language. This is in accordance with the two principles that form the basis of the Welsh Language Commissioner's work:

- in Wales, the Welsh language should be treated no less favourably than the English language
- persons in Wales should be able to live their lives through the medium of the Welsh language if they choose to do so.

The Welsh language Standards have replaced the Welsh language schemes and will:

- provide greater clarity to organisations on their duties on the Welsh language;
- provide greater clarity to Welsh speakers about the services they can expect to receive in Welsh;
- Ensure more consistency of Welsh language services and improve their quality.

DETAILED REPORT ATTACHED?

YES – Annual Report 2018-19

IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report.

Signed: Wendy Walters, Director of Regeneration and Policy

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
YES	YES	NONE	NONE	NONE	NONE	NONE

1. Policy, Crime & Disorder and Equalities

The Compliance Notice received from the Welsh Language Commissioner on 30 September 2015 required the Authority to comply with a new set of Standards by 31 March 2016.

2. Legal

The Welsh Language Standards Regulations 2015 came into force on 31 March 2015. These Regulations replace the responsibilities placed on Carmarthenshire County Council under the Welsh Language Act 1993 and were imposed on the Authority on 31 March 2016.

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below:

Signed: Noelwyn Daniel, Head of ICT and Corporate Policy

1. Local Member(s) – N/A

2. Community / Town Council – N/A

3. Relevant Partners – N/A

4. Staff Side Representatives and other Organisations – N/A

Section 100D Local Government Act, 1972 – Access to Information

List of Background Papers used in the preparation of this report:

THESE ARE DETAILED BELOW:

Title of Document	File Ref No. / Locations that the papers are available for public inspection
Welsh Language (Wales) Measure 2011	(Welsh version) http://www.legislation.gov.uk/mwa/2011/1/pdfs/mwa_20110001_we.pdf (English version) http://www.legislation.gov.uk/mwa/2011/1/pdfs/mwa_20110001_en.pdf
Carmarthenshire County Council's Welsh Language Standards – Compliance Notice	(Welsh version) http://www.sirgar.llyw.cymru/media/1885671/20170321-hysbysiad-cydymffurfio44-cyngor-sir-g%C3%A2r-cy-.pdf (English version) http://www.carmarthenshire.gov.wales/media/1885670/20170321-hysbysiad-cydymffurfio44-cyngor-sir-g%C3%A2r-en-.pdf

Mae'r dudalen hon yn wag yn fwriadol

Adroddiad Blynyddol Cyngor Sir Gâr Gweithredu o ran y Gymraeg – 2018/19

Cyflwyniad

Dyma Adroddiad Blynyddol o waith Cyngor Sir Gâr ar gyfer 2018/19. Mae'r adroddiad yn canolbwyntio ar y drydedd flwyddyn o weithredu Safonau'r Iaith Gymraeg. Mae adroddiad eleni yn dilyn yr un fformat a llynedd gyda disgrifiadau o weithgareddau wedi'u clystyru fesul dosbarth o Safonau, gan fod y gwaith o sefydlu systemau i gydymffurfio â'r Safonau unigol wedi ei wneud, a llawer o'r gwaith o gydymffurfio'n parhau'n gyson a heb fod angen ei ailadrodd.

Yn ystod 2018/19, mae'r Aelod Bwrdd Gweithredol sy'n gyfrifol am ddatblygu'r iaith Gymraeg wedi arwain a sicrhau cynnydd pellach o ran gwaith mewnol y Cyngor yn ogystal ag adeiladu ar bartneriaethau gyda chyrff eraill er mwyn hybu'r Gymraeg ar draws Sir Gâr.

Mae Panel Ymgynghorol yr Aelodau ar y Gymraeg wedi parhau i dderbyn diweddariadau cyson o ran y Safonau, ac wedi parhau a'i rôl allweddol wrth gynnig cyngor, monitro cynnydd a galw am dystiolaeth o'r cynnydd hwnnw gan adrannau penodol o fewn y Cyngor.

Mae'r Fforwm Sirol, sy'n parhau i gael ei arwain gan y Cyngor ac yn cynnwys cynrychiolaeth o fudiadau hyrwyddo iaith y sir, yn ogystal â chyrff cyhoeddus sydd â swyddogion iaith, hefyd wedi parhau gyda'i rôl o ddatblygu rhaglen o hybu'r Gymraeg yn y sir ac wedi cyfrannu'n helaeth i gydgyllunio ar gyfer gweithredu Cynllun Gweithredu Strategaeth Hybu Sir Gâr, yn unol â'r Safon Hybu.

Gwnaed llawer iawn o waith cyfathrebu mewnol i'r Cyngor eto yn ystod 2018-19 gan barhau i drosglwyddo negeseuon i staff wrth fynychu sioeau teithiol ar draws y sir mewn gwahanol adeiladau er mwyn cyfarfod wyneb yn wyneb â staff a thrafod unrhyw faterion oedd yn codi. Manteisiwyd ar y cyfle i hyrwyddo'r clipiau sain, rhestrau geirfa, y fideos a thempledi newydd ynghyd â hyrwyddo'r amrywiaeth o gyrsiau sydd ar gael i ddysgu neu wella sgiliau Cymraeg. Bu negeseuon cyson hefyd ym mhrif gylchlythyron yr Awdurdod ac mewn rhai cylchlythyrau adrannol.

Gwelwyd ffrwyth blwyddyn o waith yr Ymgynghorydd Dysgu a Datblygu o ran yr Iaith Gymraeg wrth i statws ac ymwybyddiaeth o ddarpariaeth y Ganolfan Genedlaethol gynyddu'n sylweddol. Yn ystod y flwyddyn bu cyfle i gydweithio gyda'r Ganolfan ar ystod o gyfleoedd i staff, gan gynnwys cyfleoedd preswyl er mwyn gloywi iaith. Mae'r adborth o'r cyfleoedd hynny wedi bod yn bositif iawn, gyda'r staff yn nodi newid defnydd iaith yn y gweithle mewn elfennau megis cynnal cyfarfodydd gyda chydweithwyr, cymryd cofnodion a chynnal asesiadau.

Cynhaliwyd hyfforddiant i fentoriaid ar draws y cyngor er mwyn cefnogi dysgwyr ac mae'r drefn o gytuno a gosod Cytundebau Dysgu ar gyfer swyddogion newydd wedi ei sefydlu. Datblygir Cytundebau Dysgu mewn partneriaeth â rheolwyr llinell, Dysgu a Datblygu ac Adnoddau Dynol ar gyfer aelodau newydd o staff nad ydynt yn cwrdd â lefel ieithyddol swydd pan benodir hwy. Mae'r modiwl ar-lein 'Croeso Cymraeg Gwaith' wedi bod yn allweddol i ni fel cyngor wrth gefnogi staff sydd ar ddechrau'r daith o ddysgu Cymraeg a hyd yn hyn, mae 328 o staff wedi cofrestru i ddilyn y modiwl. Rydym yn cefnogi'r staff i gwblhau'r modiwl deg awr ar-lein ac yn awyddus i weld y niferoedd sy'n cwblhau yn cynyddu yn ystod y flwyddyn ariannol nesaf. Mae pawb sy'n cwblhau yn derbyn pecyn llongyfarch oddi wrth y Ganolfan ac mae'r cofnod hyfforddi Adnoddau Dynol yn cael ei ddiweddarau.

Gwnaed gwaith datblygu yn ystod 2018-19 gydag Arweinwyr Iaith y Cyngor. Bellach, mae tua 45 o Arweinwyr Iaith yn gweithio i sicrhau fod ein gwasanaethau'n cael eu cynnal yn Gymraeg a bod y Gymraeg yn cael ei hyrwyddo o fewn y gweithle, ac mae trefniadau ar y gweill i hyfforddi ac ymsefydlu mwy o Arweinwyr Iaith o adrannau amrywiol. Mae cryn botensial i ddatblygu gwaith y grwpiau hyn, ac i gydlynu cydweithio rhyngddynt yn ogystal. Bydd angen ystyried sut i adeiladu ar y gwaith drwy gynnig ôl-ofal addas o'r adran bolisi yn ystod y flwyddyn nesaf.

Yn yr un modd, mae cyfarfodydd rheolaidd wedi parhau gyda chydweithwyr Adnoddau Dynol er mwyn sicrhau cynnydd yn unol â'r Safonau ac er mwyn derbyn adborth rheolaidd o ran gweithredu'r Strategaeth Sgiliau Iaith. Mae'r isadran Rheoli Pobl yn monitro'r prosesau recriwtio ac yn cefnogi rheolwyr o ran cynnal asesiadau iaith swyddi ac maent hefyd yn gyfrifol am y ddarpariaeth hyfforddiant a chefnogaeth cyflogaeth i holl staff y cyngor. Byddwn yn parhau i gyfarfod yn rheolaidd yn ystod 2019-20.

Mae'r Adran Cymunedau yn parhau i arwain ar Fframwaith Strategol Mwy na Geiriau ac yn sicrhau y gwneir cynnydd wrth ddarparu gwasanaethau Cymraeg yn y maes gofal a gofal cymdeithasol. Yn ystod y flwyddyn, mae'r gweithgor adrannol wedi cyfarfod yn rheolaidd i drafod meysydd megis cynllunio gweithlu, comisiynu gwasanaethau a hyfforddiant staff. Mae system newydd casglu data yn cael ei sefydlu ac mae'r Gymraeg yn cael ei ystyried yn drwyadl er mwyn sicrhau bod y data cywir yn cael ei gasglu ar y pwynt cyswllt a fydd yn sbarduno mwy o ddarpariaeth Cymraeg i'r defnyddwyr sydd ei eisiau. Yn yr un modd, mae'r gweithgor wedi cymryd camau er mwyn adnabod bylchau yn ein gweithlu o ran sgiliau, gan edrych ar sut i feithrin y Gymraeg o fewn y meysydd hynny at y dyfodol.

Sefydlwyd gweithgor newydd i drafod y Gymraeg ym myd busnes a chyfleoedd i ddylanwadu ar ddefnydd busnesau preifat o'r Gymraeg. Y bwriad oedd tynnu at ei gilydd swyddogion o adrannau amrywiol y Cyngor sy'n ymwneud gyda'r sector preifat mewn sefyllfaoedd amrywiol, ynghyd â swyddogion Byd Busnes y Llywodraeth i geisio cydweithio i ddylanwadu ar ddefnydd busnesau o'r Gymraeg. Drwy'r grŵp hwn adnabuwyd cyfleoedd i rannu gwybodaeth rhwng y tîmoedd Adfywio, Cynllunio a Pholisi a gwahoddwyd Tîm Hybu Swyddfa'r Comisiynydd yn ogystal i roi safbwynt busnesau mawr.

Mae'r tudalennau sy'n dilyn yn cyflwyno gwybodaeth bellach am waith y Cyngor fesul dosbarth o Safonau.

Cydymffurfio â'r Safonau Cyflenwi Gwasanaethau

Gohebiaeth (Safonau 1 - 7), Ffôn (Safonau 8 -22), Cyfarfodydd a digwyddiadau (Safonau 24 - 36) Cyhoeddusrwydd, arddangos deunydd a llunio dogfennau a ffurflenni (Safonau 37 - 51), Gwefan a'r cyfryngau cymdeithasol (Safonau 52 - 59), Peiriannau hunan wasanaeth (Safon 60), Arwyddion (Safonau 61 - 63), Gwasanaeth derbynfa (Safonau 64 - 68), Hysbysiadau swyddogol (Safonau 69 - 70), Dyfarnu grantiau a chontractau (Safonau 71 - 80), Systemau annerch (Safon 87), Safonau ar gyfer codi ymwybyddiaeth ynghylch gwasanaethau Cymraeg (Safonau 81 - 82), Hunaniaeth gorfforaethol (safon 83), Cyrsiau (Safon 84 - 86)

Mae'r Cyngor wedi parhau i hyrwyddo'r canllawiau sy'n egluro i staff beth yw'r gofynion o ran **cydymffurfio gyda'r Safonau**. Mae'r canllawiau ar gael ar y fewnwyd er mwyn bod pob aelod o staff yn gallu eu gweld a'u darllen. Mae'r Arweinwyr laith yn llwyr ymwybodol ohonynt ac yn cyfeirio aelodau o staff o fewn eu timoedd a'u hadrannau atynt. Mae'r e-fodiwl Ymwybyddiaeth laith hefyd yn cyfeirio at y Canllawiau er mwyn sicrhau bod staff yn cydymffurfio gyda'r Safonau, a gellir cyrchu'r canllawiau o'r modiwl. Gosodwyd erthyglau cyson yng nghylchlythyr y Cyngor a'r cylchlythron adrannol er mwyn atgoffa staff am y Safonau a'u cyfeirio ble gellid cael cymorth a gofyn am gyngor.

Cafwyd newidiadau corfforaethol i lofnod e-bost o fewn y Cyngor yn dilyn ychwanegiad ffrydiau cyfryngau cymdeithasol newydd. Sicrhawyd bod y templed lofnod newydd a gylchredwyd yn cynnwys y wybodaeth angenrheidiol ar y Gymraeg fel bod ein **gohebiaeth** yn parhau i gydymffurfio â'r Safonau.

Lluniwyd erthygl ar wasanaeth Tocyn Cymru er mwyn annog staff i ddefnyddio'r gwasanaeth dwyieithog hon sydd yn cynorthwyo **trefnu cyfarfodydd** a chynadleddau'n gwbl ddwyieithog. Trefnwyd nifer o ddigwyddiadau yn ystod y flwyddyn gan ddefnyddio'r system hwn ac o wneud hynny sicrhawyd fod y broses weinyddol yn gwbl ddwyieithog.

Parhaodd y Cyngor i **hyrwyddo'i wasanaethau Cymraeg** drwy'r ymgyrch 'Pa bynnag ffordd...'. Yn ystod y flwyddyn, crëwyd fideo i'w osod ar y cyfryngau cymdeithasol o staff yr Awdurdod yn croesawu'r cyhoedd i gysylltu gyda nhw yn Gymraeg. Y bwriad oedd, o ddangos wynebau staff sy'n medru'r Gymraeg mewn amrywiol adrannau, y bydd y cyhoedd yn teimlo'n fwy cyfforddus i gysylltu gyda'r Cyngor yn Gymraeg yn gyffredinol. Defnyddiwyd byrddau hun-lun 'Pa Bynnag ffordd' i gyfleu'r negeseuon hyn yn yr un ddelwedd a'r arosfanau bysus llynedd.

Ar ddiwrnod 'Shwmae', Hydref 2018, crëwyd fideo o staff yr Adran Hamdden a Diwylliant yn **hyrwyddo rhai o'u gwasanaethau** Cymraeg a dwyieithog. Ymgyrch gan yr Arweinwyr laith oedd hwn, yn hyrwyddo gweithgareddau ym Mharc Pen-bre, ein llyfrgelloedd a'r canolfannau hamdden. Gosodwyd y fideo ar y cyfryngau cymdeithasol dros gyfnod diwrnod Shwmae a defnyddiwyd fframiau hun-lun diwrnod Shwmae ar gyfer yr ymgyrch.

Mae gwaith wedi dechrau ar greu dau fideo **hyfforddi** ar gyfer y sector hamdden, a fydd yn dangos i diwtoriaid sut i ddarparu sesiwn hyfforddiant hamdden ddwyieithog. Bydd un fideo'n dangos sut i drefnu, cynnal a gweinyddu gwrs nofio mewn modd sy'n caniatáu i blentyn dderbyn hyfforddiant cyfrwng Cymraeg o fewn yr un sesiwn hyfforddi a phlentyn sy'n cael ei ddysgu drwy'r Saesneg. Yna, bydd y fideo arall yn edrych ar gampau amrywiol a chymysgedd amrywiol o Gymry Cymraeg a di-Gymraeg er mwyn gosod safonau yn eu lle ar sut i ddarparu hyfforddiant cyfrwng Cymraeg addas ym mhob sefyllfa.

Mae perthynas waith dda mewn lle gyda'r tîm Caffael corfforaethol sy'n ein galluogi i gydweithio'n agos gydag adrannau wrth iddynt lunio cytundebau ac wrth edrych ar gomisiynu, boed yn lleol neu yn rhanbarthol. Mae'r Swyddog Cydymffurfiaeth o fewn y tîm Caffael yn gyfrifol am y ddogfennaeth caffael safonol ac mae'r gofynion o ran Safonau'r Gymraeg yn glir o fewn y ddogfennaeth hynny. Yn ystod y flwyddyn rydym wedi cynghori ar amryw ymarferion tendro, gan gynnwys:

- Darpariaeth gofal ôl-ysgol a gwyliau i Blant Anabl yn y sir
- Darpariaeth hamddena ym Mharc Pen-bre
- Cytundebau gwaith ymchwil a chynnal digwyddiadau Bargaen Ddinesig Bae Abertawe
- Gwefan y Bartneriaeth Gofal Ranbarthol ar gyfer canfod lleoliadau gofal preswyl

Cydymffurfio â'r Safonau Lluo Polisi

(Safonau 88 – 97)

Ceir cwestiynau o ran y Gymraeg yn y templed Asesu Effaith ar Gydraddoldeb ar hyn o bryd, ac fe ddefnyddir y templed hynny wrth asesu effaith ein polisiau, prosiectau a'r broses o osod cyllideb y cyngor. Y tîm Polisi a Phartneriaeth sy'n cefnogi'r adrannau gyda'r gwaith hwn.

Fel dilyniant i'r templed gwreiddiol, mae Asesiad Effaith Integredig wedi cael ei baratoi sy'n dwyn ynghyd deddfwriaeth Llesiant Cenedlaethau'r Dyfodol, Cydraddoldeb, y Gymraeg, Deddf Amgylchedd a chonfensiwn y Cenhedloedd Unedig ar Hawliau Plant. Mae'r asesiad yn cynnwys cwestiynau penodol o ran y Gymraeg ac effaith unrhyw bolisi ar allu siaradwyr Cymraeg i ddefnyddio'r iaith a sut yr ydym ni'n hyrwyddo'r Gymraeg.

Crëwyd canllawiau ar yr asesiad integredig gydag adran benodol am y Gymraeg.

Yn ystod 2019/20, bydd y cyngor yn cyflwyno'r asesiad newydd ac yn cynnal hyfforddiant i Aelodau Etholedig a swyddogion ar yr asesiad effaith integredig newydd ac yn cynnal prosiect peilot 6 mis er mwyn derbyn adborth ar y templedi a chanllawiau newydd.

Cydymffurfio â'r Safonau Gweithredu

(Safonau 98 – 144)

Hwyluso Defnydd Mewnol

Yn ystod 2018-19, bu'r Tîm Polisi yn parhau i hyrwyddo'r **adnoddau ar-lein** sy'n cynorthwyo ein staff i wneud fwy o ddefnydd o'r Gymraeg wrth eu gwaith. Lluniwyd canllaw i reolwyr yn crynhoi'r holl gefnogaeth ar un daflen gyda dolenni at y clipiau sain, y templedi a'r rhestrau geirfa. Cyflwynwyd yr adnoddau hefyd yn drwyadl i'r Arweinwyr Iaith newydd fel rhan o'u hyfforddiant.

Yn naturiol, wrth i weithdrefnau'r Safonau sefydlu o fewn y cyngor, mae natur yr ymholiadau sydd yn ein cyrraedd wedi newid ac wrth fonitro yr ymholiadau hynny, rydym yn ymateb ac yn paratoi canllawiau o'r newydd. Yn ystod y flwyddyn rydym wedi gweithio ar ddau ganllaw newydd, sef Canllaw Cynnal Cyfweiliadau a Threfnu a Chynnal Cwrs Addysg. Byddwn yn cyflwyno'r ddau ganllaw at gymeradwyaeth y Tîm Rheoli Corfforaethol yn gynnar yn y flwyddyn ariannol newydd.

Darparwyd **cwrs hyfforddiant Arweinwyr Iaith** yn fewnol unwaith eto eleni, a hynny dros gyfnod hirach, ac am sesiynau byrrach er mwyn gweddu natur gwaith yr adran o dan sylw. Darparwyd y tro hwn i staff ein Gwasanaethau Plant yn ogystal â rhai staff ychwanegol o Adran yr Amgylchedd. Roedd yna elfennau dwys o ymwybyddiaeth iaith yn ogystal â hyfforddiant trwyadl ar y Safonau ac ar

y cymorth sydd ar gael i hwyluso defnydd o'r Gymraeg yn fewnol. Cafwyd adborth ardderchog oddi wrth yr arweinwyr iaith newydd am yr hyfforddiant gyda 100% yn nodi eu bod yn hyderus iawn neu'n weddol hyderus gyda phob amcan dysgu yn dilyn yr hyfforddiant.

Amserlen / Timetable	
<p>Sesiwn 1</p> <ul style="list-style-type: none"> Cychwyn trafodaeth am y Gymraeg a dwyieithrwydd Cipolwg o'r Safonau a sefyllfa deddfwriaethol y Gymraeg Hanes yr iaith <p>Sesiwn 2</p> <ul style="list-style-type: none"> Demograffeg Gwasanaethau Cymraeg (a Mwy na Geiriau) Dadlfeuron (agweddau) <p>Sesiwn 3</p> <ul style="list-style-type: none"> Rôl yr Arweinwyr Y Safonau iaith <p>Sesiwn 4</p> <ul style="list-style-type: none"> Y gefnogaeth Cynllun Gweithredu 	<p>Session 1</p> <ul style="list-style-type: none"> Start a discussion on Welsh and bilingualism Glance on the Standards and the legal status of the Welsh language Welsh language history <p>Session 2</p> <ul style="list-style-type: none"> Demographics Services (and More than just words) <p>Session 3</p> <ul style="list-style-type: none"> Role of the Language Leaders The Standards <p>Session 4</p> <ul style="list-style-type: none"> Support available Action plan

Yn dilyn hyfforddiant y cohort diweddaraf o Arweinwyr iaith, rydym wedi bod wrthi'n llunio **cynlluniau gweithredu personol** gyda nhw. Gan nad ydyw'n ymarferol bosib i'r Arweinwyr iaith yn y sector gofal i gwrdd yn gyson a chydgyllunio gwaith i hyrwyddo'r Gymraeg, rydym yn treialu creu cynlluniau gweithredu personol a fydd yn eu sbarduno i wneud gwelliannau yng ngweithdrefnau eu timoedd o safbwynt y gwasanaethau rydyn ni'n cynnig yn Gymraeg ac o ran y gweithredu mewnol dwyieithog. Mae'n ddyddiau cynnar o safbwynt ymarferoldeb y cynlluniau gweithredu gan ei fod yn gofyn am fuddsoddiad amser o safbwynt yr uned bolisi i sicrhau cynnydd ac arweiniad ar y gwaith hwn. Ond mae cryn potensial i'r gwaith o safbwynt gwella gweithredu mewnol yn Gymraeg yn sicr.

Parhawyd i weithio gyda'r **Arweinwyr iaith** eraill yn yr isadran Hamdden ac Adran yr Amgylchedd. Cafwyd gwelliannau i aelodaeth y grŵp hamdden a sefydlwyd trefn newydd o gael cyswllt rhwng y grŵp Arweinwyr iaith a'r Tîm Rheoli Adrannol. Gweithiodd yr holl Arweinwyr gyda'r staff yn ei hadrannau er mwyn codi ymwybyddiaeth o'r Gymraeg, yr amrywiaeth o gyfleoedd newydd sydd ar gael i staff i ddysgu Cymraeg a'r gefnogaeth ymarferol sydd ar gael ar fewnwyd y Cyngor. Targedwyd diwrnod Shwmae a dydd Gŵyl Dewi gan yr Arweinwyr iaith adrannol i'r perwyl hwn i godi ymwybyddiaeth mewnol a chyhoeddus o'n darpariaeth.

Yn ogystal â'r gwaith o hyrwyddo Gwasanaethau a soniwyd amdano o dan y Dosbarth 'Cyflenwi Gwasanaethau', bu Arweinwyr iaith Adran yr Amgylchedd yn hyrwyddo'r Gymraeg yn fewnol hefyd. Cynhaliwyd digwyddiad Gŵyl Dewi yn 2019 oedd yn hyrwyddo defnyddio a dysgu Cymraeg, ac oedd hefyd yn gyfle trawsadrannol i gymdeithasu'n Gymraeg a dathlu diwylliant Cymraeg. Cynhaliwyd cystadleuaeth ysgrifennu limrig, cwisiau, dangoswyd gwybodaeth am yr arweinwyr iaith ar fyrdau arddangos, cafwyd clipiau fideo i hyrwyddo defnydd y Gymraeg. Roedd yn gyfle i'r criw o Arweinwyr iaith hyrwyddo eu rolau ymysg eu cydweithwyr gan annog staff i ddod atynt am gymorth gydag unrhyw faterion yn ymwneud â'r Gymraeg.

I ddathlu diwrnod Shwmae trefnwyd neges 'Pop up' ar y fewnwyd yn gofyn i bobl ddewis o gyfres o addewidion Diwrnod Shwmae yn ymwneud â **defnyddio'r Gymraeg yn fewnol**. O gysylltu gyda rhywun yn Gymraeg ar Skype, i anfon e-bost at gydweithiwr yn Gymraeg, roedd staff fod dewis cynifer o'r addewidion ac roedden nhw'n dymuno. Ymdrech oedd yr ymgyrch i godi ymwybyddiaeth

ac awydd staff i ddefnyddio mwy o Gymraeg wrth weithio, yn ogystal â chodi ymwybyddiaeth o ddiwrnod Shwmae yn fewnol.

Yn ystod 2018, llwyddwyd i roi **e-fodiwl newydd ymwybyddiaeth iaith** yr Awdurdod ar waith, gan ei gyflwyno'n orfodol i bob aelod newydd o staff. Mae'r e-fodiwl yn fwy deniadol, wedi selio ar ddeddfwriaeth gyfredol ac yn cynnwys negeseuon newydd ynglŷn â phwysigrwydd y Gymraeg mewn meysydd penodol fel y maes iechyd a gofal a hamdden. Rhannwyd yr e-fodiwl gyda'r Awdurdod Iechyd hefyd, er mwyn iddynt ei addasu a'i ddefnyddio eu hunain. Rhoddwyd e-fodiwl anwytho newydd yr Awdurdod ar waith yn ogystal. Ynndo roedd esboniad o bwysigrwydd y Gymraeg yn y cyflwyniad a chyfeiriad at yr e-fodiwl ymwybyddiaeth iaith hefyd.

Yn dilyn y gwaith ar recriwtio mentoriaid i'n dysgwyr yn y gweithle a wnaed yn ystod y blynyddoedd diwethaf, comisiynwyd **adnodd newydd eleni i gynorthwyo'r Mentoriaid** yn eu gwaith. Mae adnoddau iaith ar y gweill felly, fydd yn cynnwys gemau a gweithgareddau a fydd yn gweddu, ond ddim o anghenraid yn cyd-fynd gyda'r cyrsiau cymunedol y maent yn eu dilyn. Fe gaiff yr adnoddau hyn eu lansio a'u lledaenu yn ystod y flwyddyn ariannol nesaf.

Cynyddu Sgiliau Iaith Staff

Yn dilyn cynnal awdit o sgiliau iaith staff y Cyngor, mae'r holl ddata yn cael ei gadw ar system Adnoddau Dynol ac rydym yn parhau i fonitro'r data er mwyn ei ddiweddarau ac adnabod cyfleoedd dysgu. Mae'r wybodaeth ddiweddaraf o safbwynt yr awdit sgiliau iaith ar gael ar dudalen 12 o'r adroddiad hwn.

Mae safon 154 yn gofyn i'r Cyngor Sir gadw cofnod o'r holl swyddi a gategoreiddiwyd fel swyddi sy'n gofyn am sgiliau iaith hanfodol. Yn dilyn derbyn Strategaeth Sgiliau Iaith y Cyngor, mae pob swydd yn gofyn am sgiliau iaith yn Gymraeg, ond ceir amrywiaeth o lefel 1 i lefel 5 yn y gofynion yn ddibynol ar ddisgrifiad unigol pob swydd.

Mae'r isadran Rheoli Pobl wedi bod yn adolygu y **Polisi Recriwtio a Dethol**, gan gryfhau y ddolen gyda Safonau'r Gymraeg a'r Strategaeth Sgiliau Iaith. Drwy waith yr Ymgynghorydd Dysgu a Datblygu, rydym hefyd wedi cryfhau'r ddolen rhwng y prosesau recriwtio a'r gwaith o baratoi cytundebau dysgu a'r ffyrdd o gyfeirio at yr amrywiaeth o gyrsiau sydd ar gael i staff. Mae'r Ymgynghorydd Dysgu a Datblygu wedi gweithio ar egluro'r cyrsiau o ran sut maent yn cyfateb i lefelau iaith y Cyngor ac wedi dod o hyd i nifer o gyrsiau ychwanegol sy'n cynnig mwy o gyfleoedd i staff i ddysgu Cymraeg.

Mae'r gwaith o hyrwyddo'r **Cwrs Croeso Cymraeg Gwaith** sy'n para 10 awr yn parhau ar draws y cyngor. Bwriad y cwrs yw cyflwyno Cymraeg Gwaith i staff a'u helpu i gyrraedd lefel 1. Bellach, mae'r cwrs 'Croeso Nôl' ar gael ar wefan y Ganolfan, ac rydym yn cyfeirio staff at yr adnodd hynny, law yn llaw a'r modiwlau Croeso sydd wedi'u teilwra i sectorau penodol.

Mynychodd 7 aelod o staff y cwrs preswyl i ddysgwyr yn Nant Gwrtheyrn yng Ngogledd Cymru. Cafodd y saith gyfle unigryw i ymarfer pob elfen o'r iaith Gymraeg, siarad, darllen, gwranddo ac ysgrifennu, ond rhoddwyd pwyslais arbennig ar ddatblygu hyder i siarad yr iaith.

Ceir crynodeb o'r holl hyfforddiant a ddarparwyd i staff y Cyngor yn ystod 2018-19 ar dudalen 11.

Cydymffurfio â'r Safonau Hybu

(Safon 145 – 146)

Strategaeth Hybu Cyngor Sir Gâr 2017-18

Wedi llunio **Cynllun Gweithredu'r Strategaeth Hybu**, aed ati i roi'r Cynllun ar waith. Dewiswyd themâu yn unol â nodau'r strategaeth a threfnwyd cyfres o gyfarfodydd Fforwm a'r Panel fesul tri mis er mwyn trafod cynnydd ar bob thema, a symud y camau gweithredu ymlaen. Ym mis Medi rhoddwyd sylw i'r thema 'Tai' o dan y nod o 'effeithio'n gadarnhaol ar symudiadau poblogaeth'. Rhoddwyd cyflwyniad gan Bennaeth Gwasanaeth Tai a Chymunedau Diogel y Cyngor Sir. Yn Rhagfyr, cafwyd cyfarfod ar y maes hamdden, o dan y nod o fagu hyder a defnydd bobl ifanc yn y Gymraeg. Cafwyd cyflwyniad gan Bennaeth Gwasanaeth Hamdden a Diwylliant y Cyngor, Swyddog o'r Cyngor Chwaraeon ac o Adran chwaraeon yr Urdd. Ym mis Mawrth rhoddwyd sylw i'r economi, o dan y nod o ddylanwadu ar symudiadau poblogaeth. Cafwyd cyflwyniad gan Bennaeth Adfywio ac Economi'r Cyngor, gan Brif Weithredwr Menter a Busnes ac Antur Teifi. Ym mhob achos cytunwyd ar gamau gweithredu newydd, yna cylchredwyd y cynllun gweithredu gyda'r diweddariadau ynddi i'r Fforwm a'r Panel. Yn y modd hwn, mae'r cynllun yn un gweithredol yn hytrach na chynllun sy'n aros yn statig.

Parhawyd ar y gwaith o ddsbarthu a lledaenu **taflen 'Bod yn Ddwieithog'** yn electroneg ac ar bapur. Drwy aelodau'r Fforwm, drwy gydweithio gyda Chanolfan Wybodaeth i Deuluoedd y Cyngor Sir, a'r adran adnoddau dynol fe'i gosodwyd ar dudalennau gwe berthnasol er mwyn cyrraedd cynulleidfaoedd newydd. Eleni llwyddwyd, yn ogystal, i gydblethu'r gwaith a wnaed ar y ddogfen hon gyda'r Cynllun Strategol y Gymraeg mewn Addysg (CSGA). Gosodwyd 'pryderon cyffredin rhieni' o safbwynt addysg cyfrwng Cymraeg, fel adran ar wefan yr Adran Addysg ynghyd a'r dystiolaeth y tu ôl i'r dadleuon dros addysg ddwyieithog. Byddwn yn cydweithio â'r Adran Addysg a Phlant i gefnogi'r gwaith o symud y Cynllun Strategol yn ei flaen, a bydd dosbarthu'r daflen yn un elfen o'r gwaith hynny. Dyluniwyd ac argraffwyd hefyd daflen i hwyluso defnydd Cymraeg rhieni sydd ddim yn rhugl yn y Gymraeg gyda'u plant. Gosodwyd hwn ar dudalennau gwe'r Gymraeg ac addysg, ac fe'i ddsbarthwyd yn ogystal drwy'r Athrawon Gwellar'r Gymraeg a Dwyieithrwydd.

Gweinyddwyd ymhellach yr Holiadur a luniwyd y llynedd i geisio **canfod ymwybyddiaeth** bobl y sir o'r Gymraeg a'r cyfleoedd o ddefnyddio'r Gymraeg. Gweinyddwyd 350 o holiaduron sydd, er yn nifer cymharol fach, yn rhoi blas i ni o agweddau carfan o drigolion y sir at y Gymraeg, ac o'i weinyddu eto, mewn modd tebyg, cyn pen tair blynedd, fe fydd yn fodd o fesur effaith y strategaeth hybu.

Yn ystod y flwyddyn cwblhawyd y gwaith o greu **pecyn gwybodaeth** i bobl sy'n symud i'r sir. Mae'r Pecyn yn cynnwys gwybodaeth ystadegol am y Gymraeg, gwybodaeth am ble y gall unigolyn fynd i ddysgu Cymraeg, i gael addysg Gymraeg ac i ymuno yn y gymuned Gymraeg, yn ogystal â gwybodaeth am adnoddau electroneg ac ar y cyfryngau i ddefnyddio Cymraeg o ddydd i ddydd. Mae'n cynnwys delweddau o Sir Gâr a ffeithiau diddorol am y Gymraeg yn y sir. Gweithredwyd cynllun dosbarthu yn ystod y flwyddyn i geisio cyrraedd mewnfudwyr drwy amryw o ffyrdd. Trefnwyd bod copi yn cael ei anfon allan wrth i drigolion gofrestru i bleidleisio er enghraifft. Cynhaliwyd prosiect peilot yn ogystal gyda Menter Gorllewin Sir Gâr, oedd yn cydweithio gyda chymdeithas dai ac arwerthwr tai. Bydd y gwaith o ddsbarthu'r pecyn yn parhau ac yn cael ei ddatblygu drwy'r Fforwm Sirol.

Gwnaed gwaith i **hyrwyddo'r Gymraeg yn y sector preifat** yn ystod y flwyddyn. Yn ogystal â sefydlu'r Grŵp o swyddogion Awdurdod Lleol a Byd Busnes i gydlynu ymdrechion i Gymreigio busnesau, cryfhawyd y telerau yn ymwneud â grantiau datblygu busnes i sicrhau bod unrhyw waith hyrwyddo a wneir drwy'r grantiau hyn yn gorfod digwydd yn ddwyieithog. Aed gam ymhellach, yn ogystal, drwy osod yr amod hwn hefyd ar gwmnïoedd sy'n llogi ein hadeiladau. Ar ben hyn, gwrthodwyd cais cynllunio am arwyddion allanol gan fusnes ar sail ieithyddol. Yn dilyn apêl gan y busnes oedd am osod arwyddion uniaith Saesneg mewn ardal gyda chanran uchel o siaradwyr Cymraeg, cytunodd yr arolygydd cynllunio, ar sail Deddf Cenedlaethau'r Dyfodol, fod gennym hawl i fynnu cael arwyddion dwyieithog. Mae'r cam yma yn gosod cynsail defnyddiol i ni ar gyfer y dyfodol, ond erys gwaith i wneud wrth orfodi cydymffurfiaeth â'r penderfyniadau yn dilyn y broses o geisiadau cynllunio.

Cwynion a dderbyniwyd 2018/19

Isod ceir rhestr o'r cwynion a dderbyniwyd yn ystod 2018/19 ynghyd â chrynodeb o'r gweithredu yn dilyn eu derbyn. Derbyniwyd 6 cwyn yn uniongyrchol i'r Cyngor ac fe y ymdriniwyd â'r cwynion yn unol â Gweithdrefn Gwynion y cyngor.

	Cwyn	Ymateb a gweithredu
	Safonau Cyflenwi Gwasanaethau	
1.	Cwyn ynghylch camgymeriad ar arwydd gwaith ffordd yn Rhydaman	<ul style="list-style-type: none"> • Cadarnhawyd nad oedd yr arwydd yn gywir yn y Gymraeg na'r Saesneg • Gofynnwyd i'r contractwyr a oedd wedi'i cytundebu i wneud y gwaith ffordd i baratoi arwydd newydd yn unol â'r Safonau ac yn unol â Rheoliadau a Chyfarwyddid Arwyddion Ffordd, Llywodraeth Cymru.
2.	Cwyn am y nifer isel o e-lyfrau llafar cyfrwng Cymraeg a oedd ar gael drwy Lyfrgelloedd y sir	<ul style="list-style-type: none"> • Esboniwyd bod y Llyfrgelloedd yn cydweithio gyda chwmni Borrowbox er mwyn adeiladu cronfa o e-lyfrau llafar • Pan dderbyniwyd y gwyn, roedd y cwmni yn y broses o symud nifer o lyfrau draw i fod ar fformat e-lyfrau ac e-lyfrau llafar.
3.	Cwyn am beiriant hunanwasanaeth parcio yn Rhydaman a bod y peiriant wedi'i ragosod i'r Saesneg gyda'r Gymraeg fel opsiwn	<ul style="list-style-type: none"> • Esboniwyd bod y peirannau hunanwasanaeth parcio mewn lle ers nifer o flynyddoedd, cyn cyflwyno Safonau'r Gymraeg. • Yn anffodus, pan gosodwyd y peirannau nid oedd modd rhoi'r opsiwn Cymraeg fel yr opsiwn cyntaf ond rydym yn ymwybodol bod y feddalwedd hon ar gael erbyn hyn. • Mae Adran yr Amgylchedd, sy'n gyfrifol am y peirannau wedi gwneud cais am arian cyfalaf i newid y peiriannau ar draws y sir. Byddai'r sgriniau newydd yn gosod y Gymraeg a'r Saesneg ochr yn ochr ar y ddewislen gyntaf. Petai'r cais yn llwyddiannus bydd yn cymryd pedair blynedd i newid pob un ohonynt.
4.	Cwyn am gyfarchiad a ddefnyddir gan y Ganolfan Gyswllt – bod y Ganolfan yn cyfarch gyda chyfarchiad Saesneg yn gyntaf ac yna'r Gymraeg	<ul style="list-style-type: none"> • Esboniwyd bod y Cyngor yn dilyn polisi lle cynigir y Gymraeg yn gyntaf. Er hynny, esboniwyd bod penderfyniad wedi ei wneud rhai blynyddoedd yn ôl i gyfarch yn Saesneg yn gyntaf, yn dilyn cwynion gan aelodau o'r cyhoedd nad oeddent yn clywed y cyfarchiad Cymraeg • Esboniwyd ein bod yn gorffen gyda'r cyfarchiad Cymraeg er mwyn annog pobl i barhau â'r sgwrs yn Gymraeg • Mae holl staff y Ganolfan Gyswllt yn rhugl yn y Gymraeg

	Cwyn	Ymateb a gweithredu
5.	Cwyn am wasanaeth Llesiant Delta Wellbeing, lle roedd yr unigolyn wedi dewis derbyn gwasanaeth Cymraeg ar y ffôn ond wedi gorfod aros 20 munud cyn i dderbynnydd ateb. Nodwyd bod yr unigolyn eisiau trafod addasiadau cartref ar y ffôn ond ni ofynnwyd am ddewis iaith yn ystod yr alwad, er mwyn prosesu gwybodaeth ar gyfer asesiad o'r cartref	<ul style="list-style-type: none"> • Ymddiheurwyd i'r unigolyn am yr anghyfleustra a nodwyd bod nifer uchel o staff y gwasanaeth yn siaradwyr Cymraeg
6.	Cwyn am gamgymeriadau yn fersiwn Cymraeg 'Holiadur Anghenion Tai Gwledig' a gylchredwyd yn y sir	<ul style="list-style-type: none"> • Ymddiheurwyd yn ddiffuant am y camgymeriadau yn yr arolwg Tai • Esboniwyd bod yr isadran Dai wedi comisiynu cwmni allanol i wneud y gwaith ymchwil a bod gofyn iddynt baratoi fersiynau dwyieithog o'r holiadur • Cytunwyd y byddai unrhyw waith a gomisiynir gan adrannau'r Cyngor, lle mae gofyn am baratoi dogfennau, yn cael ei gyflwyno i'r Uned Gyfieithu ar gyfer prawf ddarllen, cyn ei dderbyn yn ffurfiol

Hyfforddiant a ddarparwyd

Lefel y Cwrs:	2018-2019*	2017-2018*
Mynediad	27	15
Sylfaen	19	14
Canolradd	7	1
Uwch	0	1
Tu allan i'r fframwaith	0	15
Cymraeg Ar-lein		
<i>Cymraeg Gwaith - Croeso</i>	114	
<i>Cymraeg Gwaith - Croeso 'Nol</i>	1	
<i>Cymraeg Graenus Ar-lein</i>	3	
<i>Say Something in Welsh (Intensive)</i>	2	
Croeso Cymraeg i Ofalwyr	8	
Cymraeg Gwaith Dwys		
<i>Mynediad</i>	16	
<i>Sylfaen</i>	12	
Cymraeg Gwaith Cwrs Preswyl	3	
Cyrsiau Gloywi Siarad	3	
Cymraeg Gwaith Agored Cymru	8	
Cyfanswm	223	

Cyrsiau E-ddysgu trwy Gyfrwng y Gymraeg:

Cwrs	Niferoedd
Cadw Gofalwyr Ifanc yn y Cof	2
Croeso i Ymwybyddiaeth Iaith	12
Diogelu Oedolion a phlant mewn perygl	10
Diogelu Data (GDPR)	47
GDPR & seiber hyfforddiant ac e-ddysgu	6
Llawlyfr i yrwyr	2
U4BW (1) Cyflwyniad i'r system (Gwe)	7
Ymsefydlu - Eich Cyngor	2
Iechyd meddwl yn y gweithle	2
Safonau Ymddygiad yn y Gweithle	1
Cyfanswm	91

Ymwybyddiaeth Iaith (Saesneg)	797
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* Noder bod rhai o'r cyrsiau yn rhedeg fesul blwyddyn academiaidd, nid blwyddyn calendr a byddant yn cael eu hadrodd yn yr Adroddiad Blynyddol nesaf.

Ers sefydlu'r fframwaith mentora i helpu staff datblygu eu sgiliau iaith, parwyd 38 o ddysgwyr gyda 32 o fentoriaid yn swyddogol. Er, mae'n bwysig i nodi bod llawer o fentora dal yn digwydd yn gweithle sydd heb eu nodi yn swyddogol.

Trosolwg o ddefnyddio'r Gymraeg o fewn Hyfforddiant:

Er nad yw'r cynnwys yn cael eu ddarparu mewn un iaith, mae llawer o gyrsiau yn cynnwys y Gymraeg ac yn rhoi cyfle i fynychwyr siarad Cymraeg. Mae Partneriaeth Datblygu Gweithlu Gofal Cymdeithasol yn sicrhau bod eu holl adnoddau yn ddwyieithog, yn croesawi pawb yn ddwyieithog ac yn apwyntio hyfforddwyr Cymraeg fel bo angen.

O ran hyfforddiant i'r aelodau, mae'r adnoddau yn ddwyieithog. Darparwyd rhai cyrsiau cyfrwng Cymraeg a rhai yn ddwyieithog, lle darparwyd rhan o'r sesiwn yn Gymraeg a rhan yn Saesneg. Yn ogystal, ar draws Dysgu a Datblygu cynigwyd grwpiau trafodaeth Cymraeg i'n staff yn ystod ymarferion gweithdai.

Adrodd ar Safonau 128 a 152

Mae Safon 128 yn gofyn i'r cyngor i ddarparu hyfforddiant yn Gymraeg yn y meysydd a ganlyn, os ydych yn darparu hyfforddiant o'r fath yn Saesneg:

- (a) recriwtio a chyfweld;
- (b) rheoli perfformiad;
- (c) gweithdrefnau cwyno a disgyblu;
- (ch) ymsefydlu;
- (d) delio â'r cyhoedd; ac
- (dd) iechyd a diogelwch.

Mae'r cynnig i ddilyn unrhyw ddysgu yn y Gymraeg ar ein ffurflenni cais Dysgu a Datblygu. Rydym yn y broses o adolygu pob un o'r modiwlau e-ddysgu sy'n cefnogi'r meysydd a enwir yn y Safonau a bydd y cyfan wedi eu diweddarau yn ystod 2019-20.

Mae Safon 152 yn rhoi cyfrifoldeb ar y cyngor i gadw cofnod, ar gyfer pob blwyddyn ariannol, o:

- (a) nifer yr aelodau o staff a fynychodd gyrsiau hyfforddi a gynigiwyd gennych yn Gymraeg (yn unol â safon 128), a
- (b) os cynigiwyd fersiwn Gymraeg o gwrs gennych yn unol â safon 128, y ganran o gyfanswm nifer y staff a fynychodd y fersiwn honno o'r cwrs.

Yn ystod 2018-19, cofrestrwyd yn unol â Safon 152 (a), bod 7,926 o fynychwyr i gyrsiau lle cynigiwyd darpariaeth yn y Gymraeg. O'r 7,926 a fynychodd y cyrsiau lle cynigwyd y dysgu yn y Gymraeg, dilynodd 1,280 y ddarpariaeth drwy gyfrwng y Gymraeg neu 16% (Safon 152 (b)).

Awdit Sgiliau Iaith

Mabwysiadodd y Cyngor Strategaeth Sgiliau Iaith ym mis Ionawr 2016 gyda'r amseru'n berffaith o ran cydymffurfio â'r Safonau ar 30 Mawrth 2016. Un o gamau gweithredu'r Strategaeth oedd diweddarau'r awdit o sgiliau iaith y gweithlu ac roedd yn cyd-fynd gyda Safon 127 sy'n rhoi cyfrifoldeb ar y Cyngor i 'asesu sgiliau Cymraeg eich cyflogeion'. Wrth i'r staff dderbyn hyfforddiant a symud ar

hyd y continwmm, mae'r cofnod yn cael ei ddiweddarau ac wrth benodi aelodau newydd o staff mae'r cofnod yn cael ei roi ar feddalwedd Adnoddau Dynol.

Dyma'r data a oedd ar y system ar ddiwedd mis Mawrth 2018 -

	Nifer	Canran		Nifer	Canran
Dim Sgiliau Llafar	840	15%	Dim Sgiliau Ysgrifennu	1624	29%
Lefel 1 Llafar	1474	27%	Lefel 1 Ysgrifennu	1304	24%
Lefel 2 Llafar	929	17%	Lefel 2 Ysgrifennu	803	15%
Lefel 3 Llafar	682	12%	Lefel 3 Ysgrifennu	653	12%
Lefel 4 Llafar	579	11%	Lefel 4 Ysgrifennu	449	8%
Lefel 5 Llafar	1009	18%	Lefel 5 Ysgrifennu	671	12%

Dyma'r data a oedd ar y system ar ddiwedd mis Mawrth 2019 -

	Nifer	Canran		Nifer	Canran
Dim Sgiliau Llafar	636	11%	Dim Sgiliau Ysgrifennu	1504	27%
Lefel 1 Llafar	1712	30%	Lefel 1 Ysgrifennu	1442	25%
Lefel 2 Llafar	938	16%	Lefel 2 Ysgrifennu	844	15%
Lefel 3 Llafar	726	13%	Lefel 3 Ysgrifennu	667	12%
Lefel 4 Llafar	604	11%	Lefel 4 Ysgrifennu	477	8%
Lefel 5 Llafar	1083	19%	Lefel 5 Ysgrifennu	739	13%

- Gwnaethpwyd yr arolwg staff mewn dwy ran. Cynhaliwyd arolwg meta-cydymffurfiaeth ar gyfrifiaduron y Cyngor ar gyfer yr holl staff swyddfa ac ar gyfer y staff sy'n gweithio ar draws y sir heb gyswllt swyddfa, defnyddiwyd meddalwedd SNAP a theclynnau symudol a fersiwn papur.
- Mae'r holl ddata yn seiliedig ar hunanasesiad y staff o lefelau eu sgiliau iaith. Wrth gwblhau'r awdit gofynnwyd i staff nodi unrhyw gefnogaeth y byddent yn dymuno ei chael i wella eu sgiliau iaith.
- Hyd yn hyn, mae 88% o'r staff wedi ymateb ac mae'r data wedi cael ei lwytho i'r System Gyflogau/Adnoddau Dynol. Mae cyrraedd y staff sydd heb gyswllt swyddfa reolaidd na mynediad i gyfrifiadur yn her barhaus i ni fel cyflogwr. Rydym yn parhau mewn cyswllt rheolaidd gyda chydlynwyr adrannol ac mae ymdrechion yn parhau i gyflawni ymateb llawn o bob maes gwasanaeth.

Recriwtio

Yn unol â Safon 136, cadwyd y cofnodion canlynol yn ystod 2018/19 o nifer y swyddi a hysbysebwyd a lefel y **sgiliau iaith llafar** ar y swyddi hynny.

Lefel a hysbysebwyd	Nifer y swyddi	Diffiniad y Fframwaith
Lefel 1	55	<ul style="list-style-type: none">• Medru ynganu enwau llefydd ac enwau personol yn gywir.• Medru cyfarch cwsmeriaid mewn derbynfa neu ar y ffôn.• Medru agor a chloi sgwrs.
Lefel 2	208	<ul style="list-style-type: none">• Medru deall craidd sgwrs.• Medru derbyn a deall negeseuon syml ar batrymau arferol, e.e. amser a lleoliad cyfarfod, cais am siarad gyda rhywun.• Medru cyfleu gwybodaeth elfennol a chyfarwyddiadau syml.• Medru agor a chau sgwrs a chyfarfod yn ddwyieithog.
Lefel 3	277	<ul style="list-style-type: none">• Medru deall a chymryd rhan yn y rhan fwyaf o sgysiau arferol o ddydd i ddydd yn y swyddfa.• Medru cynnig cyngor i'r cyhoedd ar faterion cyffredinol mewn perthynas â'r swydd, er yn gorfod troi i Saesneg ar gyfer termau technegol neu arbenigol.• Medru cyfrannu i gyfarfod neu gyflwyniad ar faterion cyffredinol mewn perthynas â'r swydd, er yn gorfod troi i Saesneg ar gyfer termau technegol neu arbenigol.
Lefel 4	26	<ul style="list-style-type: none">• Medru cyfrannu'n effeithiol mewn cyfarfodydd mewnol ac allanol yng nghyd-destun y pwnc gwaith.• Medru deall gwahaniaethau cywair a thafodiaith.• Medru dadlau o blaid ac yn erbyn achos penodol.• Medru cadeirio cyfarfodydd ac ateb cwestiynau o'r Gadair yn hyderus.
Lefel 5	15	<ul style="list-style-type: none">• Medru cyfrannu'n rhugl a hyderus yng nghyswllt pob agwedd ar y gwaith beunyddiol, gan gynnwys trafod a chynghori ar faterion technegol, arbenigol neu sensitif.• Medru cyfrannu i gyfarfodydd a darparu cyflwyniadau yn rhugl a hyderus.
Cyfanswm	581	

Yn unol â Safon 136, cadwyd y cofnodion canlynol yn ystod 2018/19 o nifer y swyddi a hysbysebwyd a lefel y **sgiliau iaith ysgrifenedig** ar y swyddi hynny.

Lefel a hysbysebwyd	Nifer y swyddi	Diffiniad y Fframwaith
Lefel 1	330	<ul style="list-style-type: none"> • Medru ysgrifennu enwau personol, enwau llefydd, teitlau swyddi ac enwau adrannau'r Cyngor.
Lefel 2	157	<ul style="list-style-type: none"> • Medru llunio neges fer syml ar bapur neu e-bost i gydweithiwr o fewn y Cyngor neu gyswllt cyfarwydd y tu allan i'r Cyngor.
Lefel 3	67	<ul style="list-style-type: none"> • Medru llunio negeseuon ac adroddiadau anffurfiol at ddefnydd mewnol.
Lefel 4	12	<ul style="list-style-type: none"> • Medru llunio gohebiaeth fusnes, adroddiadau byr, negeseuon e-bost a llenyddiaeth hysbysrwydd gyda chymorth golygyddol.
Lefel 5	14	<ul style="list-style-type: none"> • Medru llunio gohebiaeth fusnes, adroddiadau byr, negeseuon e-bost a llenyddiaeth hysbysrwydd i safon dderbyniol gyda chymorth cymhorthion iaith. • Medru llunio nodiadau manwl wrth gymryd rhan lawn mewn cyfarfod.
Cyfanswm	581	

Ar y tudalennau olynol, ceir **astudiaethau achos** sy'n manylu ar ddarnau o waith penodol yn ystod 2018/19.

Astudiaeth Achos: Pecyn Croeso

Bwriad: Codi ymwybyddiaeth bobl sy'n symud i'r sir o fodolaeth yr iaith Gymraeg, i roi gwybodaeth am ble y gall trigolion fynd i ddysgu Cymraeg, i gael addysg Gymraeg ac i ymuno yn y gymuned Gymraeg, yn ogystal â gwybodaeth am ddefnyddio'r Gymraeg yn electroneg ac yn y cyfryngau.

Safon 145: Llunio Strategaeth 5 mlynedd sy'n esbonio sut rydych chi'n bwriadu mynd ati i hybu'r Gymraeg ac i hwyluso defnydd y Gymraeg yn ehangach yn eich ardal...

Amcan o'r Strategaeth Hybu:

- iii. Cymryd camau pwrpasol i **effeithio'n gadarnhaol ar symudiadau poblogaeth** ... gwneud ymdrechion sylweddol i gymathu mewnfudwyr ...

Y Broses a'r Amserlen:

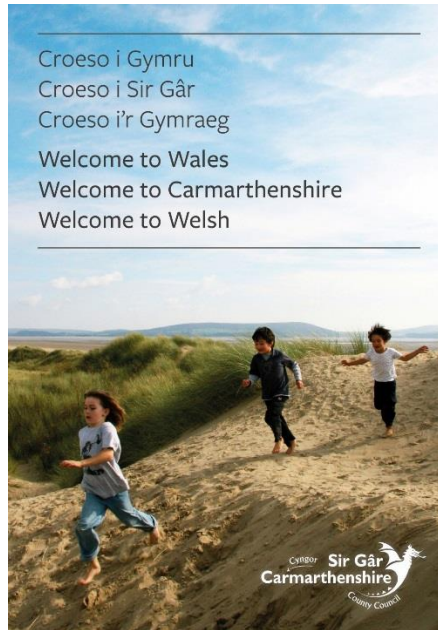
- Yn ystod 2017: Trafodaeth gyda Llywodraeth Cymru am addasu'r templed gwreiddiol
- Dysgu o gynllun Ynys Môn yn enwedig y cynllun dosbarthu
- Rhwng Ionawr 2018 a Mehefin 2018: Cyfarfod gyda swyddogion y Fforwm Sirol i drafod cynnwys a chyfarfodydd dilynol i addasu drafftiau
- Gwaith dylunio a drafftio dros yr un cyfnod
- Mai 2018: Cyflwyno drafft i gyfarfod y Panel ymgynghorol
- Diwedd Mehefin 2018: Cadarnhau fersiwn terfynol
- Gorffennaf 2018: Cychwyn ar drafodaethau dosbarthu
- Lansio Rhagfyr 2018
- Rhwng Medi 2018 hyd at nawr: Trefniadau dosbarthu

Casgliadau a phenderfyniadau o'r broses uchod:

- Cynnwys ystadegau diddorol am y Gymraeg fel yn y fersiwn gwreiddiol
- Cynnwys hanesion difyr lleol am y Gymraeg
- Cynnwys astudiaethau achos lleol o ddysgwyr
- Symud y wybodaeth am ddysgu Cymraeg i'r cefn er mwyn peidio codi ofn
- Cynnwys gwybodaeth statig, lleol am gyfleoedd cymdeithasol, a hynny ar ffurf map
- Cynnwys mwy o wybodaeth ymarferol am ble i ddefnyddio'r Gymraeg
- Ceisio cael adborth ar lwyddiant y llyfryn
- Ceisio dosbarthu'n strategol

Llwyddiannau:

Cwblhawyd y gwaith o **greu pecyn gwybodaeth** i bobl sy'n symud i'r sir, a hynny drwy gydweithio trwyadl a chyda chydysyniad holl fudiadau'r Fforwm Sirol a sêl bendith y Panel Ymgynghorol. Arweiniodd Uned Bolisi'r Cyngor ar y gwaith ac fe gyfrannodd yr Adran Addysg a'r Adran Farchnata. Yn ogystal, cyfrannodd 11 o fudiadau o'r tu allan i'r Cyngor i'r gwaith, sef: Y Dair Fenter Iaith, CFFI Sir Gâr, Mudiad Meithrin, Prifysgol Aberystwyth, y Llywodraeth, Yr Atom, y Lle, Cymdeithas yr Iaith a Dyfodol yr Iaith. Mae'n cynnwys delweddau o Sir Gâr a ffeithiau diddorol am y Gymraeg yn y sir.



Croeso i Gymru
Croeso i Sir Gâr
Croeso i'r Gymraeg
Welcome to Wales
Welcome to Carmarthenshire
Welcome to Welsh

Gweithredwyd **Cynllun dosbarthu** yn ystod y flwyddyn i geisio cyrraedd mewnfudwyr drwy amryw o ffyrdd. Trefnwyd bod copi yn cael ei anfon allan wrth i drigolion gofrestru i bleidleisio er enghraifft. Cynhaliwyd prosiect peilot yn ogystal gyda Menter Gorllewin Sir Gâr, oedd yn cydweithio gyda chymdeithas dai ac arwerthwr tai. Mae ein partneriaid ar draws y sector gyhoeddus wedi bod yn allweddol wrth sicrhau fod aelodau o staff newydd sy'n ymuno â'r cyrff yn derbyn copi drwy'r broses anwytho ac mae Prifysgol y Drindod Dewi Sant wedi sicrhau fod y pecyn wedi gynnwys ar yr ap croeso sydd ar gael i bob myfyriwr newydd. Rydym wedi cysylltu â'r Cynghorau Tref a Chymuned ar draws y sir ac yn parhau i gydweithio gyda'r sector Cymraeg i Oedolion wrth gyrraedd ein dysgwyr.

Lansiwyd mewn digwyddiad yn yr Atom ar yr 11 Rhagfyr, gyda'r Fforwm Strategol Sirol, Aelod Portffolio'r Gymraeg, a chasgliad o bobl sydd wedi symud i'r sir yn mynegi barn am ddefnyddioldeb y llyfryn. Gwnaed fideo o'r cyfraniadau yn ogystal ac fe'i osodwyd ar y cyfryngau cymdeithasol. Cafwyd sylw ar Radio Cymru ac ar BBC Cymru Fyw.

<https://vimeo.com/309491785>

Astudiaeth Achos: Hyfforddi Arweinwyr Iaith Newydd ac Ysgogi digwyddiadau mewnol Cymraeg newydd

Bwriad: Cynyddu capasiti mewnol i wirio cydymffurfiaeth gyda'r Safonau. Defnyddiwyd hyfforddwr mewnol (Tîm Polisi a Phartneriaeth) eto i feithrin unigolion brwdfrydig a fyddai'n deall pwrpas a chynnwys y Safonau ac yn hyderus i gynnig cyngor i eraill o fewn eu gweithle ar eu gweithrediad. O ganlyniad i frwdfrydedd criw bach o Arweinwyr Iaith Newydd o'r hyfforddiant hwn, cafwyd digwyddiadau ychwanegol a oedd yn tynnu sylw i'r Safonau ac i'r Gymraeg yn gyffredinol o fewn y gweithle.

Safonau:

Mae prosiect ymestyn yr Arweinwyr Iaith yn mynd i gael effaith ar weithrediad yr holl Safonau cyflenwi gwasanaethau o fewn yr adrannau perthnasol ac ar yr un pryd yn cynyddu defnydd y Gymraeg yn y gweithle yn unol â'r Safonau gweithredu ac yn hyrwyddo'r Gymraeg fel cyfraniad mewnol i'r Safonau hybu a'r Strategaeth hybu.

Y Broses a'r Amserlen:

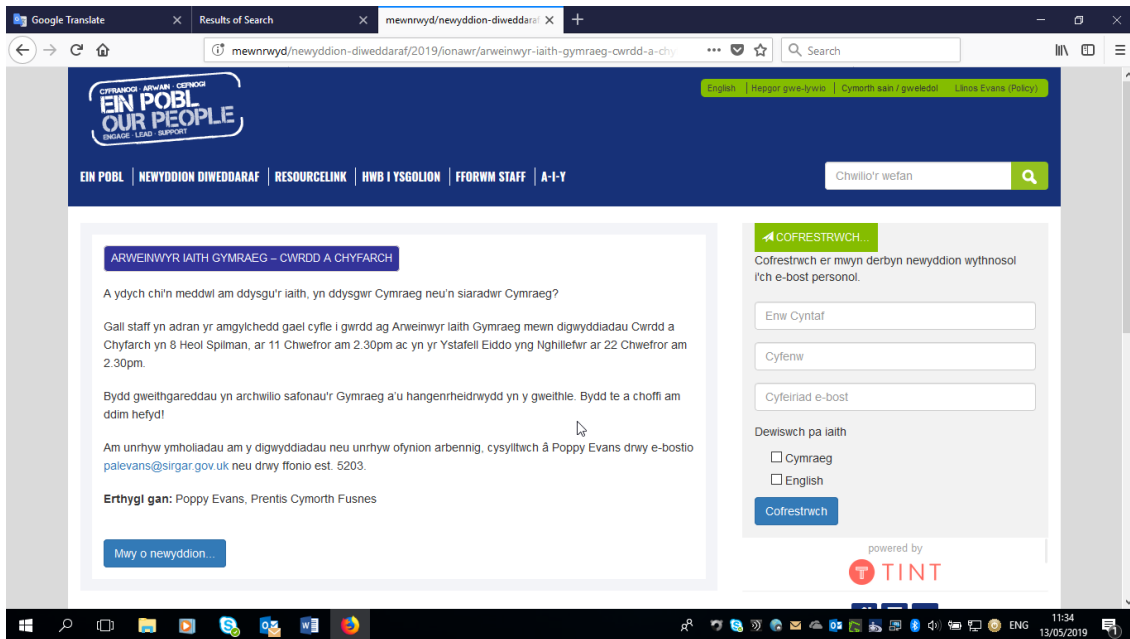
- Cynhaliwyd hyfforddiant Arweinwyr Iaith i 14 aelod o staff yn ystod Tachwedd/Rhagfyr 2018. Mynychodd 10 unigolyn o'r Gwasanaethau Plant a 4 o'r Adran Amgylchedd i ychwanegu at y criw o'r adran Amgylchedd a hyfforddwyd dwy flynedd yn ôl.
- Cynhaliwyd 4 sesiwn hanner diwrnod o hyd ac fe gynhaliwyd y 4 sesiwn ddwywaith, unwaith yng Nghaerfyrddin ac unwaith yn Llanelli ac roedd modd dewis cyfuniad o leoliadau yn ôl cyfleustra. Cynhaliwyd rhai o'r sesiynau'n Gymraeg a rhai yn ddwyieithog yn unol â gwneuthuriad y grwpiau unigol.
- Yn dilyn yr hyfforddiant yma, daeth Arweinwyr Iaith Adran yr Amgylchedd at ei gilydd i drefnu digwyddiadau cwrdd a chyfarch er mwyn codi ymwybyddiaeth o bresenoldeb yr Arweinwyr Iaith o fewn yr Adran ac er mwyn hyrwyddo'r Gymraeg ar yr un pryd. Cynhaliwyd sesiynau galw-i-mewn mewn 3 lleoliad gwahanol, mewn adeiladau lle mae staff yr Adran wedi eu sefydlu, sef Stryd Spilman ar Chwefror 11, Depo Cillefwr ar Chwefror 22
- Yr olaf o'r tri digwyddiad oedd dathliad Gŵyl Dewi ym Mharc Myrddin, Caerfyrddin eto yn lleoliad lle mae nifer o staff Adran yr Amgylchedd yn gweithio
- Crëwyd 'Cornel Cymraeg' yng nghylchlythyr Adran yr Amgylchedd a rhoddwyd sylw i'r Arweinwyr Iaith Newydd yno. Lluniwyd y cynnwys gan un o'r Arweinwyr Iaith Newydd

Llwyddiannau:

Yr Hyfforddiant: Roedd 100% o'r staff a fynychodd yr hyfforddiant yn nodi eu bod yn hyderus iawn neu'n weddol hyderus gyda phob amcan dysgu yn dilyn yr hyfforddiant.

Y gweithgarwch a ddeilliodd o'r hyfforddiant: Roedd y sesiynau cwrdd a chyfarch yn cyflawni nifer o nodau'r Arweinwyr Iaith a'r Cyngor ar yr un pryd. Wrth godi ymwybyddiaeth o'r Arweinwyr Iaith, roedd hefyd yn gyfle i hyrwyddo gwersi Cymraeg, y Safonau a'r cymorth i ddefnyddio'r Gymraeg ar y fewnwyd. Ond, ar yr un pryd, roedd yn ei hanfod yn gyfle i gynyddu defnydd anffurfiol y Gymraeg yn y gweithle, yn codi statws y Gymraeg yn gyffredinol yn yr Adran, ac yn gyfle i ddathlu Gŵyl Dewi yn fewnol.

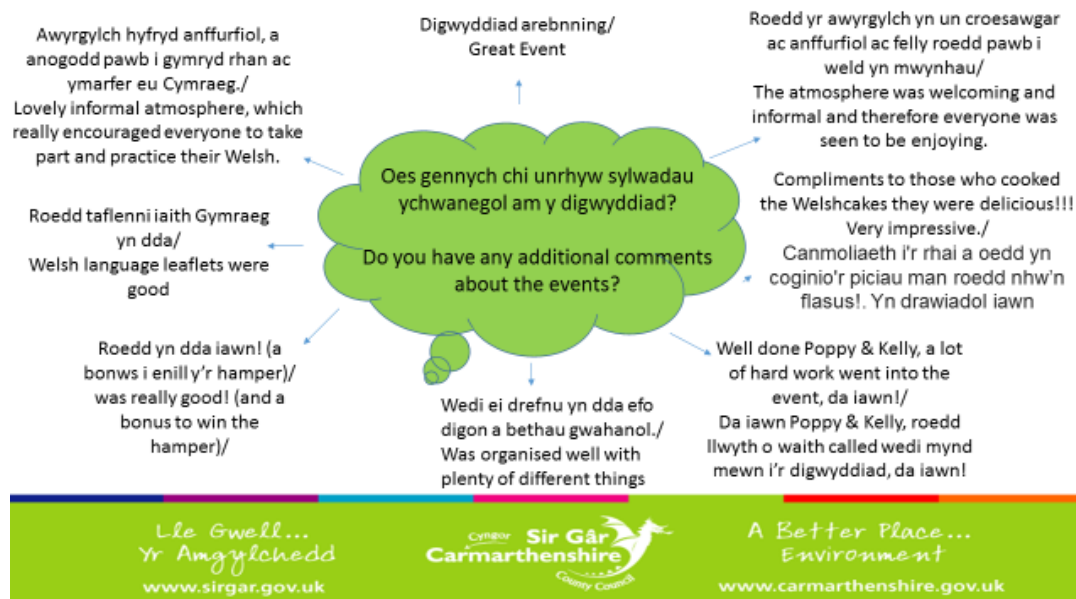
Sylw ar y fewnwyd:



Dangoswyd y fideo hwn o'r digwyddiad ar y fewnwyd.

<https://vimeo.com/323699677>

Paratôdd un o'r Arweinwyr Iaith Adroddiad **Adborth** a oedd yn crynhoi sylwadau ac awgrymiadau mynychwyr y digwyddiadau. Roedd yr adborth yn hynod o gadarnhaol ac yn cynnig nifer o syniadau newydd ar gyfer digwyddiadau tebyg yn y dyfodol:



Sylw i'r Arweinwyr Iaith Newydd yng nghylchlythyr yr Adran Amgylchedd



Arweinwyr Iaith Cymraeg Newydd:

Longyfarchiadau i Meirion, David, Poppy a Kelly am gwblhau'r Cwrs Arweinwyr Iaith!



Safonau'r Iaith Gymraeg:

Prif egwyddor y [Safonau](#) yw na fyddwn yn trin yr iaith Gymraeg yn llai ffafriol na Saesneg wrth ddarparu awasanaethau a gweithredu o ddvdd i ddvdd.

Astudiaeth Achos: Gwasanaeth Ffrydio cerddoriaeth

Bwriad: Creu awyrgylch naturiol ddwyieithog yn ein hadeiladau cyhoeddus a sicrhau bod ein pobl ifanc yn gweld cerddoriaeth gyfoes Gymraeg ochr yn ochr â cherddoriaeth Saesneg ac yn gweld y Gymraeg yn berthnasol i'w bywyd hamdden yn ogystal â bywyd addysgol.

Yn dilyn ymdrechion 2017-18 i gynnal rhai oriau o gerddoriaeth Cymraeg yn ddyddiol drwy ddefnyddio ffrwd *Apton*, penderfynwyd ymestyn a chadarnhau'r prosiect drwy ddefnyddio ffrwd newydd, benodol ar gyfer Cyngor Sir Gâr. Byddai comisiynu cwmni lleol i ddarparu ffrwd cerddoriaeth ddwyieithog yn sicrhau cerddoriaeth Gymraeg cyson ac o ansawdd, a digon o amrywiaeth cerddorol i bara dyddiau hir y lleoliadau.

Safonau a nod Strategaeth Hybu:

Mae'r prosiect hwn yn gorgyffwrdd rhwng y Safonau *gweithredu a'r safonau cyflenwi gwasanaethau* am ei fod yn effeithio ar ddefnydd y Gymraeg o fewn y gweithle yn ogystal ag yn darparu gwasanaeth i'r cyhoedd sy'n trin y Gymraeg yr un mor ffafriol â'r Saesneg. Fodd bynnag, mae'n mynd gam ymhellach na'r hyn y mae'r Safonau yn galw amdano ac yn cyfrannu yn ogystal i'r Strategaeth hybu, drwy;

ii. Cynyddu hyder siaradwyr Cymraeg ac felly ddefnydd y Gymraeg ym mhob agwedd o fywyd...

Y Broses a'r Amserlen:

- Cytunwyd ar gyllideb y prosiect yn ystod **Awst 2018**. Comisiynwyd cwmni i ddarparu'r gwaith.
- Yn ystod mis **Medi**, deliwyd gyda'r heriau technegol a digidol yng Nghanolfan hamdden Caerfyrddin, (adran TGCh y Cyngor a chwmni Stiwdiobox). Gosodwyd blychau, *Barix Streaming boxes*, ymhob lleoliad a sicrhawyd cydnawsedd gyda'r cyfarpar technegol presennol.
- Rhwng **Hydref a Rhagfyr**, gosodwyd y blychau yn y lleoliadau presennol: Marchnadoedd Caerfyrddin a Llanelli, Canolfannau Hamdden Llanelli, Rhydaman, Castellnewydd Emlyn a San Clêr, Yr Hwb Llanelli a Rhydaman, Theatr y Ffwrnes, gyda chysylltiad rhwydwaith newydd wedi ei osod yn y theatr er mwyn galluogi'r broses.
- Yn dilyn delio â materion technegol pellach fel cryfder sain y traciau Cymraeg o gymharu â'r Saesneg, erbyn **Chwefror 2019**, roedd y ffrwd cerddoriaeth ddwyieithog newydd i'w glywed yn y lleoliadau i gyd

Llwyddiannau:

Llwyddwyd i oresgyn cymhlethdodau technegol niferus drwy gydweithio cyson rhwng y cwmni Stiwdiobox ac isadran Technoleg Gwybodaeth y Cyngor. Llwyddwyd i ddelio gydag unrhyw ofidiau a gwrthwynebiadau gan fod y newid wedi denu peth adborth. Er enghraifft, roedd modd dangos rhestrau o ganeuon i unrhyw un oedd am weld pa mor aml roedd deunydd yn cael ei ailchwaru. Yn olaf, roedd modd cyfathrebu'n uniongyrchol gyda staff a chwsmeriaid lle'r oedd cwestiynau'n codi ac felly lleddfu unrhyw amheuan oedd yn codi. Rydym yn hapus iawn gyda'r ddarpariaeth newydd ac yn

rhagweld y bydd modd ei ddatblygu i'r dyfodol. Hoffwn er enghraifft annog defnydd busnesau sy'n defnyddio cerddoriaeth gefndirol i fanteisio ar y ddarpariaeth hefyd.

Lansio:

Lansiwyd y gwasanaeth ffrydio ar ei newydd wedd ar Ddydd Miwsig Cymru, 8 Chwefror 2019.

Newyddion / Y Cyngor yn lansio system ffrydio cerddoriaeth ddwyieithog

Y Cyngor yn lansio system ffrydio cerddoriaeth ddwyieithog

6 diwrnod yn ôl



Fel rhan o Ddydd Miwsig Cymru eleni sy'n cael ei gynnal ddydd Gwener, 8 Chwefror, mae Cyngor Sir Caerfyrddin wedi lansio system ffrydio cerddoriaeth ddwyieithog newydd a fydd yn cael ei chwarae yn nifer o'i lefydd cyhoeddus.

Mae'r fenter wedi cael ei lansio yn dilyn cynllun peilot a gynhaliwyd y llynedd pan oedd miwsig Gymraeg yn cael ei chwarae ar adegau penodol o'r dydd yng nghanolfannau hamdden Rhydaman, Caerfyrddin a Llanelli.

Mae'r Awdurdod wedi bod yn gweithio gyda Marc Griffiths o Stiwdio Box er mwyn creu ffrwd o gerddoriaeth Gymraeg a Saesneg a fydd yn cael ei chwarae mewn nifer o lefydd ledled y sir, gan gynnwys y marchnadoedd dan do yng Nghaerfyrddin a Llanelli; canolfannau hamdden yng Nghaerfyrddin, Llanelli a Rhydaman; yn yr Hwb yn Llanelli a Rhydaman a hefyd yn Theatr y Ffwrnes yn Llanelli.

Nod Dydd Miwsig Cymru yw dathlu a rhannu cerddoriaeth Gymraeg.

Dywedodd y Cyngorydd Peter Hughes Griffiths, yr Aelod o'r Bwrdd Gweithredol dros Ddiwylliant, Chwaraeon a Thwristiaeth: "Trwy greu'r fenter gyffrous hon, rydym yn gobeithio y bydd pawb yn mwynhau cerddoriaeth sy'n adlewyrchu ein cymuned ddwyieithog yn Sir Gaerfyrddin drwy gydol y flwyddyn, boed yn y ganolfan hamdden, y theatr neu'n siopa yn ein marchnadoedd dan do. Mae wedi bod yn wych gweithio gyda chwmni lleol fel Stiwdio Box er mwyn gallu creu rhestr gerddoriaeth sy'n newid yn gyson. Gellir clywed y gerddoriaeth hon yn nifer o'n llecynnau cyhoeddus ledled y sir."

Rydym yn defnyddio cwcis i wneud y wefan hon yn fwy syml. [Rwy'n deall](#) [Ynghylch cwcis](#)

[Dolenni Cysylltiedig](#)
> [Dydd Miwsig Cymru](#)

Cymerwch ran...
Gallwch gael y wybodaeth ddiweddaraf ynghylch beth sy'n mlaen drwy ddilyn Dydd Miwsig Cymru ar Facebook a Twitter neu drwy ymuno yn y sgwrs [#dyddmiwsigcymru](#)

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Y PWYLLGOR CRAFFU - POLISI AC ADNODDAU

18/07/19

ADRODDIAD BLYNYDDOL STRATEGAETH TRAWSNEWID DIGIDOL A STRATEGAETH TECHNOLEG DDIGIDOL 2019

Y Pwrpas: Mae'r adroddiad cynnydd blynyddol hwn yn rhoi'r wybodaeth ddiweddaraf am ddwy o dair Strategaeth Ddigidol Cyngor Sir Caerfyrddin.

Ein prif strategaeth gyffredinol yw ein Strategaeth Trawsnewid Digidol 2017 - 2020. Mae'r Strategaeth Trawsnewid Digidol yn nodi dyheadau a blaenoriaethau strategol y Cyngor o ran y maes digidol ac yn amlinellu'r hyn yr ydym yn bwriadu ei wneud i wireddu ein gweledigaeth ar gyfer Sir Gaerfyrddin Ddigidol.

Mae ein Strategaeth Ddigidol ar gyfer Ysgolion a'n Strategaeth Technoleg Ddigidol 2018 - 2021 yn sail i'n Strategaeth Trawsnewid Digidol. Mae adroddiad cynnydd blynyddol ar wahân wedi'i baratoi ar gyfer y Strategaeth Ddigidol ar gyfer Ysgolion. Mae'r Strategaeth Technoleg Ddigidol wedi'i chynnwys yn yr adroddiad cynnydd hwn. Mae ein Strategaeth Technoleg Ddigidol yn cyflwyno blaenoriaethau a dyheadau'r Awdurdod o ran technoleg ddigidol yn ystod 2018 - 2021.

Mae Strategaeth Trawsnewid Digidol 2017-2021 a Strategaeth Technoleg Ddigidol 2018 - 2021 yn tynnu sylw at sawl maes blaenoriaeth allweddol. Ym mhob un o'r meysydd blaenoriaeth allweddol hyn, cymeradwywyd nifer o brosiectau a chanlyniadau allweddol, ac mae'r Adroddiad Blynyddol hwn yn nodi'r cynnydd a wnaed dros y 12 mis diwethaf.

Ystyried y materion canlynol a chyflwyno sylwadau arnynt:

Cafodd Strategaeth Trawsnewid Digidol 2017-2020 ei chymeradwyo ym mis Mai 2017 gan y Bwrdd Gweithredol. Cafodd Strategaeth Technoleg Ddigidol 2018 - 2021 ei chymeradwyo ym mis Mai 2018 gan y Bwrdd Gweithredol. Yn y ddwy strategaeth ymrwymwyd i ddarparu adroddiad blynyddol i roi gwybod i'r Awdurdod am y cynnydd sydd wedi cael ei wneud mewn perthynas â'r blaenoriaethau allweddol a'r prosiectau a gymeradwywyd.

Y Rhesymau: Cymeradwyo cynnwys Adroddiad Blynyddol Strategaeth Trawsnewid Digidol a Strategaeth Technoleg Ddigidol 2019.

Angen cyfeirio'r mater at y Bwrdd Gweithredol / Cyngor er mwyn gwneud penderfyniad: NAC OES

YR AELOD O'R BWRDD GWEITHREDOL SY'N GYFRIFOL AM Y PORTFFOLIO:- Y Cyngorydd Mair Stephens

Y Gyfarwyddiaeth: Y Prif Weithredwr

Enw Pennaeth y Gwasanaeth: Noelwyn Daniel

Awdur yr Adroddiad: Gareth Jones

Swydd:

Pennaeth TGCh a Pholisi Corfforaethol

Rheolwr Trawsnewid Busnes Digidol

Rhifau ffôn:

01267 246270, 01267 246350.

Cyfeiriadau E-bost:

ndaniel@sirgar.gov.uk

garethjones@sirgar.gov.uk



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POLICY & RESOURCES SCRUTINY COMMITTEE

18/07/19

DIGITAL TRANSFORMATION STRATEGY AND DIGITAL TECHNOLOGY STRATEGY ANNUAL REPORT 2019.

Purpose: This annual progress report provides an update on two of Carmarthenshire County Councils three Digital Strategies.

Our primary, overarching Strategy is our Digital Transformation Strategy 2017 - 2020. The Digital Transformation Strategy sets out the Council's strategic digital priorities and aspirations and outlines what we plan to do to achieve our vision for a Digital Carmarthenshire.

Underpinning our Digital Transformation Strategy are our Digital Schools and Digital Technology Strategies 2018 - 2021. A separate annual progress report has been prepared for the Digital Schools Strategy. The Digital Technology Strategy is included in this progress report. Our Digital Technology Strategy sets out the Authority's digital technology priorities and aspirations over the period 2018 - 2021.

The Digital Transformation Strategy 2017-2021 and Digital Technology Strategy 2018 – 2021 highlight several key priority areas. Within each of these key priority areas a number of key projects and outcomes were approved, and this Annual Report details the progress made over the last 12 months.

DETAILED REPORT ATTACHED?

YES

IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report :

Signed: Noelwyn Daniel

Head of ICT and Corporate Policy

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
NONE	NONE	NONE	NONE	NONE	NONE	NONE



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CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed: Noelwyn Daniel

Head of ICT and Corporate Policy

A draft copy of the Annual Report has been shared with members of the Digital Transformation Steering Group.

Section 100D Local Government Act, 1972 – Access to Information List of Background Papers used in the preparation of this report:

Digital Transformation Strategy 2017-2021		https://www.carmarthenshire.gov.wales/home/council-democracy/strategies-and-plans/digital-transformation-strategy-2017-2020/
Digital Technology Strategy 2018 – 2021		https://www.carmarthenshire.gov.wales/home/council-democracy/strategies-and-plans/digital-technology-strategy-2018-2021/

Mae'r dudalen hon yn wag yn fwriadol

Carmarthenshire County Council

Digital Transformation Strategy 2017-2020

Digital Technology Strategy 2018-2021

Annual Progress Report 2018/19



Our vision for Carmarthenshire

“A Digitally enabled Carmarthenshire”

To achieve this bold vision we must:

- Use technology to change the way traditional face-to-face services are delivered, enabling us to deliver effective and efficient services for our residents.
- Provide transactional services and information online in a user-friendly and inclusive way.
- Create a digital workforce which is agile, mobile and using the most appropriate technologies to support service delivery.
- Support our residents to use digital technology and to have access to technology for those that do not have it.
- Support our businesses in a digital economy.
- Use digital technology to work and collaborate with our partners seamlessly and securely, including the effective sharing and use of data.
- Build a more flexible, agile and integrated technology infrastructure
- Adopt a highly available, modern, and ‘citizen centric’ digital platform which will be at the heart of our services.
- Harness cloud environments to deliver technology anywhere, anytime for the organisation.
- Decommission our on premises infrastructure and replace with virtual cloud technology where at all possible.
- Make digital connectivity and bandwidth the foundation of our technology stack, for the organisation, elected members, citizens and businesses.
- Facilitate and underpin collaboration locally, regionally and nationally through the intelligent deployment of technology.



The projects identified within the Digital Transformation Strategy are designed to deliver the key objectives of the **Corporate Strategy**.



Annual Progress Report 18/19

This annual progress report provides an update on two of Carmarthenshire County Councils three Digital Strategies. Our Digital Transformation Strategy and Digital Technology Strategy. A separate annual progress report is being prepared for the Digital Schools Strategy.

Our primary, overarching Strategy is our Digital Transformation Strategy. The Digital Transformation Strategy sets out the Council's strategic digital priorities and aspirations and outlines what we plan to do to achieve our vision for a Digital Carmarthenshire. Technology is becoming increasingly pervasive across all sectors and becoming integrated in many aspects of our lives. Carmarthenshire County Council needs a digital transformation strategy because digital technology has the potential to transform the County and the lives of residents while generating long-term savings for the Council. Elected members will be key beneficiaries of a number of projects delivered in 18/19 and the coming year.

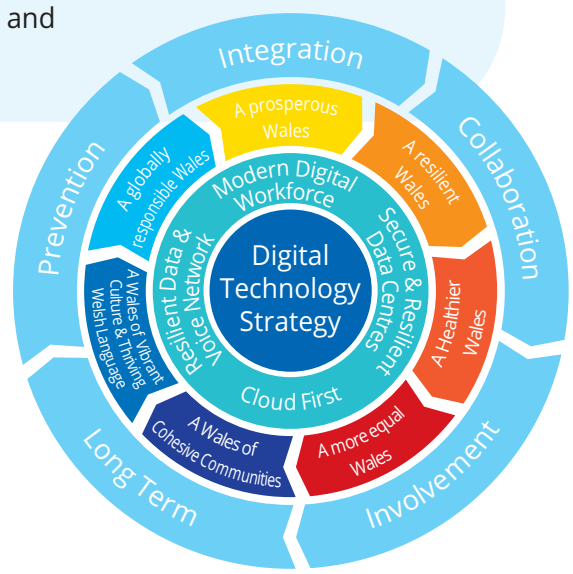
Underpinning our Digital Transformation Strategy are our Digital Schools and Digital Technology Strategies. The Digital Technology Strategy is included in this progress report. Our Digital Technology Strategy sets out the Authority's digital technology priorities and aspirations over the next 3 years. Its purpose is to identify the key technologies and initiatives that will facilitate and underpin the vision and delivery of the organisation's existing and overarching Digital Transformation Strategy. The audience for this Digital Technology Strategy are the leadership of the organisation, elected members, our customers, our businesses and our staff. **This Digital Technology Strategy recognises that flexible, agile and integrated technology can only be delivered to the Council and its residents if we aim to adopt the same leading edge models of some of the most forward thinking and efficient companies around the globe.**



The Authority will make use of appropriate emerging and existing technologies to facilitate and underpin service transformation, improvement and efficiencies.



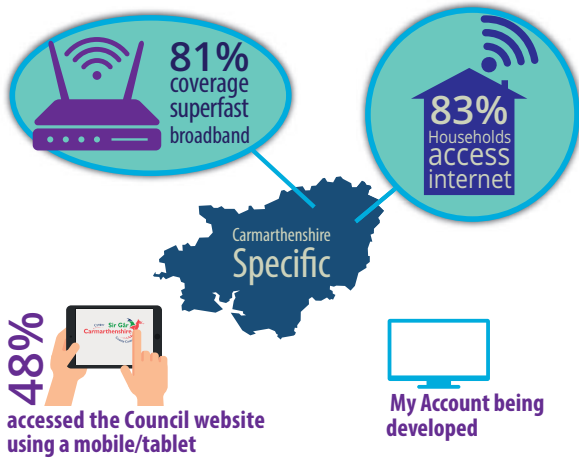
We will adopt the Sustainable Development Principles of the Well Being Future Generations Act in our design and implementation of new digital technologies.



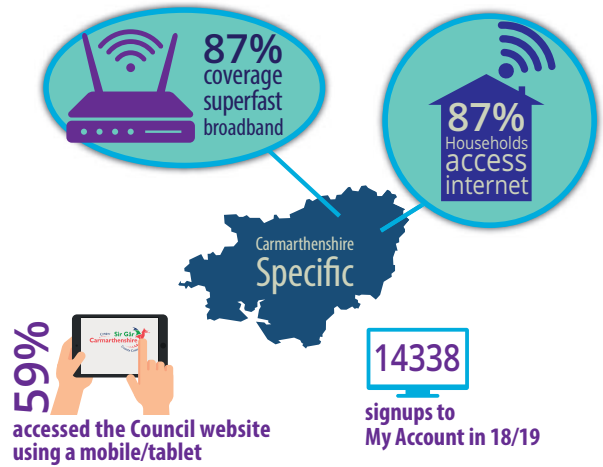
2016

2018

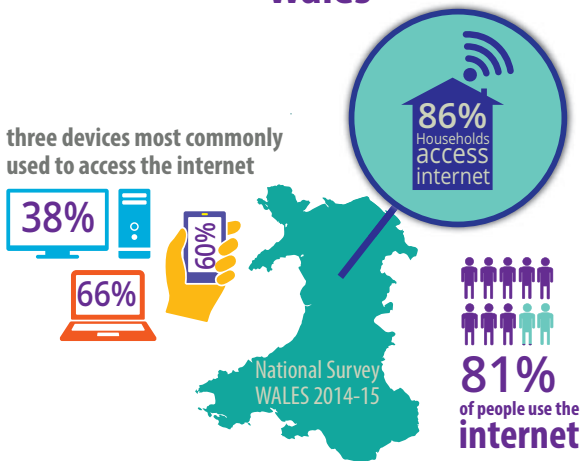
Carmarthenshire



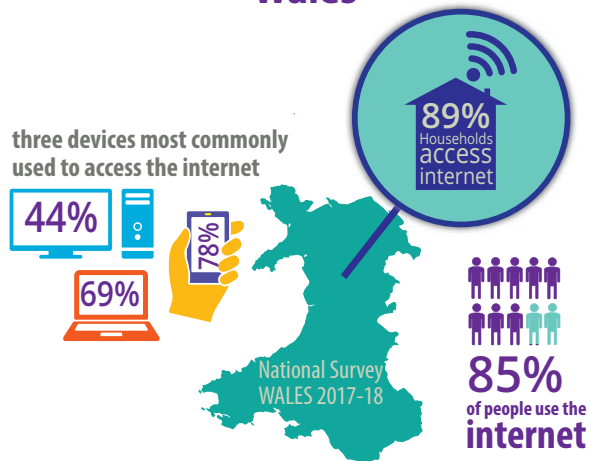
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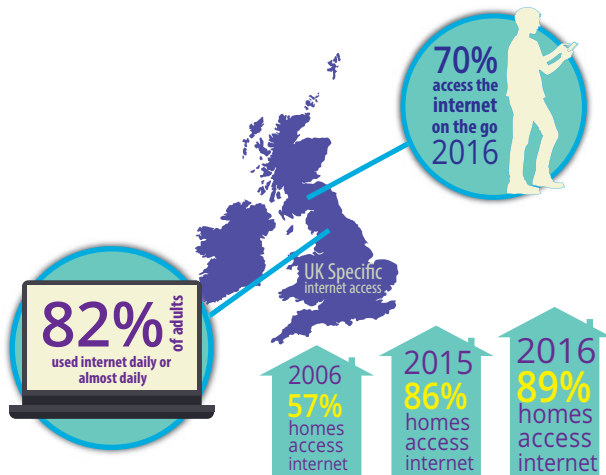
Wales



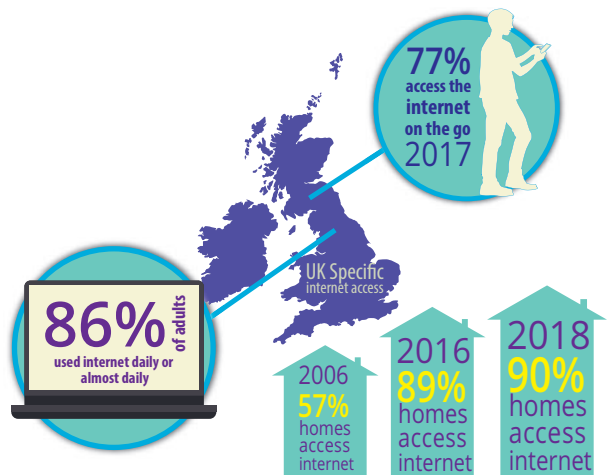
Wales



United Kingdom



United Kingdom



Resources

Throughout 2018/19 we have invested a significant amount of financial and staffing resources ensuring the Authority continues its journey of transformation to a truly digital organisation. We have made significant investments in our people and skills, digital systems and services, and in providing a robust and resilient infrastructure to underpin citizen service delivery across the County. In addition to ICT Services ongoing revenue budget, we have invested the following over the past financial year:

Capital

- £98K on specific departmental Digital Transformation projects which were selected based on efficiencies and better ways of working by the corporate Digital Transformation Board.
- £50K on the organisations digital Disaster Recovery capabilities.
- £56K on County wide core network enhancements, ensuring our workforce has ultrafast access to internal and internet based digital resources via the best possible networks.
- £58K on Voice and Telephony Infrastructure, future proofing our communications capabilities.
- £48K on mitigating evolving cyber threats to the organisation and ensuring essential compliance of all systems, services and infrastructure.

People & Skills

We have invested £37K over the past 12 months in upskilling ICT staff, providing them with the skills and ability to take our ambitious adoption of Digital Transformation and technology forward. In addition, we've taken advantage of fully funded local, regional and national development opportunities offered through Academi Wales, the Institute of Leadership and Management and the Council's internal Learning and Development department. Doing so is helping to develop and retain the Digital leaders and workforce of the future within Carmarthenshire.



Efficiencies

- £33K Revenue efficiencies from the virtualization of our telephony capabilities.
- £30K Annual revenue efficiencies delivered through the refurbishment of 2 Weather Service Stations and the introduction of 3 new Weather Service Stations.
- £100K Efficiencies delivered through the implementation of mobile working for Domiciliary Care workers across Carmarthenshire.
- £40K Annual savings delivered through maximizing the offerings within the Office 365 suite across the organisation.
- £20K Revenue efficiencies achieved through the transformation of ICT procurement processes.



TIC Award

The commitment, hard work and innovation of Digital staff was recognised in 2018 by the TIC awards. A collaborative project between ICT Services, Marketing and Media and Customer Services worked with all departments across the Authority to deliver a highly effective Digital Customer Service to citizens. This involved a complete transformation of our on-line customer service systems with a key objective being to join-up all channels (face-to-face, telephone, on-line) creating a single view of the customer. The result of this work is a wide range of vastly improved Digital council services and improved customer care to our citizens / customers. For more information please see our video at:

<https://vimeo.com/297085981>



Digital Customer Services

“Enabling citizens to get the services and information they need online”



What it means

- Providing high quality user friendly services and information online to residents
- Providing increased 24/7 digital access to services that are bilingual and customer friendly
- To provide a personal digital service and respond to customer needs

Why is it Important?

- To meet customer demands and respond to rising customer expectations.
- To improve customer engagement with access to personalized information and services.
- With greater use of mobile technology, provision access to online services at the customers convenience, 'anytime, anywhere'.

Progress Made

- **Corporate Website** Development has continued throughout the year, and now incorporates the Newsroom under a single consistent brand. We have added a Customer feedback and Ask a Question facility, meaning we are able to ensure that website content continually evolves to meet customer needs. We regularly test to ensure that the website works on any devices, and have also seen a significant shift towards usage from mobile devices (over 90%).



- **My Account (Phase 2)** My Account initially launched in February 2018 to allow residents to access personal information regarding their Council Tax account, or for tenants to access rent accounts. Take up has grown from 3000 residents in 2018 to over 15000 so far in 2019. Several additional services have been introduced throughout the year and are listed below.



- **Pembrey Country Park permit application**, allowing visitors to apply for permits online. We received over 500 purchases in the first month.
- **Welsh for Adults course materials**, providing access to materials for registered users from any location and device at a time most convenient to them.
- **Highways Defect reporting**, allowing residents to report an issue such as a pothole on the highway. We have added a map and postcode search facility to make it easier to pinpoint the exact location of faults, resulting in less waste for the back-office team.

- **Street light defect reporting**, allowing residents to report a faulty streetlight quickly and easily.
- **Schools transport on-line applications**,



This is one of the most popular online services, with over 2000 applications in 2018. Re-developed for the coming year, the public now have a single form to go to for all types of School bus pass applications.

- **Housing's Choice Based Lettings** went live in February 2019, allowing new and existing applicants to complete their applications for housing online. The weekly lettings cycle subsequently opened on 29th March, seeing more than 1,200 bids from almost 1,700 applicants on a list of vacant properties that are interfaced from the housing management system and added to by other social landlords from across the County. For the first time the housing application and shortlisting process is transparent allowing applicants to actively bid from across a range of devices – from desktop PCs to tablet to mobile phones – for their preferred choice of houses.



Digital Workforces

“Carmarthenshire will aim to support its staff in adopting working practices with maximum flexibility and minimum constraints in order to optimise their performance in the delivery of quality and cost effective services”



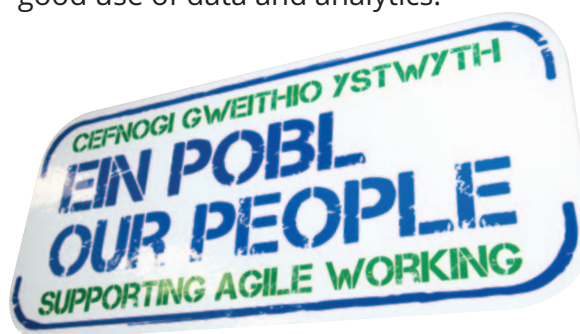
What it means

- A digital workforce is responsive and flexible
- Being responsive to the needs of our citizens by providing good public services and being flexible about where work is carried out.
- Flexibility for our staff is being able to work from different locations, at different times and use the most effective technology.

Why is it Important?

- Agility and mobility brings efficiencies and increased productivity through better ways of working.

- It increases our ability to ensure a healthy and mutually beneficial work life balance for our workforce. This increases our ability to attract the necessary skills and knowledge for our workforce as evidenced by feedback received.
- It allows us to improve processes, procedures and work flows, eliminating waste and exploiting efficiencies through good use of data and analytics.



Progress Made

- **Domiciliary and Residential Care Service**

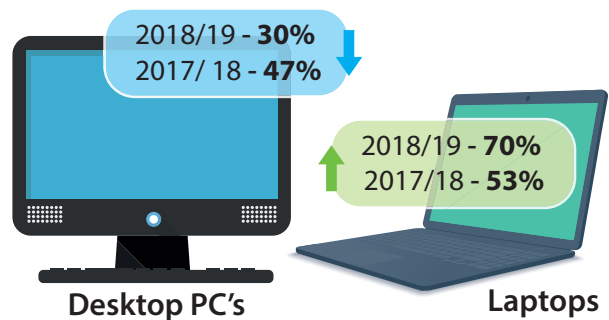
- A review of processes and the deployment of a new ICT system and 300 smartphones to front line service staff has resulted in the following benefits:



- The ability to highlight more capacity within the Domiciliary Care service and make it more efficient.
- 2% increase in capacity, equating to 106 additional hours allowing us to help a further 12 service users.
- The ability to highlight more capacity within the Residential Care Homes and make it more efficient.
- Increasing the number of permanent beds available, increasing income.
- Real time changes in rostering has reduced the volume of failed calls.
- A reduction in postage and stationary costs in relation to manually mailing rotas and time sheets.
- A saving in annual mileage costs with the system identifying the nearest Support Worker to undertake the visit.
- **An Android mobile phone** has been identified as an alternative smartphone to be provided to end users as an option. With the migration to Office 365 we will now be

able to allow staff access to their emails and calendars via an android device.

- **The agile project** - Agile working is a key strategic project for the authority. A significant part of the project investment is being used to deploy laptops to our workforce, enabling and facilitating a new agile, flexible way of working which allows our workforce to work in a more productive manner. Our project target by 2021 is to have 80% Laptops and 20% desktop PC's as the main devices used by staff. During 2018/19 we deployed 820 new Laptops to staff and members as part of the Agile working program. Our device estate currently sits at 70% laptops and 30% desktops, putting us on target to achieve our objective.



There are now Agile touchdown zones in:

- Ty Parcyrhun, Ammanford
- 3 Spilman Street, Carmarthen
- Ty Elwyn & Trostre Depot, Llanelli
- Municipal Buildings, Llandeilo
- Town Hall, Ammanford
- Parc Dewi Sant, Carmarthen

These spaces include:

- Desks and chairs
- Some docking stations, keyboards and monitors

- Lockers
- Nearby toilet facilities
- Printer and coffee machine
- Somewhere to charge your laptop and mobile phone
- Access to a telephone
- The larger zones in Ty Elwyn, Parc Dewi Sant and Spilman Street also have space for small 'ad-hoc' meetings.



- **Windows 10** - Of our 3500 corporate Laptop and Desktop devices 2650 have been upgraded to Windows 10. We have 850 Windows 7 devices remaining. We fully expect to have these upgraded to Windows 10 by the January 2020 deadline.
- **Microsoft Office 365** - Migration of the entire corporate email environment from on premise to the Microsoft cloud is complete. This has dramatically improved accessibility, communication, productivity and cut costs. It has allowed us to offer additional mailbox space to users and decommission a number of our on premise mail servers. We have also migrated all of our mobile devices to Microsoft InTune management which has allowed us to provide users of corporate mobile devices with Microsoft Apps such as Outlook, Word and Excel for a seamless experience whether at their desks or on the move.
- **Microsoft Teams** - The product has now

been fully explored and its numerous benefits to the organisation identified. It has been demonstrated and discussed with staff at numerous engagement events including our annual Digital Transformation seminar with extremely positive feedback. Pilots have commenced within ICT, communities, economic development and environment with full deployment to all staff planned for 19/20.

- **Value added customer care, service and support** - In line with our departmental purpose, which is to “engage with and understand our customers to help them deliver effective services”, a significant amount of work has gone in to ensuring we are as proactive as possible in terms of customer care and engagement throughout the year. This includes:
 - Digital Support Staff floor walking at all sites on a rota basis providing help, guidance and support as necessary.



- Attendance at Council meetings providing help, guidance and support to all elected members.
- Regular open invitations offered to all customer for demos at DMT's and departmental events, and attendance for support as requested.
- **Weather Service Stations** - £30K Annual revenue efficiencies delivered through the refurbishment of 2 Weather Service

Stations and the introduction of 3 new Weather Service Stations. This work has allowed our staff to produce more accurate weather forecasts for our County. More accurate forecasts provide greater certainty on whether or not to treat the road network with salt which has direct road safety and economic benefits.

- **Procurement Improvement Plan** - A significant piece of work has been undertaken within the ICT Service to review and streamline all ICT procurement activity across the organisation. This reengineering of processes, procedures and logistics has resulted in the reallocation of 3 officers from back office duties to front line Digital Support teams providing essential technical and customer services to the authority.



- **Accident Reporting System** - re-launched in January 2019 to provide a consistent and standard approach to capturing accident data throughout the authority (e.g. Corporate, Schools, Care Homes). This in turn has led to back office efficiencies as

the Health & Safety team can see at a glance the cases which need to be prioritised due to clearer and more structured data.

- **Occupational Health Referral eForm** - A workshop was held with the Occupational Health team to remap the entire process which has led to managers saving time when completing referrals. All case notes are inserted directly in to the Information @ Work document image processing system allowing the team to quickly triage cases and save time for customers.
- **Paperless Democracy** - Elected members have agreed to move to a paperless way of working from September 2019. This will be achieved through ensuring members have the right tools to carry out their duties and have use of the Mod.gov digital democracy system. Throughout 18/19 ICT Services have been busy preparing for this implementation, supporting colleagues and elected members, deploying and maintaining devices and enhancing the Mod.gov system. This work has ensured that Members will be able to work in a paperless environment moving forward, providing a far more efficient way of working and delivering a significant reduction in printing and postage costs.



Digital Communities & Business

“Enable residents and businesses in the County to use digital technology to enhance their lives”



What it means

- Ensure that residents and businesses exploit the latest technology to improve their lives.
- Developing the digital skills of our residents from children to our elderly.
- High speed connectivity for every business so that they can compete in a global economy.
- Enable business to make use of 'cloud computing'. Cloud computing can accelerate time to value, drive higher adoption of new technologies, and connect the services offered in real time.
- Digitally transform Council business operations to make them more efficient.

Why is it Important?

- A digital Carmarthenshire will encourage new business to invest in Carmarthenshire to support the local

economy and attract sustainable employment.

- Ensure that our children live in digitally connected communities and have the latest digital technologies available to give them the best start I life.
- Every resident of Carmarthenshire should have the ability to access 'on-line' services which can be used to improve their methods of communicating with the Council and others.



Progress Made

- **Improving Broadband connectivity across the County** - Engagement is ongoing between officers, elected members, BT Open reach and the City Deal team in relation to Improving Broadband connectivity across the County. 87.1% percent of premises (residential and business) now have access to superfast broadband across Carmarthenshire, however take-up is currently only 40% of those who can get it. Work is ongoing to promote and encourage investment, further rollout, uptake and an understanding of the various options available to citizens and business. For those premises who currently don't have access to superfast broadband we have created an online resource to provide as much information and support as possible. <https://www.carmarthenshire.gov.wales/home/business/superfast-broadband/>
- **Gladstone Hosted Leisure Centre System** - went live in November 2018, one of our first major systems to migrate to a cloud managed service, providing the Actif Sport and Leisure business and their customers

with a robust service that can be accessed and supported 24 hours a day, 7 days a week, 365 days a year, coupled with a guarantee that there will be no unplanned downtime.

- **External Organisations Digital Transformation** - ICT Services have lead on the successful migration of Carmarthen, Llanelli and Burry Port town councils, Menter Bro Dinefwr, Menter Cwm Gwendraeth, Delta Wellbeing and Care and Repair from on premises email and storage to a cloud based platform. This work is helping to deliver Digital Transformation across the public sector in Carmarthenshire and has included transfer and configuration of data, on site client configuration and training of relevant partner organisation staff.





Digital Collaboration

“Innovative digital solutions will enable increased collaboration and facilitate organisations to work seamlessly together”



What it means

- Improved information sharing with other organisations and partners.
- Increased sharing of software and hardware platforms across the region.

Why is it Important?

- Digital Collaboration underpins 'Digital Customer Service', the 'Digital Workforce' and 'Digital Communities and Business'
- Helps foster cohesion in teams. This is especially relevant to teams that are dispersed as cohesive teams are far more productive.
- Creates an atmosphere of openness as staff are up to date with and able to access the very latest news and information.
- Simplifies the way that we share data with other organisations and partners making everyone feel like part of a single team

working on common objectives.

- Is a catalyst for cultural cohesion enabling departments to focus on putting the citizen at the heart of what they do.

Progress Made

- **TLS Upgrade of secure email** - transport between Welsh public sector organisations. ICT Services have rolled out a national scheme called Transport Security Layer which allows email's to be sent between public sector organisations in a secure manner without the need for encryption software. This simplifies collaboration and data sharing, in turn helping to facilitate integrated working between Health and Social Care.
- **Business Planning and Engagement action plan** - In order to ensure our strategic direction remains relevant and in line with the needs of the business and

our customer the following business engagement activity has occurred throughout 18/19.

- Digital Workshops.
- Annual Digital Transformation seminars.
- Elected Members Digital seminar.
- Schools Digital Transformation seminar.
- Attendance at all DMT's.
- Senior One to Ones'.
- **PSBA Gov Roam** - A Proof of concept deployment of the new all Wales public sector GovRoam WiFi access system has



begun. This solution will provide all public sector staff across Wales with the same, consistent Wi-Fi network to connect to at all public sector organisations and buildings without the need for different keys, passwords, permissions etc. Testing is underway to confirm that the solution is working correctly. Deployment planned for early 19/20.

- The **Skills and Talent project** being led by the South West Wales Regional Skills Partnership, is exploring the gaps that currently exist in the provision of digital skills and how this can best be addressed, both now and in years to come, by introducing courses that are tailor made to the City Deal projects.

- **The Swansea Bay City Deal Digital Infrastructure project** - Carmarthenshire has fully engaged with and proactively assisted the region in building the business case for the Digital Infrastructure Project over the past 12 months. All relevant data and technical advice and support has been given with positive discussions on the way forward.



- **Wellness Village** - Working closely with the City Deal team on the Digital Infrastructure Project we have engaged with BT to scope the Digital Infrastructure requirements of the Wellness Village. The Digital Infrastructure being proposed is future proofed to ensure it meets the requirements of Social Care, Health and Academic partners.

Resilient Data & Voice Networks

What it means

- Our local and wide area networks, internet feeds, telephony and unified communications systems underpin communication across the organisation and with partners.
- Our already significant and sophisticated network provides the ability to communicate, collaborate and share data, systems and services.

Why is it Important?

- Data and voice network connectivity and internet access are critical in delivering 21st century citizen services.
- The demand on our bandwidth and internet connectivity channels from corporate services, schools and partners has grown rapidly. We fully expect this demand to increase in the coming years.
- Our network is the foundation of everything we do in terms of technology. Without it departmental, schools and partner systems and services simply would not function.
- We already have both central and departmental systems and services in the Cloud. Our network is the vehicle that allows us to access those, now and in the future.

Progress Made

- **Core Network Switch/Router replacement** - Three core sites have had their legacy equipment replaced and

upgraded, enhancing and expanding our network capabilities. There are two core sites remaining, to be completed by Summer 2019.

- **Data Centre core Switch/Router replacement** - New hardware has been configured and installed which has significantly enhanced our Data Centre Network.
- **PSBA Network Transformational re-design** - Twelve corporate sites running at sub 10MB have been upgraded this year to 100MB fibre or SuperFast connectivity. We have also commissioned Ty Parcyrhun as a new core site.
- **Telephony Virtualisation** - Mitel telephone system virtualization is complete, delivering significant revenue savings and resilience into our telephony services.
- **Increased deployment of Corporate Wi-Fi connectivity** - Deployment of additional Wi-Fi access points into the largest ten buildings across the county has been completed. This has provided blanket Wi-Fi coverage for staff and visitors at core sites.
- **Additional, resilient PSBA internet feeds** - With the commissioning of the Ty Parcyrhun site as a core network location, an additional Internet connection has been commissioned to provide increased internet capacity and additional resiliency to the organisation.



Secure & Resilient Data Centers

What it means

- Ensuring our data, systems and services are hosted in the most efficient and appropriate location.
- Ensuring our data, systems and services are built and managed on the most efficient and appropriate platforms.

Why is it Important?

- Data Centers are the core of our business, housing our infrastructure, data, and applications. Without them, ICT simply would not function.
- The contents of our data centers are of extremely high organisational value in terms of physical assets, data, annual spend, organisational performance and service delivery.

Progress Made

- **Expansion and evolution of Cyber Security Capabilities** - Procurement and deployment of our new Anti-Virus solution is complete, providing a more resilient and secure digital environment as well as improved response capabilities to a Cyber breach.

- **Replacement and upgrade of our Storage Area Network** - is complete, providing the authority with improved performance of systems and data and a sustainable data storage environment.
- **Replacement and upgrade of our UNIX server environment** - is complete, improving performance and resilience of several business-critical systems and services.
- **Replacement and upgrade of our Disaster Recovery capabilities** - Strategic review of existing DR capabilities has been complete with a number of tests and procedural changes implemented.
- **Windows Server 2012/16 migration and adoption** - Work is underway and ongoing, ensuring the authority retains a secure and compliant server environment with increased management and performance. To date 174 servers have been upgraded to Windows Server 2012/16 and 128 remain.

Y PWYLLGOR CRAFFU - POLISI AC ADNODDAU

18/07/19

**STRATEGAETH DDIGIDOL AR GYFER YSGOLION –
ADRODDIAD BLYNYDDOL 2019**

Y Pwrpas: Mae'r adroddiad cynnydd blynyddol hwn yn rhoi'r wybodaeth ddiweddaraf am Strategaeth Ddigidol ar gyfer Ysgolion Cyngor Sir Caerfyrddin 2018-2021.

Ym mis Mai 2018, lluniodd Cyngor Sir Caerfyrddin ei Strategaeth Ddigidol ar gyfer Ysgolion gyntaf erioed a hynny ar gyfer y cyfnod 2018 - 2021. Mae'r strategaeth honno yn nodi ein gweledigaeth, yn seiliedig ar yr egwyddorion cyffredinol a'r meysydd o ran blaenoriaethau allweddol ar gyfer darparu Gwasanaethau TGCh i ysgolion ledled Sir Gaerfyrddin. Ym mhob un o'r meysydd blaenoriaeth allweddol hyn, cymeradwywyd nifer o brosiectau a chanlyniadau allweddol, ac mae'r Adroddiad Blynyddol hwn yn nodi'r cynnydd a wnaed dros y 12 mis diwethaf.

Ystyried y materion canlynol a chyflwyno sylwadau arnynt:

Cafodd Strategaeth Ddigidol ar gyfer Ysgolion 2018-2021 ei chymeradwyo ym mis Mai 2018 gan y Bwrdd Gweithredol a'r Tîm Rheoli Corfforaethol. Yn y strategaeth honno ymrwymwyd i ddarparu adroddiad blynyddol i roi gwybod i'r Awdurdod am y cynnydd sydd wedi cael ei wneud mewn perthynas â'r blaenoriaethau allweddol a'r prosiectau a gymeradwywyd.

Y Rhesymau: Cymeradwyo cynnwys Strategaeth Ddigidol ar gyfer Ysgolion - Adroddiad Blynyddol 2019

Angen cyfeirio'r mater at y Bwrdd Gweithredol / Cyngor er mwyn gwneud penderfyniad: NAC OES

YR AELOD O'R BWRDD GWEITHREDOL SY'N GYFRIFOL AM Y PORTFFOLIO:- Y Cynghorydd Mair Stephens

Y Gyfarwyddiaeth: Y Prif Weithredwr

Enw Pennaeth y Gwasanaeth: Noelwyn Daniel

Awdur yr Adroddiad: Gareth Jones

Swydd:

Pennaeth TGCh a Pholisi Corfforaethol

Rheolwr Trawsnewid Busnes Digidol

Rhifau ffôn:

01267 246270, 01267 246350.

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EXECUTIVE SUMMARY
POLICY & RESOURCES SCRUTINY COMMITTEE
18/07/19

DIGITAL SCHOOLS STRATEGY ANNUAL REPORT 2019

Purpose: This annual progress report provides an update on Carmarthenshire County Councils Digital Schools Strategy 2018 - 2021.

In May 2018 Carmarthenshire County Council produced its first ever Digital Schools Strategy 2018 - 2021. That Strategy sets out our vision, underpinned by overarching principles and key priorities areas for the provision of ICT Services to Schools across Carmarthenshire. Within each of these key priority areas a number of key projects and outcomes were approved, and this Annual Report details the progress made over the last 12 months.

DETAILED REPORT ATTACHED ?	YES
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IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report :

Signed: Noelwyn Daniel Head of ICT and Corporate Policy

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
NONE	NONE	NONE	NONE	NONE	NONE	NONE

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed: Noelwyn Daniel Head of ICT and Corporate Policy

**Section 100D Local Government Act, 1972 – Access to Information
List of Background Papers used in the preparation of this report:**

Digital Schools Strategy 2018 - 2021	https://www.carmarthenshire.gov.wales/home/council-democracy/strategies-and-plans/digital-schools-strategy-2018-2021/
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Carmarthenshire County Council

Digital Schools Strategy 2018 – 2021

Annual Progress Report 2018/19



Digital School Strategy 2018 - 2021

Annual Progress Report 2018/19



In May 2018 Carmarthenshire County Council produced its first ever Digital Schools Strategy 2018 - 2021. That Strategy sets out our vision, underpinned by overarching principles and key priority areas for the provision of ICT Services to Schools across Carmarthenshire.

Our strategy aims to improve the current provision of technology within schools, creating the conditions to allow everyone involved with delivering education in Carmarthenshire, along with pupils and parents to take full advantage of the opportunities offered by digital technology in order to raise attainment, ambition and opportunities for all. The strategy outlines the technology we will deliver and support within schools, underpinning the skills and confidence of teachers whilst improving access to

digital technology for all learners. We want to ensure that digital technology is a central consideration in all areas of curriculum delivery and that ICT is embedded deeply so as to enhance the overall quality of education throughout the county. Our strategy sets out how we underpin our ambitious approach to transform the way we deliver our services to Schools and ensuring that our teachers can achieve the ambitions of the National Digital Competence Framework.

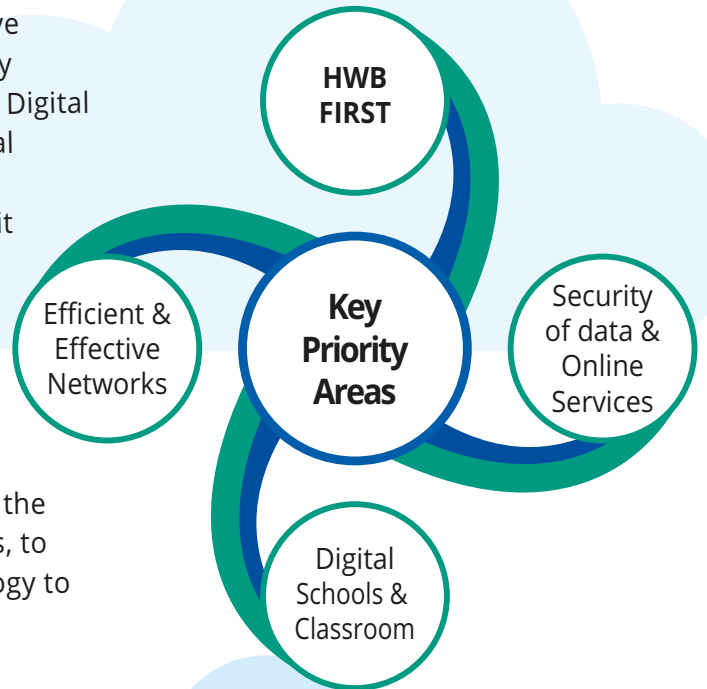
It was agreed by the Executive Board and Corporate Management Team that the Digital Schools Strategy would be reviewed annually, and we would report our progress in delivering on our key projects in this, our Annual Report.

Why do we need a Digital Schools Strategy?

Carmarthenshire County Council's ICT Services Division provides extensive support and services to all schools across the Authority. Our 1st ever Digital Schools Strategy for Carmarthenshire sets out our vision, underpinned by overarching principles and key priority areas for the provision of ICT Services to and in Schools.

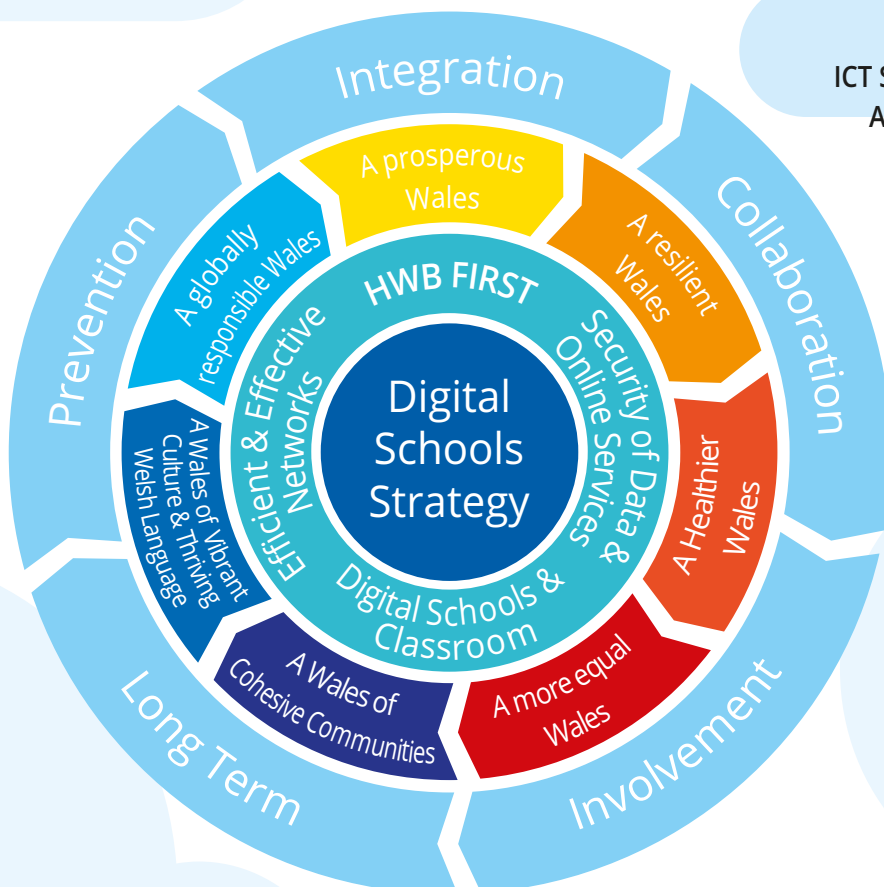
The schools' use of technology promotes innovative learning by digitally confident students, inspired by skilled and creative teaching. Welsh Government's Digital Competence Framework is distinct from ICT. Digital competence is one of three cross-curricular responsibilities, alongside literacy and numeracy; it focuses on developing digital skills which can be applied to a wide range of subjects and scenarios that are transferrable to the world of work.

This fully costed and resourced three year Digital Schools Strategy outlines where we intend to take the ICT provision within schools over the coming years, to ensure that schools have the appropriate technology to deliver the Digital Competence Framework. The audience for this Digital Schools Strategy are our schools, teachers, governors and staff, elected



ICT Services through the Service Level Agreements it has in place with schools articulate how we will continue to support schools on a day to day basis with its ICT support and services.

We will adopt the Sustainable Development Principles of the Well Being Of Future Generations Act in our design and implementation of all transformational activity and new digital technologies to assist us in delivering the Future Generations Well Being Objectives.





Our Vision

'A Digitally enabled Carmarthenshire'

To help achieve this bold vision within Schools we must:

- Align all digital technology to the needs of teachers, learners, the Curriculum and the Digital Competence Framework.
- Fully migrate all schools to the Welsh Government HWB digital learning platform.
- Make digital connectivity and bandwidth the foundation of our schools technology stack, providing reliable and fast access to the Internet and HWB environment.
- Harness cloud environments to deliver technology anywhere, anytime for schools, teachers, staff and pupils.
- Decommission our central and schools based on premises infrastructure and replace with virtual cloud technology where at all possible.
- Assist schools wherever possible to achieve efficiency savings without affecting learning outcomes.
- Ensure schools have access to cost-effective ICT equipment, with a reasonable life span, that is supported by the central service and can be purchased within financial regulations.
- Provide timely remote and onsite support to ensure that essential equipment is available at key times.
- Provide appropriate web filtering controls to ensure that Internet users are safe online.
- Help and encourage schools to take ownership and responsibility of all matters relating to ICT within their school.

ICT is an ever-changing environment. It is critical that the services and technology provided to schools underpins the key objectives of teaching and learning in order to enable students to reach their full potential and to fulfil the requirements of the Digital Competence Framework.

Overarching Principles

To achieve the ambitions laid out in this Digital Schools Strategy we will adhere to the following overarching guiding principles:



There are significant and compelling drivers to adopt a **HWB FIRST, CLOUD FIRST APPROACH** towards teaching resources, technologies and infrastructure. We will pursue and migrate to these solutions where at all possible.



Fully commit and align schools ICT provision to the **NATIONAL ICT AGENDA** as directed by Welsh Government where at all possible, to include but not limited to HWB, LiDW2, 21st Century Schools and the requirements of the Digital Competence Framework.



We currently host and support a variety of complex and ageing legacy technologies both centrally and within schools. Supporting and maintaining these is both resource intensive and educationally restrictive. We will seek to **RATIONALISE & CONSOLIDATE TO HWB** at every opportunity.



We will take advantage of potential benefits and efficiencies through the active investigation, pursuit and adoption of **NEW & EMERGING TECHNOLOGIES**. Where there is potential to add significant value within schools, we will pursue that technology.



We will strive to **IMPLEMENT ALL CHANGES** in a methodical and controlled manner. We will consult and communicate frequently with all relevant stakeholders.



Where there are opportunities to underpin and add value through **COLLABORATION**, we will do so, locally, regionally, nationally, across the education sector, the public sector, and private sector.

Resources and Efficiencies

Throughout 2018/19 we have invested a significant amount of financial and staffing resources ensuring that our Schools continue to develop and improve their digital curriculum delivery and that technology is enhanced in order to raise attainment levels for all. We have made significant investments in our people and skills, digital systems and services, and in providing a robust and resilient infrastructure to underpin Education delivery across the County. In addition to the Service Level Agreement funding, all of which is reinvested in Schools ICT, we have invested the following over the past financial year:

Capital Investment

£475K on Schools Wi-Fi networks, ensuring that our pupils and teachers have access to all digital learning resources via the best possible wireless infrastructure.

£31K on upgrading and enhancing Schools internet connectivity, working alongside Welsh Government and the all Wales Public Sector Broadband Aggregation team.

£590K on ICT provision at new and refurbished schools via the Authority's Modernising Education Program.

People and Skills

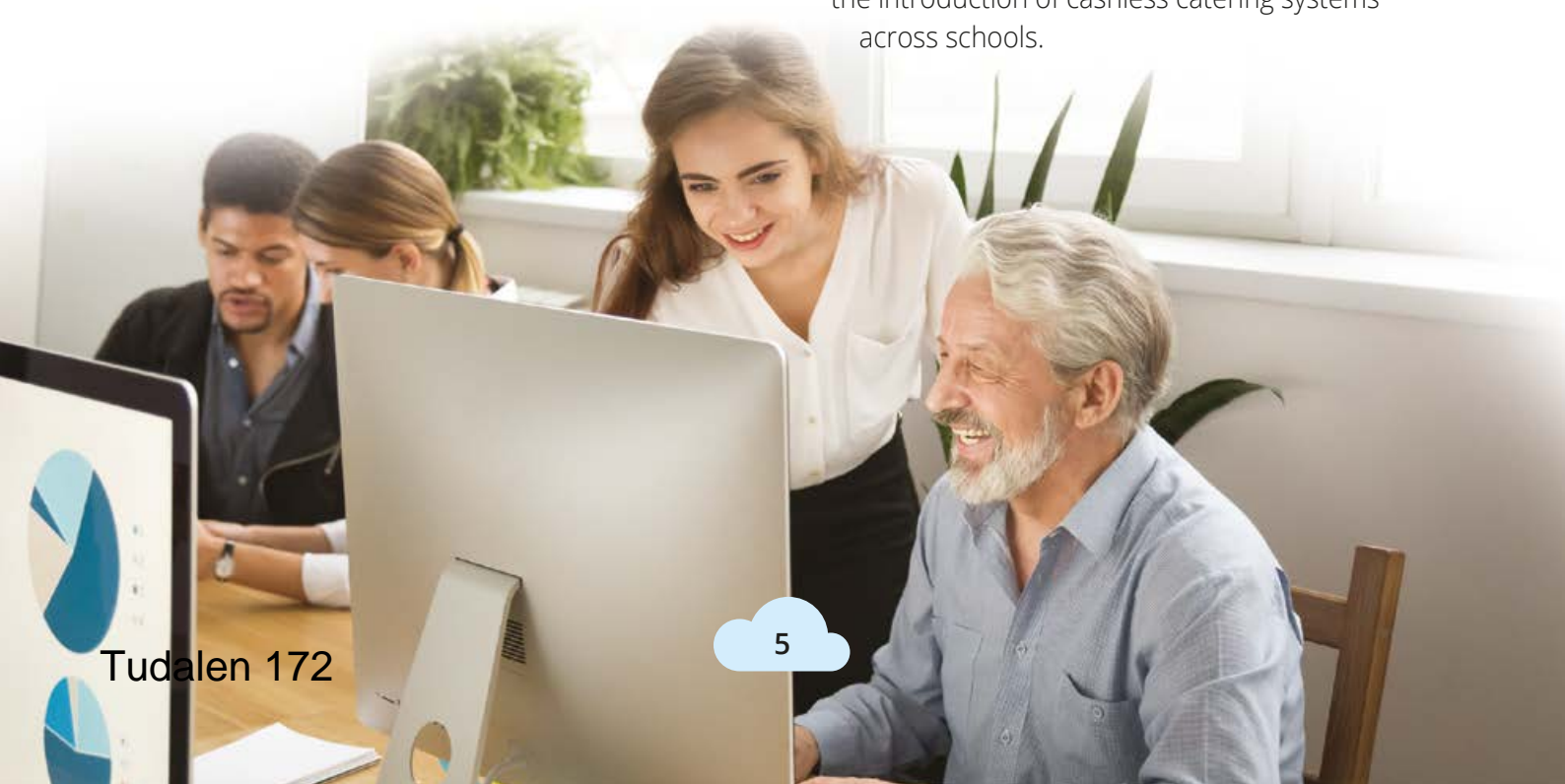
We have invested £37K over the past 12 months in upskilling ICT staff, providing them with the skills and ability to take our ambitious adoption of Digital Transformation and technology forward. In addition, we've taken advantage of fully funded local, regional and national development opportunities offered through Academi Wales, the Institute of Leadership and Management and the Council's internal Learning and Development department. Doing so is helping to develop and retain the Digital leaders and workforce of the future within Carmarthenshire who are working alongside colleagues in the Education department and Schools to shape and support for our Digital Schools of the future.

Efficiencies delivered

£29K Savings delivered through the migration of Carmarthenshire Schools to the all Wales HWB Digital learning platform. This money has been reinvested in essential Cyber Security and Anti-Virus technology for all Schools.

£79K Worth of efficiencies for Schools via renegotiated Printing and Telecommunications contracts.

£33K of revenue efficiencies achieved so far through the introduction of cashless catering systems across schools.



Engagement

In line with our departmental purpose, which is to “engage with and understand our customers to help them deliver effective services”, a significant amount of work has gone in to ensuring we are as proactive as possible in terms of customer care and engagement with Schools, our Education Department and Welsh Government throughout the year. This includes:

- Representing Carmarthenshire at the Welsh Educational Digital Standards group.
- Representing Carmarthenshire on the all Wales “Learning in a Digital Wales” executive board project group.
- Leading on all ICT related matters on the corporate Modernising Education project delivery board.
- 6 monthly technology development days for all secondary school ICT network managers.
- Attending quarterly meetings with all primary school’s digital champions.
- 6 monthly meetings with secondary school’s heads of curriculum for ICT.
- Attending quarterly primary schools head teacher meetings.
- Attending secondary head teacher school’s meetings.
- Regular attendance at Education department management team meetings.

This engagement activity is essential in ensuring we are aligning our work to the needs of all stakeholders, it informs our strategic direction and in turn sets our goals and desired outcomes.



Modernising Education Program

In addition to our ICT provision to schools via our Service Level Agreement, ICT Services also leads on all ICT related matters relating to the authority's Modernising Education program. This includes decisions and recommendations regarding the strategic direction of technology within new and refurbished schools as well as the delivery of that technology including procurement, configuration, installation and support.

Throughout 2018/19 we have successfully completed the full ICT implementation of Ysgol Pontyberem, Penrhos, Parc y Tywyn and Llangadog as part of our Modernising Education Program. This work and investment is providing students and

teachers with 21st Century technology to deliver first class digital education.

As part of our work across the MEP program we are developing a digital blueprint for Carmarthenshire schools which defines all the recommended technologies required within each of our schools and that all schools should be working towards. This blueprint will help meet our aspirational vision for schools, will help to address the changing needs of the learning environment, and is aimed at ensuring we all meet the educational digital standards of Welsh Government.



What it means

- Fully migrating to and exploiting Welsh Government's cloud-based services within the HWB digital learning platform. This will form one of the key foundations to future learning developments in the classroom and at home.
- A reduction in physical infrastructure refresh and replacement exercises which traditionally occur every 5 to 6 years and are costly and often wasteful. This should result in decreased capital infrastructure expenditure, with schools taking full advantage of Welsh Government's significant investment in HWB.
- For workloads that migrate to the cloud outside of the HWB environment such as web filtering, this means transitioning to more revenue based operational expenditure as we evolve to an 'as a service' model for various hardware, software and services.

Why is it Important?

- Schools data is an extremely valuable asset. Just as we store our finances in a bank rather than on premises, schools should store their data in the most secure, resilient, efficient, cost effective and appropriate place.
- The proliferation of on premises data storage and services both centrally and across Carmarthenshire's schools is neither sensible

nor sustainable. Our schools HWB first, Cloud first journey will allow us to scale down and decommission much of this physical infrastructure in the coming years.

- The HWB platforms digital tools and resources support a national approach to planning and delivery; enable the sharing of skills, methods and resources between education practitioners in Wales; support teaching and learning in Welsh and English; and provide equal access to free, classroom focused tools and resources for all teachers and learners in Wales.

On premise Zimbra to HWB Office 365 email migration

During 2018/19 Carmarthenshire became the first authority in Wales to successfully migrate our entire schools email environment from on premise, to the HWB Digital learning platform, taking our own existing email addresses with us. The project has delivered £29K of efficiencies as referred to on page 5, which has been re-invested, funding a new essential antivirus and cyber security solution for all schools. The HWB email migration has ensured that every teacher and learner in Carmarthenshire has access to email anytime, anyplace, anywhere including from off network locations and from home. The project has delivered a modern, safe and sustainable email solution which is more secure, resilient and highly available for all Carmarthenshire Schools.

Migration of all teacher and student data from on premises solutions into HWB's secure platform

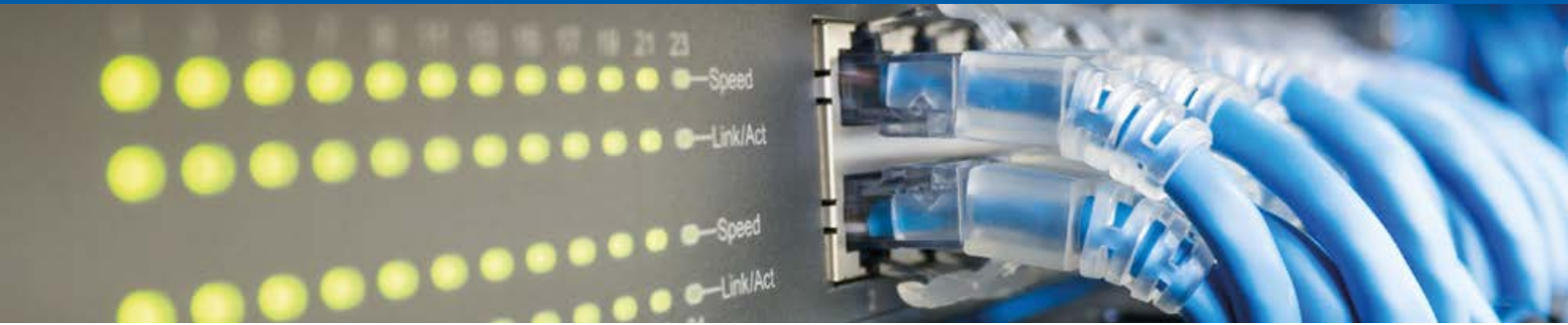
Preparations and planning have occurred throughout 18/19 to ensure we are ready to migrate all Schools data over the coming year. We are currently working closely with 4 of our secondary schools, migrating all on premise data from their locally held servers to the HWB Digital learning platform. We are also working with colleagues from the Education Department and with School's Digital champions to migrate locally saved data across all primary Schools to HWB. We expect to have completed the migration of all Primary and Secondary Schools data by the end of 19/20. Benefits of this work include improved accessibility to data, from any internet connected site or device, a reduced cost in paper and printing for Schools, improved Disaster Recovery and Information Security capabilities and improved sharing and collaboration functionality.

Migration of all schools websites from on premises Umbraco solution into the HWB digital platform

This work has been delayed throughout 18/19 due to reprioritisation of tools available within HWB by Welsh Government. In order for the HWB platform to be able to host our Schools websites there are changes required within the environment which can only be made by Welsh Government and Google. We await the outcome of this reprioritisation in order to understand the potential of continuing with this action. In the meantime, we have acted to ensure this delay has no adverse effect on Carmarthenshire Schools and the integrity of their websites. The existing on premises environment has been updated and security patched to ensure optimized performance and that all Schools retain a fully functioning website for the foreseeable future.



Efficient & Effective Networks



What it means

- A truly resilient, 21st century data and voice network infrastructure that facilitates and underpins teaching and learning across the county.
- Sufficient bandwidth and internet access for all schools, to meet both current and future digital education needs.
- Fast and effective access to the internet, HWB and all other Cloud based teaching and learning resources and data.

Why is it Important?

- To ensure schools have quick and easy access to the digital resources required to meet the demands of the Digital Competence Framework.
- To facilitate communication, collaboration, sharing of data, systems and services locally, regionally and nationally.
- The demand on our bandwidth and internet connectivity channels from schools, corporate services and partners has grown rapidly. We fully expect this demand to increase in the coming years.

Learning in a Digital Wales 2 (LiDW2) joint investment Project

Forty one sub speed schools have had their PSBA internet connectivity upgraded to 100Mbps fiber this year as part of the project. Welsh Government have funded the capital costs of upgrading these circuits whilst ongoing revenue costs have been factored in to the SLA between Schools and the ICT Service. We've also made significant internal network changes and upgrades on our County back bone network to facilitate this increase in bandwidth for Schools. Capital investment from the Authority has also been invested where necessary to pay for new network infrastructure at all 41 subspeed schools, to ensure they can exploit the increased internet connectivity delivered by LiDW2.

Adoption of Cloud hosted web content filtering

We've worked closely with BT and Welsh Government colleagues throughout 18/19 to scope, test and configure this new collaborative, all Wales solution for Web filtering in Schools. We are one of the first Authorities in Wales to begin adopting the solution and currently have three trial sites live, two secondary and one primary school. These are Queen Elizabeth High School, St John Lloyd and Johnstown Primary School.

These Schools have been migrated over to the new solution from existing on premises Web Filtering and are now performing as expected. All remaining schools will be migrated during 19/20, once acceptance testing has been completed. This project is delivering significant bandwidth and connectivity improvements for Schools via a more resilient, less resource intensive filtering solution. The ability for schools to link directly to the internet means they will experience further improvements in performance and bandwidth capabilities.

Schools Wireless Network maintenance and development

18/19 has seen the investment of £475K on the renewal, maintenance and development of

Schools Wi-Fi networks. ICT Services are leading on the project, securing the funding through the Corporate investment program and facilitating its repayment via the ICT Services SLA over the next 6 years. Following a successful tender exercise, the procurement has taken place with deployment of the solution planned for 19/20. This will help to ensure that our pupils and teachers have access to all digital learning resources via the best possible wireless infrastructure for the next 10 years. This project is provisioning Schools with an enhanced, refreshed wireless network which is sustainable and fit for purpose.



Security of Data & Online Services



What it means

- Keeping Carmarthenshire's pupils, teachers and staff safe online.
- Ensuring schools' data, systems and services are secure.
- Managing and protecting the integrity of devices and appliances.

Why is it Important?

- To ensure the Local Education Authority and schools are meeting their obligations in terms of safeguarding Carmarthenshire's pupils.
- Data, systems and digital services are crucial in delivering 21st century education. With the increased and ever evolving cyber threat to individuals and organisations it is essential that we develop and enhance our protection accordingly whilst remaining GDPR compliant.

Expansion and evolution of schools' infrastructure cyber security capabilities

During 18/19 we've made significant developments in this area, benefiting both Schools and Corporate customers. We've procured an additional core security firewall for our County backbone network, dramatically increasing our

ability to securely support increasing bandwidth requirements. We've also conducted a review of all internal security firewalls and removed legacy infrastructure, enhancing our Cyber security. We've strengthened and improved mail filtering capabilities in partnership with Welsh Government, decommissioning our on premises solution and fully adopting the HWB mail filtering solution. This has led to significantly less spam reaching teacher and learner mailboxes, which in turn dramatically decreases risk and potential vulnerabilities.

Review, upgrade and evolution of schools' antivirus and device encryption solutions

18/19 has seen the procurement and deployment of a new Antivirus solution across all Carmarthenshire Schools. This £54K investment is helping to ensure that all Schools have a well-protected, safe end-user device and server estate. The new product, which is now fully deployed, provides us with improved virus detection, greater control over end user devices, and cloud based administration and monitoring which facilitates full protection and administration outside of school premises. The product is fully licensed and funded for 2 years with the option to extend for a further 2 years should we wish to. We will seek to enhance this protection through the consideration and potential adoption of device encryption during 19/20.

Digital Schools & Classrooms



What it means

- Empowering teachers and learners to be as efficient and effective as possible in the right place, at the right time based on the needs of education.
- Facilitating truly Digital Schools through the efficient and appropriate deployment of laptops, tablets, smartphones, productivity tools and technologies.

Why is it Important?

- Digital education has and continues to evolve rapidly in terms of the tools and technologies available on a daily basis.
- To ensure continuous improvement in teacher and learner outcomes, schools must evolve and keep pace with this technology.
- The technology used most commonly in classrooms, offices, meetings etc. can and should facilitate the aims and objectives of schools, the education department and Welsh government.

Classroom Hardware Provision

During 2018/19 we have successfully established a new contract with a dedicated supplier for the cost

effective and consistent procurement of end user devices for all schools. As part of this work we've also conducted a significant piece of work reviewing and streamlining our internal procurement, delivery and configuration processes. This has allowed us to dramatically reduce the time it takes for laptops, tablets and other peripherals to be bought, delivered and set up at schools. Online portals have been created, allowing schools to select from a limited and pre-specified list of items which are suitable for their needs and can be supported by ICT Services. This project has delivered a much-needed cost effective and consistent approach to schools' device hardware to the benefit of all parties. The list of available items is reviewed on a quarterly basis, informed by Schools and staff feedback, to ensure it remains effective and relevant.

Microsoft Enterprise Agreement (Software)

Our intention to implement an all-encompassing Microsoft licensing agreement for all Carmarthenshire schools has been superseded by some extremely positive news from Welsh Government. A deal between Microsoft and Welsh Government has been announced, giving all schools, teachers and students across Wales fully funded and licensed access to Microsoft software (Office & Windows). Wales will be one of the first countries in the world to fund Microsoft classroom software applications for all maintained

schools. The licensing deal contains a range of Microsoft products, including the full desktop version of Microsoft Office 365 which includes a Welsh language interface and proofing tools, along with additional security features. Also included is Minecraft Education Edition with Code Builder which provides a range of ways for learners to explore, create and experiment with coding. All

teachers and learners will be able to download and install the latest versions of all these software applications on up to 5 personal devices at no cost. Online versions of the software applications will continue to be available through Hwb for use anywhere, such as public computers in libraries and through personal computers and devices.



Mae'r dudalen hon yn wag yn fwriadol

**PWYLLGOR CRAFFU POLISI AC ADNODDAU
18^{fed} GORFFENAF 2019**

**ADRODDIAD BLYNYDDOL YNGYLCH RHEOLI'R TRYSORLYS
A'R DANGOSYDD DARBODAETH
2018-2019**

Ystyried y materion canlynol a chyflwyno sylwadau arnynt:

- Gofynnir i aelodau sicrhau eu bod yn fodlon bod y gweithgareddau a gyfeiriwyd atynt yn yr adroddiad atodedig, yn gyson â gofynion Polisi a Strategaeth Rheoli'r Trysorlys a gafodd ei gymeradwyo gan y Cyngor Llawn ar y 21^{ain} Chwefror 2018.

Rhesymau:

- Mae gan y Pwyllgor rôl allweddol ynghylch craffu ar swyddogaeth Rheoli'r Trysorlys o fewn yr Awdurdod.

Angen cyfeirio'r mater at y Bwrdd Gweithredol / Cyngor er mwyn gwneud penderfyniad: OES

Bwrdd Gweithredol ar y 29ain Gorffennaf 2019

Cyngor ar y 11eg Medi 2019

<p>Y Gyfarwyddiaeth: Gwasanaethau Corfforaethol</p> <p>Enw Pennaeth y Gwasanaeth: Chris Moore</p> <p>Awdur yr Adroddiad: Anthony Parnell</p>	<p>Swyddi:</p> <p>Cyfarwyddwr Gwasanaethau Corfforaethol</p> <p>Rheolwr Pensiwn a Buddsodiadau Gyllidol</p>	<p>Rhifau Ffôn / Cyfeiriadau E-Bost:</p> <p>Rhif ffôn: 01267 224120; E-bost: CMoore@sirgar.gov.uk</p> <p>Rhif ffôn: 01267 224180; E-bost: AParnell@sirgar.gov.uk</p>
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**EXECUTIVE SUMMARY
POLICY & RESOURCES SCRUTINY COMMITTEE
18th JULY 2019**

**ANNUAL TREASURY MANAGEMENT AND
PRUDENTIAL INDICATOR REPORT
2018-2019**

BRIEF SUMMARY OF PURPOSE OF REPORT.

The Council adopted the Treasury Management Policy and Strategy and the five year capital programme for 2018-2019 on the 21st February 2018. This Annual Report lists the activities that took place in 2018-2019 under the headings of :

Investments

Borrowing

Update on KSF

Security, Liquidity and Yield

Treasury Management Prudential Indicators

Prudential Indicators

Leasing

Rescheduling

DETAILED REPORT ATTACHED?

YES

IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report.

Signed: C Moore **Title** Director of Corporate Services

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
YES	NONE	YES	NONE	NONE	NONE	NONE

1. Policy, Crime & Disorder and Equalities

Policy: Within the requirements of the Treasury Management Policy and Strategy report 2018-2019.

3. Finance

The authority's investments during the year returned an average rate of 0.68%, exceeding the 7 day LIBID rate.

£20m new PWLB borrowing took place during the year. Long term debt outstanding at the year end amounted to £413m.

The Authority did not breach any of its Prudential Indicators during the year.

85.75% of the submitted claim has been received from the administrators of KSF to 31st March 2019.

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below:

Signed: C Moore Title Director of Corporate Services

1. Local Member(s) – N/A

2. Community / Town Council – N/A

3. Relevant Partners – N/A

4. Staff Side Representatives and other Organisations – N/A

Section 100D Local Government Act, 1972 – Access to Information

List of Background Papers used in the preparation of this report:

THESE ARE DETAILED BELOW

Title of Document	File Ref No. / Locations that the papers are available for public inspection
CIPFA – Treasury Management in the Public Services – Code of Practice – Revised	Corporate Services Department, County Hall, Carmarthen

Mae'r dudalen hon yn wag yn fwriadol

ANNUAL TREASURY MANAGEMENT AND PRUDENTIAL INDICATOR REPORT 2018-19

1. Introduction

The Treasury Management Policy and Strategy for 2018-19 was approved by Council on 21st February 2018. Section B 1.1(2) stated that a year end annual report would be produced.

This report meets the requirements of both the CIPFA Code of Practice on Treasury Management, (the Code), and the CIPFA Prudential Code for Capital Finance in Local Authorities, (the Prudential Code) and outlines the Treasury Management activities in the 2018-19 financial year.

2. Investments

One of the primary activities of the Treasury Management operation is the investment of surplus cash for which the Authority is responsible. As well as the Authority's own cash the County Council invests School Funds, Trust Funds and other Funds, with any interest derived from these investments being passed over to the relevant Fund.

All surplus money is invested daily with the approved counterparties either via brokers on the Money Markets or direct. The security of the investments is the main priority, appropriate liquidity should be maintained and returns on the investments a final consideration. It continues to be difficult to invest these funds as the market continues to be insecure and as a consequence appropriate counterparties are limited.

For 2018-19 investments to individual counterparties were limited to:

	Maximum to Lend £m
Upper Limit Any one British Bank and Building Society with a credit rating of at least F1, P-1 or A-1 short term or AA-, Aa3 or AA- long term	10
Middle Limit Any one British Bank and Building Society with a credit rating of at least F1, P-1 or A-1 short term	7
UK Banks Part Nationalised Included as investment counterparties, as long as they continue to have appropriate UK Government support	7
Any one Local Authority	10
Any one AAA Rated Money Market Fund	5
Debt Management Office	40

The total investments at 1st April 2018 and 31st March 2019 are shown in the following table:

Investments	01.04.18				31.03.19			
	Call and notice	Fixed Term	Total		Call and notice	Fixed Term	Total	
	£m	£m	£m	%	£m	£m	£m	%
Banks and 100% Wholly Owned Subsidiaries	19.00	0.58	19.58	45	23.00	0.57	23.57	42
Building Societies	0.00	0.00	0.00	0	0.00	0.00	0.00	0
Money Market Funds	10.00	0.00	10.00	23	15.00	0.00	15.00	27
DMADF (DMO)	0.00	0.00	0.00	0	0.00	2.50	2.50	4
Local Authorities	0.00	14.00	14.00	32	0.00	15.00	15.00	27
TOTAL	29.00	14.58	43.58	100	38.00	18.07	56.07	100

An analysis of the daily cash schedules indicates that the minimum balance lent over the twelve month period was £32.57m and the maximum balance lent was £94.48m. The average balance for the year was £62.96m.

The total investments made by the Council and repaid to the Council (the turnover) amounted to £1,196.11m. This averaged approximately £22.94m per week or £3.28m per day. A summary of the turnover is shown below:

	£m
Total Investments 1st April 2018	43.58
Investments made during the year	604.30
Sub Total	647.88
Investments Repaid during the year	(591.81)
Total Investments 31st March 2019	56.07

The main aim of the Treasury Management Strategy is to manage the cash flows of the Council and the risks associated with this activity. Lending on the money market secures an optimum rate of return, allows for diversification of investments and consequently reduction of risk, which is of paramount importance in today's financial markets.

The benchmark return for the money market is the “7 day LIBID rate”. For 2018-19 the Council has compared its performance against this “7 day LIBID rate”. The average “7 day LIBID rate” was 0.51% whereas the actual rate the Council earned was 0.68%, an out performance of 0.17%.

This outperformance can be quantified as £105k additional interest earned compared to the “7 day LIBID rate”.

The gross interest earned on investments for 2018-19 amounted to £0.417m, which was more than the estimated figure of £0.300m. The Bank of England Official Rate was raised from 0.5% to 0.75% on 2nd August 2018 which resulted in an increase in investment returns.

The income from investments is used by the Authority to reduce the net overall costs to the Council taxpayer.

3. Update on the investments with Kaupthing Singer & Friedlander (KSF)

The latest position with the Council’s investments with KSF was reported in the Treasury Management and Prudential Indicator Reports to Executive Board during the year.

In August 2018 the Council received a seventeenth dividend from the Administrators. This equated to 0.25p in the £ and amounted to £10k principal.

As at 31st March 2019 the sum of £3.43m principal and £210k interest had been received from the Administrators, which equates to 85.75% of the claim submitted. Further dividends are expected to be paid in 2019-20 and 2020-21. The Administrators estimate total dividends payable to non-preferential creditors at 86.75%.

4. Security, Liquidity and Yield (SLY)

Within the Treasury Management Strategy Statement for 2018-19, the Council’s investment priorities are:

- Security of Capital
- Liquidity and
- Yield

The Council aims to achieve the optimum return (yield) on investments commensurate with proper levels of security and liquidity. In the current economic climate it is still considered appropriate to keep investments short term to cover cash flow requirements.

Attached at Appendix 1 is a list of the individual investments (excluding the £0.57m in KSF) held as at the 31st March 2019 together with their credit ratings, historic risk of default and the risk weighting attached to each investment.

5. Borrowing

As Members are aware the Authority has a substantial capital investment programme. For 2018-19 actual capital expenditure was £66.32m. This was financed from:

	£m
Borrowing	13.92
Grants and Contributions	26.26
Usable Capital Receipts Applied	4.23
Revenue and Reserves	21.91
Total	66.32

Under the Treasury Management Strategy it was resolved:

- To borrow to meet the funding requirements of the Authority, after allowing for capital grants, capital receipts and capital contributions, and to stay within the Prudential Indicators to ensure affordability, prudence and sustainability.
- To borrow when interest rates are at their most advantageous, after considering cash flow requirements.

The following loans were borrowed during 2018-19 to fund the capital programme:

Loan Reference	Amount (£m)	Interest Rate	Start Date	Period	Maturity Date
507942	2.00	2.59%	25th October 2018	15yrs	28th March 2034
507943	3.00	2.72%	25th October 2018	30yrs	28th March 2049
508360	2.00	2.46%	14th January 2019	49yrs	28th March 2068
508361	5.00	2.46%	14th January 2019	50yrs	28th September 2068
508995	2.00	1.63%	28th March 2019	7yrs	28th March 2026
508996	2.00	2.01%	28th March 2019	13yrs	28th March 2032
508997	2.00	2.27%	28th March 2019	32yrs	28th September 2051
508998	2.00	2.16%	28th March 2019	49yrs	28th September 2068
Total	20.00				

The weighted average interest rate of these new loans was 2.36% which compares favourably with the weighted average rate of the respective loan periods throughout the year.

The total loans outstanding at 1st April 2018 and 31st March 2019 were:

Loans	Balance at 01.04.18 £m	Balance at 31.03.19 £m	Net Increase/ (Net Decrease) £m
Public Works Loan Board (PWLB)	392.11	405.42	13.31
Market Loan	3.00	3.00	0.00
Salix, Invest-to-Save, HILS & TCL	4.74	4.40	(0.34)
Total	399.85	412.82	12.97

The total external interest paid in 2018-19 amounted to £17.45m, which compares favourably with the budget of £19.39m. The savings have arisen due to under borrowing on the capital programme and borrowing at lower than anticipated interest rates.

6. Treasury Management Prudential Indicators

Under the requirements of the Prudential Code of Practice for Capital Finance in Local Authorities, the Council are required to set a number of treasury management prudential indicators for the year 2018-19. The indicators set and the performance against those indicators is shown below:

6.1 The estimated and actual interest exposure limits as at 31st March 2019 were:

	Estimate 31.03.19 £m			Actual 31.03.19 £m		
	Fixed Interest Rate	Variable Interest Rate	Total	Fixed Interest Rate	Variable Interest Rate	Total
Borrowed	420.00	3.00	423.00	409.82	3.00	412.82
Invested	(20.00)	(30.00)	(50.00)	(18.07)	(38.00)	(56.07)
Net	400.00	(27.00)	373.00	391.75	(35.00)	356.75
Proportion of Total Net Borrowing	107%	(7%)	100%	110%	(10%)	100%
Limit	125%	5%				

6.2 Maximum principal sums invested > 365 days

	2018-2019 Limit £m	2018-2019 Actual £m
Maximum principal sums invested > 365 days	10	NIL

6.3 Interest rate exposure limits

	2018-2019 Limit £m	2018-2019 Actual £m
Limits on fixed interest rates based on net debt	467.00	391.75
Limits on variable interest rates based on net debt	47.00	(35.00)

6.4 The upper and lower limits set for the maturity structure of borrowing along with the actual maturity structure as at 31st March 2019.

	Estimated Upper Limit 2018-2019 %	Estimated Lower Limit 2018-2019 %	Actual 31.03.19 %
Under 12 months	15	0	1.28
12 months to 2 years	25	0	3.10
2 years to 5 years	50	0	6.28
5 years to 10 years	50	0	9.88
10 years to 20 years	50	0	18.66
20 years to 30 years	50	0	19.33
30 years to 40 years	50	0	24.59
40 years and above	50	0	16.88
Total			100.00

Details of the above maturity structure are shown below:

Loan Maturities	PWLB Debt £m	Average Interest Rate %	Market Loans/ Invest to Save/Salix/ HILS/TCL £m	Average Rate %	Total Debt Outstanding £m
Before 1st April 2020	5.00	8.09	0.29	0	5.29
1st April 2020 to 31st March 2021	12.04	6.74	0.75	0	12.79
1st April 2021 to 31st March 2024	25.93	5.50	0.00	0	25.93
1st April 2024 to 31st March 2029	40.79	4.43	0	0	40.79
1st April 2029 to 31st March 2039	73.66	4.36	3.36	0	77.02
1st April 2039 to 31st March 2049	79.80	4.01	0	0	79.80
1st April 2049 to 31st March 2059	98.50	5.19	3.00	4.72	101.50
After March 2059	69.70	2.53	0	0	69.70
Total as at 31.03.19	405.42		7.40		412.82

7. Prudential Indicators

7.1 Affordability

7.1.1 Actual and estimated ratio of financing costs to net revenue stream.

Ratio of Financing Costs to Revenue Stream		
	2018-2019 Estimate %	2018-2019 Actual %
Non-HRA	5.15	4.80
HRA	34.39	33.20

The indicator shows the proportion of income taken up by capital financing costs.

7.2 Prudence

7.2.1 The Capital Financing Requirement (CFR).

	31.03.19 Estimate £m	31.03.19 Actual £m
Non-HRA	271	266
HRA	142	144
HRAS	74	74
Total	487	484

The Capital Financing Requirement reflects the underlying need to borrow for capital purposes.

7.2.2 Gross Borrowing against the Capital Finance Requirement indicator.

To ensure that borrowing levels are prudent over the medium term the Council's external borrowing must only be for a capital purpose. Gross borrowing must not exceed the CFR for 2018-19 plus the expected changes to the CFR over 2019-20 and 2020-21 but can in the short term due to cash flows. The table below highlights the Council's gross borrowing position against the CFR. The Council has complied with this prudential indicator.

£m	2018-2019 Estimate	2018-2019 Actual
Debt at 1 st April 2018	413	400
Expected Change in Debt	18	13
Gross debt at 31st March 2019	431	413
CFR	487	484
Under / (Over) borrowing	56	71

The Section 151 Officer reports that the authority had no difficulty meeting this requirement in 2018-19.

7.2.3 The Authorised Limit and Operational Boundary.

The Authorised Limit is the “Affordable Borrowing Limit” required by Section 3 of the Local Government Act 2003. The Council does not have the power to borrow above this level. The table below demonstrates that during 2018-19 the Council has maintained gross borrowing within its Authorised Limit.

The Operational Boundary is the expected borrowing position of the Council during the year. Periods where the actual position is either below or over the Boundary is acceptable subject to the Authorised Limit not being breached.

The actual financing costs as a proportion of net revenue stream identifies the trend in the cost of capital (borrowing and other long term obligation costs net of investment income) against the net revenue stream.

	2018-2019 £m
Authorised Limit	536.00
Gross borrowing	412.82
Operational Boundary	487.00
Average gross borrowing position	398.55
Financing costs as a proportion of net revenue stream	7.82%

8. Leasing

No finance leases were negotiated during the year.

9. Rescheduling

No rescheduling was undertaken during the year.

10. Conclusion

This report demonstrates compliance with the reporting requirements of the CIPFA Treasury Management Code of Practice.

Investment Summary as at 31st March 2019

Carmarthenshire County Council

Totals			
Total	£55,500,000		
Calls & MMFs	£38,000,000	68%	
Fixed Deposits	£17,500,000	32%	
Specified	£55,500,000	100%	

Weighted Average			
Yield			0.81%
Maturity (Days)			
Total Portfolio	Total Portfolio		9.74
Long Term			
AAA	-		1.00
AA	F1		28.71
A	F1		1.00
BBB	F2		0.00
CCC	C		0.00

Risk Factors			
< 1 year	£289		0.005%
1 - 2 years	£0		0.000%
2 - 3 years	£0		0.000%
3 - 4 years	£0		0.000%
4 - 5 years	£0		0.000%
Total Portfolio	£289		0.005%

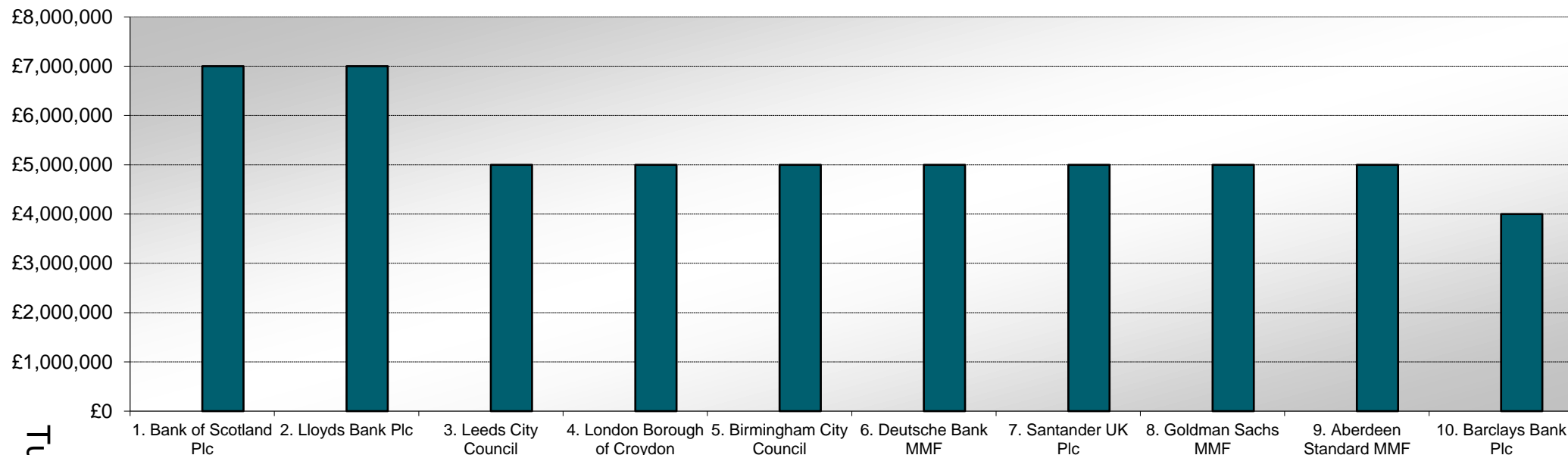
Maturity Structure			
< 1 Week	£45,500,000		82%
< 1 Month	£5,000,000		9%
2 - 3 Months	£5,000,000		9%
3 - 6 Months	£0		0%
6 - 9 Months	£0		0%
9 - 12 Months	£0		0%
12 Months+	£0		0%
Total	£55,500,000		100%

Mae'r dudalen hon yn wag yn fwriadol

Top 10 Counterparty Holdings

Carmarthenshire County Council

Counterparty	Principal	% of Total Holding	WAM (Days)	WAYield	WADefault
1. Bank of Scotland Plc	£7,000,000	13.21%	1	0.65%	0.000%
2. Lloyds Bank Plc	£7,000,000	13.21%	1	1.10%	0.000%
3. Leeds City Council	£5,000,000	9.43%	1	0.85%	0.000%
4. London Borough of Croydon	£5,000,000	9.43%	67	0.90%	0.003%
5. Birmingham City Council	£5,000,000	9.43%	30	0.97%	0.001%
6. Deutsche Bank MMF	£5,000,000	9.43%	1	0.71%	0.000%
7. Santander UK Plc	£5,000,000	9.43%	1	1.00%	0.000%
8. Goldman Sachs MMF	£5,000,000	9.43%	1	0.72%	0.000%
9. Aberdeen Standard MMF	£5,000,000	9.43%	1	0.78%	0.000%
10. Barclays Bank Plc	£4,000,000	7.55%	1	0.50%	0.000%



Mae'r dudalen hon yn wag yn fwriadol

**PWYLLGOR CRAFFU POLISI AC ADNODDAU
18^{fed} GORFFENAF 2019**

**ADRODDIAD MONITRO CYLLIDEB
CYFALAF A REFENIW 2018/19**

Ystyried y materion canlynol a chyflwyno sylwadau arnynt:

- Bod y Pwyllgor Craffu yn derbyn yr Adroddiad Monitro Gyllideb Corfforaethol yr Awdurdod, Adroddiadau adrannol y Prif Weithredwr a'r Gwasanaethau Corfforaethol a'r Adroddiad Monitro Arbedion ac yn ystyried y sefyllfa cyllidebol.

Rhesymau:

- I ddatgan i'r Pwyllgor sefyllfa derfynol y gyllideb ynghylch blwyddyn ariannol 2018-19.

**Angen cyfeirio'r mater at y Bwrdd Gweithredol er mwyn gwneud penderfyniad:
NAC OES**

Aelodau'r Bwrdd Gweithredol sy'n gyfrifol am y Portffolio:

- Cyng. Emlyn Dole (Arweinydd)
- Cyng. Mair Stephens (Dirprwy Arweinydd)
- Cyng. David Jenkins (Adnoddau)
- Cyng. Cefin Campbell (Cymunedau a Materion Gwledig)

<p>Y Gyfarwyddiaeth: Gwasanaethau Corfforaethol</p> <p>Enw Cyfarwyddwr y Gwasanaeth: Chris Moore</p> <p>Awdur yr adroddiad: Chris Moore</p>	<p>Swydd:</p> <p>Cyfarwyddwr y Gwasanaethau Corfforaethol</p>	<p>Rhif Ffôn / Cyfeiriad E-bost:</p> <p>01267 224120 CMoore@sirgar.gov.uk</p>
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EXECUTIVE SUMMARY
POLICY & RESOURCES SCRUTINY COMMITTEE
18th JULY 2019

**Revenue & Capital Budget
Monitoring Report 2018/19**

The Financial Monitoring report is presented as follows:

Revenue Budgets

Appendix A – Authority Corporate Budget Monitoring report

The final outturn figures indicate an overspend for the year at departmental level of £1,337k however, after taking account of the underspend on capital charges and the movement in Earmarked and Departmental reserves the net position for the Authority is a £593k underspend.

Appendix B

Chief Executive and Corporate Services detailed variances for information purposes only.

Capital Budgets

Appendix C - Corporate Capital Programme Monitoring 2018/19

The total net expenditure for 2018/19 was £32.512 compared to the allocated net budget for the year of £38.863, giving a -£6.351m variance.

Appendix D

Details the main variances on agreed budgets.

Appendix E

Details a full list of Chief Executive schemes. There are no Corporate Services schemes.

Savings Report

Appendix F

The Savings Monitoring report.

DETAILED REPORT ATTACHED?

YES – *A list of the main variances is attached to this report.*

IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report.
Signed: **Chris Moore** **Director of Corporate Services**

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
NONE	NONE	YES	NONE	NONE	NONE	NONE

3. Finance

Revenue
 The final outturn figures indicate an underspend for the year of £593k. Policy and Resources Services have returned an underspend of £210k.

Capital
 The capital programme shows an in year variance of -£6.351m, which will be re-profiled across the future years of the capital programme.

Savings Report
 The £680k of Managerial savings put forward for 2018-19 were achieved. There were no Policy savings put forward.

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below:
Signed: **Chris Moore** **Director of Corporate Services**

1. **Local Member(s)** – N/A
 2. **Community / Town Council** – N/A
 3. **Relevant Partners** – N/A
 4. **Staff Side Representatives and other Organisations** – N/A
- Section 100D Local Government Act, 1972 – Access to Information**
List of Background Papers used in the preparation of this report:
THERE ARE NONE:

Mae'r dudalen hon yn wag yn fwriadol

REPORT OF THE DIRECTOR OF CORPORATE SERVICES

POLICY & RESOURCES SCRUTINY - 18th JULY 2019

COUNCIL'S BUDGET MONITORING REPORT 2018/19

Director and Designation	Author & Designation	Telephone No	Directorate
C Moore, Director of Corporate Services	R Hemingway, Head of Financial Services	01267 224886	Corporate Services

Table 1

Actual for year to 31st March 2019

Department	Working Budget				Actual				EOY Variance for Year £'000	Feb 19 Forecasted Variance for Year £'000
	Controllable Expenditure	Controllable Income	Net Non Controllable	Total Net	Controllable Expenditure	Controllable Income	Net Non Controllable	Total Net		
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000		
Chief Executive	26,180	-9,870	-4,215	12,095	26,164	-9,879	-4,215	12,070	-24	-217
Communities	142,320	-54,276	8,550	96,594	144,868	-56,275	8,550	97,142	549	496
Corporate Services	78,060	-50,975	-3,142	23,943	80,765	-53,864	-3,142	23,759	-185	-807
Education & Children	174,350	-35,317	31,523	170,556	185,632	-45,852	31,523	171,303	747	1,007
Environment	115,006	-74,331	15,666	56,341	115,625	-74,698	15,666	56,592	251	376
Departmental Expenditure	535,917	-224,769	48,382	359,529	553,054	-240,569	48,382	360,866	1,337	855
Capital Charges/Interest/Corporate				-11,500				-13,956	-2,456	-2,000
Pension Reserve Adjustment				-13,471				-13,471	0	0
Accumulated Leave				1,496				1,496	0	0
Levies and Contributions:										
Brecon Beacons National Park				142				142	0	0
Mid & West Wales Fire & Rescue Authority				9,582				9,582	0	0
Net Expenditure				345,778				344,660	-1,119	-1,145
Contribution to/from Balances				0				593	593	0
Transfer to/from Earmarked Reserves				0				672	672	0
Transfers to/from Departmental Reserves										
- Chief Executive				0				12	12	0
- Corporate Services				0				93	93	403
- Environment				0				-251	-251	-376
Net Budget				345,778				345,778	-0	-1,118

Chief Executive Department Budget Monitoring - Actual

POLICY & RESOURCES SCRUTINY - 18th JULY 2019

Division	Working Budget				Actual				EOY Forecasted Variance for Year £'000	Feb 19 Forecasted Variance for Year £'000
	Expenditure £'000	Income £'000	Net non-controllable £'000	Net £'000	Expenditure £'000	Income £'000	Net non-controllable £'000	Net £'000		
Chief Executive	-61	0	-305	-365	252	0	-305	-53	312	336
People Management	4,059	-1,302	-2,162	596	4,735	-1,964	-2,162	609	13	-66
ICT	4,455	-838	-3,411	206	4,789	-1,204	-3,411	174	-33	-61
Admin and Law	4,128	-537	685	4,277	3,897	-527	685	4,055	-221	-235
Regeneration & Policy										
Policy	4,942	-1,022	-1,784	2,136	4,505	-767	-1,784	1,954	-182	-237
Statutory Services	1,253	-289	417	1,380	1,331	-414	417	1,334	-46	-18
Property & Major Projects	1,199	-1,329	559	429	1,575	-1,709	559	425	-4	-46
Major Projects	1,281	-1,256	32	57	783	-621	32	194	137	109
Regeneration	4,923	-3,298	1,754	3,380	4,297	-2,672	1,754	3,379	-1	0
GRAND TOTAL	26,180	-9,870	-4,215	12,095	26,164	-9,879	-4,215	12,070	-24	-217

Chief Executive Department - Budget Monitoring - Actual Main Variances

POLICY & RESOURCES SCRUTINY - 18th JULY 2019

Division	Working Budget		Actual		EOY Forecasted Variance for Year £'000	Notes	Feb 19 Forecasted Variance for Year £'000
	Expenditure £'000	Income £'000	Expenditure £'000	Income £'000			
Chief Executive							
Chief Executive-Chief Officer	267	0	252	0	-15		-21
Corporate Savings Target	-327	0	0	0	327	£290k Corporate Health & Safety efficiency proposal not yet implemented; £37k standby efficiency not materialised.	357
People Management							
Business & Projects Support	261	0	285	0	24	Costs associated with move to Block 4	23
Payroll	687	-335	614	-339	-76	Part year vacant posts and reduction in spends on supplies and services	-35
People Services – HR	1,014	-229	986	-238	-38	Part year vacant posts	-26
Employee Well-being	682	-244	695	-285	-27	Additional income for work for external organisations	-10
Organisational Development	481	-9	574	-58	43	Unfunded posts within section funded from underspends across the division	-14
HR Systems Development Team	123	0	170	-0	47	Additional staff cost, offset by vacancies in Payroll section	9
School Staff Absence Scheme	0	0	587	-543	44	Replacement absence cover cost, greater than premiums received in income during the year	0
DBS Checks	119	0	87	-8	-40	Low demand in year. Higher demand expected in future years	-46
Assessment centre training	0	0	31	0	31	Unused Assessment Centre credits expired	30
ICT							
Information Technology	4,455	-838	4,789	-1,204	-33	Part year vacant posts	-61
Admin and Law							
Democratic Services	1,823	0	1,740	-6	-90	Savings on Members' allowances and NI costs along with a reduction in printing and supplies and services costs	-58
Democratic Services - Support	494	0	390	-7	-112	Part year vacant posts. 3 posts are still currently vacant	-122
Land Charges Administration	149	-288	105	-254	-10	Part year vacant post. Post has now been filled	-12
Regeneration & Policy							
Policy							
Welsh Language	176	-10	155	-11	-22	Vacant post during the year	-26
Translation	510	-34	406	-41	-111	Part year vacant posts. 3 posts currently still vacant, but in the process of being recruited	-95
Performance Management	545	-31	447	0	-67	Vacant post, realignment pending	-65
CCTV	35	0	12	0	-24	CCTV responsibility transferred back to the police leading to a reduction in CCC costs	-24

Chief Executive Department - Budget Monitoring - Actual Main Variances

POLICY & RESOURCES SCRUTINY - 18th JULY 2019

Division	Working Budget		Actual		EOY Forecasted Variance for Year £'000	Notes	Feb 19 Forecasted Variance for Year £'000
	Expenditure £'000	Income £'000	Expenditure £'000	Income £'000			
Community Safety-Revenue	30	0	14	0	-16	Due to establishment of new partnership structure it has not been possible to undertake anticipated projects during the year	-20
Parc Amanwy Ammanford	35	-3	101	-1	69	Additional costs associated with move to Parc-Y-Rhun	69
The Hub Ammanford	0	0	23	-1	22	New building in 18/19 with no associated revenue budget. Overspend covered by underspends elsewhere in the Department	-0
UN Sir Gar	179	-99	107	-52	-24	Underspend mainly due to officer being on maternity leave	-22
Marketing Tourism Development	336	-2	321	-43	-56	Underspend mainly due to vacant posts - offsetting overspends within Visitor Information and Events below	-72
Visitor Information	80	-3	94	-1	17	Overspend mainly due to costs associated with repairs, external painting & re-decoration of Carmarthen Tourist Information Centre. Covered by underspends within Tourism and Development	12
Events	48	-28	80	-37	23	Overspend due to increased costs associated with running of various events - covered by underspend within Tourism Development	30
Statutory Services							
Registration Of Electors	162	-2	172	-35	-23	Additional grant received from Electoral Commission	-1
Electoral Services - Staff	272	0	262	-0	-10	Maternity leave	-11
Property & Major Projects							
Industrial Premises - JV's	45	-131	252	-368	-29	High occupancy levels during year	-21
Provision Markets	604	-625	589	-582	28	Essential works expenditure in year including sprinkler system/cleaning equipment	21
Major Projects							
Wellness	101	-76	212	-50	137	Overspend mainly due to additional legal costs associated with project review	109
Other					-14		-119
Grand Total					-24		-217

Department for Communities
Budget Monitoring - Actual

POLICY & RESOURCES SCRUTINY - 18th JULY 2019

Division	Working Budget				Actual				EOY Forecasted Variance for Year £'000	Feb 19 Forecasted Variance for Year £'000
	Expenditure £'000	Income £'000	Net non-controllable £'000	Net £'000	Expenditure £'000	Income £'000	Net non-controllable £'000	Net £'000		
Adult Services										
Older People	58,720	-20,257	4,636	43,099	59,953	-21,003	4,637	43,587	487	320
Physical Disabilities	7,067	-1,394	303	5,976	7,533	-2,027	303	5,808	-168	58
Learning Disabilities	36,693	-10,398	1,963	28,258	37,353	-10,519	1,963	28,798	540	274
Mental Health	9,834	-3,339	380	6,875	10,056	-3,595	380	6,842	-33	-1
Support	2,647	-2,969	1,534	1,212	1,085	-1,418	1,534	1,202	-10	108
Homes & Safer Communities										
Public Protection	3,081	-835	870	3,116	2,882	-876	870	2,875	-241	-124
Council Fund Housing	9,146	-7,955	376	1,568	10,576	-9,526	376	1,427	-141	-141
Leisure & Recreation										
Leisure & Recreation	15,131	-7,130	-1,512	6,489	15,429	-7,313	-1,512	6,604	115	0
GRAND TOTAL	142,320	-54,276	8,550	96,594	144,868	-56,275	8,550	97,142	549	496

Department for Communities - Budget Monitoring - Actual

Main Variances

POLICY & RESOURCES SCRUTINY - 18th JULY 2019

Division	Working Budget		Actual		EOY Forecasted Variance for Year	Notes	Feb 19 Forecasted Variance for Year
	Expenditure £'000	Income £'000	Expenditure £'000	Income £'000			
Adult Services							
Older People							
Older People - Commissioning	3,668	-503	3,534	-567	-198	The following posts were vacant at the end of year 3 Care Management Assistants; 3 Social Work posts; 3 Therapy Support Workers - the Social Work and Care Management Assistant posts have become vacant during the year. Additional cover totalling £60k has been supported ie additional hours Social Worker from part time to full time and additional temporary Care Management Assistants: these posts are now filled / postholder returned to work. Additional Intermediate Care Fund income re dementia projects totalled £60k. Regional Dementia project led by Hywel Dda had slippage in 2018-2019; CCC successfully bid for additional contribution towards Care Management staff that undertake supporting dementia duties.	-205
Older People - LA Homes	7,970	-3,206	8,265	-3,264	236	Cost of agency staff and additional staff pressures due to workforce recruitment issues in parts of the county partially offset by underspends in some staffing budgets:	102
Older People - Private/ Vol Homes	22,944	-11,797	23,353	-11,872	334	Performance data shows increased demographic pressure on demand in line with national information that shows a year on year increase in Older People of 3.4%pa. Preventative work continues to be reviewed to mitigate the effects of this.	317
Older People - LA Home Care	6,197	-433	6,444	-499	181	Allied contract now provided by in-house Domiciliary Care service - additional cost of £480k. Cost of upgrading management system £90k Offset by underspend on staff. Significant recruitment has been undertaken during the year and the number of unfilled posts is fewer at the end of the financial year.	92
Older People - Private Home Care	10,040	-2,164	10,627	-2,533	218	There has been a significant increase in demand for domiciliary care that has only been partly offset by a fall in residential care placements. There is significant departmental work to monitor and manage demand by audit assessment practice and by continuing to promote independent living through Integrated Care Fund initiatives such as Releasing Time to Care resulting in lower demand eg for double handed care packages. We are currently reviewing whether this initiative requires additional resources to yield the necessary financial savings. Significant change since October position: Allied contract now provided by in-house Domiciliary Care service. This is offset by a decrease in packages bought in the private sector, however overall across Domiciliary Care, the growing number of Older People at 3.4% pa continues to put pressure on the budget.	219

Department for Communities - Budget Monitoring - Actual

Main Variances

POLICY & RESOURCES SCRUTINY - 18th JULY 2019

Division	Working Budget		Actual		EOY Forecasted Variance for Year £'000	Notes	Feb 19 Forecasted Variance for Year £'000
	Expenditure £'000	Income £'000	Expenditure £'000	Income £'000			
Older People - Enablement	2,052	-444	1,749	-444	-303	Staff vacancies - recruitment and strategic issues being addressed.	-177
Older People - Day Services	1,226	-71	1,258	-73	30	Outstanding unmet efficiency relating to in house day services provision from 2016/2017 £202k offset by lower spend in remaining in-house provision and placements.	35
Physical Disabilities							
Phys Dis - Commissioning & OT Services	597	-131	500	-135	-101	Senior Practitioner post vacant since December 2018; an Occupational Therapist postholder works 23 hours, budget is for 37 hours and an Occupational Therapy Assistant postholder works 18.5 hour in a post with a budget for 37 hours. 1 Occupational Therapist post and 1 Occupational Therapy Assistant post - vacant all year.	-95
Phys Dis - Private/Vol Homes	1,011	-66	1,153	-119	89	Performance data shows pressure on demand as complexity of placement increases with this client group. Preventative work continues to be reviewed to mitigate the effects of this.	49
Phys Dis - Group Homes/Supported Living	1,159	-160	999	-98	-99	Work ongoing with providers to manage levels of additional support and hourly rates.	-46
Phys Dis - Direct Payments	2,477	-555	2,828	-1,031	-125	Audit and Review of Direct Payments alongside annual review and transfer of WILG (Welsh Independent Living Grant) clients resulting in recovery of contingencies and unspent amounts.	170
Learning Disabilities							
Learn Dis - Private/Vol Homes	10,197	-3,241	10,116	-3,327	-167	Costs reducing as various projects begin to take effect: work on alternative provision, deregistration, Positive Behaviour Service intervention for additional hours etc.	-183
Learn Dis - Direct Payments	2,259	-526	2,712	-562	418	Direct Payments increasing. Work ongoing linked to Review of Direct Payments and transfer of WILG (Welsh Independent Living Grant) clients	232
Learn Dis - Group Homes/Supported Living	8,932	-2,158	9,322	-2,313	235	Costs increasing as a result of successful deregistration of residential beds - promotes independence for clients and has lower costs overall across the spectrum to packages of care. Increase also linked to transfer of WILG (Welsh Independent Living Grant) clients transferring into this type of provision.	226
Learn Dis - Adult Respite Care	1,008	-812	953	-812	-55	Vacant Manager post, several staff not in pension scheme.	-48
Other Variances - Adult Services							
					123		72

Department for Communities - Budget Monitoring - Actual

Main Variances

POLICY & RESOURCES SCRUTINY - 18th JULY 2019

Division	Working Budget		Actual		EOY Forecasted Variance for Year £'000	Notes	Feb 19 Forecasted Variance for Year £'000
	Expenditure £'000	Income £'000	Expenditure £'000	Income £'000			
Homes & Safer Communities							
Public Protection							
PP Management support	99	-8	63	-7	-35	Underpend on computer materials	-43
PP Business Support unit	146	0	110	-8	-44	Vacant Posts -£21k, Admin -£7k, Costs recoverable -£7k, other -£9	-35
Public Health	267	-12	270	-5	10	Underachievement of income in fees and costs recoverable	10
Animal Welfare	76	-78	79	-54	26	Decrease in licensees	21
Dog Wardens	94	-27	109	-33	10	Overspend in Plant hire	13
Licensing	332	-315	338	-308	13	Overspend in Agency Staff costs	10
Food Safety & Communicable Diseases	471	-38	380	-77	-131	Underspend mainly due to full time budgeted post being paid 22 hrs and other staff savings -£51k, Fees -£25k and increased income from other LA -£32k	-34
Trading Standards Services Management	115	-37	33	-58	-103	Reduction of legal costs reserve -£93k, increase in fees recoverable -£20k, offset by increase in plant hire costs £12k	-112
Fair Trading	140	-62	134	-9	48	Underachievement of income from fees recoverable	51
Safety	67	-9	63	-18	-11	Overachievement of income from licences	-13
Other Variances - Public Protection					-25		9
Council Fund Housing							
Home Improvement (Non HRA)	763	-288	599	-246	-122	New funding stream was introduced in 18/19 and working with partners and other council departments, the budget was allocated accordingly. Projects due to commence later in the year	-121
Landlord Incentive	12	-10	-25	-15	-42	Underspend on Premises Maintenance due mainly to grant income -£25k, Appropriation from General Reserve -£10k	34
Homelessness	153	-64	190	-61	41	Overspend on Fees, £35k to Supporting people	-14
Temporary Accommodation	480	-103	540	-175	-11	Underspend due to reduced B&B costs	-42
Other Variances - Council Fund Housing					-6		2
Leisure & Recreation							
Burry Port Harbour	98	-127	107	-119	17	£13k legal fees plus shortfall in car parking income	6
Discovery Centre	98	-111	91	-90	14	Shortfall in income due to external transfer of asset	5
Pendine Outdoor Education Centre	508	-326	455	-301	-29	£16k under on transport and £13k on Catering related expenditure	-31
Sport & Leisure West	249	-21	229	-21	-20	In year staff vacancy	-22

Department for Communities - Budget Monitoring - Actual

Main Variances

POLICY & RESOURCES SCRUTINY - 18th JULY 2019

Division	Working Budget		Actual		EOY Forecasted Variance for Year £'000	Notes	Feb 19 Forecasted Variance for Year £'000
	Expenditure £'000	Income £'000	Expenditure £'000	Income £'000			
Carmarthen Leisure Centre	1,403	-1,329	1,495	-1,306	116	Income shortfall £94k due to late delivery of both Spin Studio and Play Centre plus astroturf condition. Utilities £16k, other £6k	50
Llandovery Swimming Pool	227	-85	240	-85	13	£5k staffing, £8k utilities	9
5 x 60 (E)	224	-282	205	-288	-25	SCW grant - offset in Dragon Sport below	-8
Dragon Sport (E)	118	-56	143	-56	25	SCW grant - offset in 5*60 above	8
Sport & Leisure General	971	-56	953	-115	-78	£29k in year staff vacancies, £26k computer software, £23k marketing	-26
Sport & Leisure South	166	-23	153	10	19	Grant adjustments for previous financial years impacting on current year budget	21
PEN RHOS 3G PITCH	31	-31	8	-30	-22	Part year saving of Premises and Supplies budget for this new Service in the Leisure portfolio	-21
Llanelli Leisure Centre	1,281	-1,016	1,227	-948	13	Income shortfall	10
Outdoor Recreation - Staffing costs	125	-48	172	0	94	Vacancy factor not achieved £22k, Agency Fees £15k, various minor overspends £9k, income not achieved £48k	47
Pembrey Country Park	736	-697	773	-705	29	Tour of Britain £19k, plus £10k electricity resulting from historic unpaid invoices	7
Llyn Lech Owain Country Park	84	-31	101	-65	-18	Income resulting from Tree Felling	-2
Carmarthen Library	420	-33	441	-35	19	Utilities	4
Ammanford Library	275	-14	252	-18	-27	In year staff vacancy	-26
Llanelli Library	461	-32	527	-117	-18	Insurance claim income rec'd during 18-19 relating to expenditure incurred in 17-18	2
Community Libraries	223	-9	209	-9	-14	In year staff vacancies	-4
Museum of speed, Pendine	73	-24	52	-20	-17	Staffing - due to part year closure of site	-19
Museums General	173	0	202	0	29	Unable to achieve vacancy factor	33
Archives General	130	-2	117	-1	-12	Staffing £4k, numerous minor Supplies & Services £8k	-13
Arts General	63	0	53	-9	-19	£10k under on Projects and grants to vol orgs, £9k recovery of Llais income	-2
St Clears Craft Centre	148	-84	163	-78	21	Shortfall in catering income	16
Lyric Theatre	356	-199	468	-301	11	Agency Fees	8
Y Ffwrnes	811	-427	956	-418	154	£85k agency, £35k fees, £15k Utilities, £10k Catering, £9k income shortfall	6
Entertainment Centres General	441	-45	283	-40	-154	£130k in year staff vacancies, £25k various Supplies & Services	-6
Oriel Myrddin CCC	88	0	107	0	18	£10k CCC commitment to purchase of 25/26 King Street, £8k commitment for Legal and resilience costs	0
Other Variance - Leisure & Recreation					-25		-51
Grand Total					549		495

Corporate Services Department Budget Monitoring - Actual

POLICY & RESOURCES SCRUTINY - 18th JULY 2019

Division	Working Budget				Actual				EOY Forecasted Variance for Year £'000	Feb 19 Forecasted Variance for Year £'000
	Expenditure £'000	Income £'000	Net non-controllable £'000	Net £'000	Expenditure £'000	Income £'000	Net non-controllable £'000	Net £'000		
Financial Services	4,378	-1,987	-1,931	460	4,434	-2,063	-1,931	440	-21	-277
Revenues & Financial Compliance	4,764	-1,695	-1,757	1,312	4,756	-1,742	-1,757	1,257	-55	-400
Other Services	68,918	-47,293	546	22,171	71,575	-50,059	546	22,062	-109	-130
GRAND TOTAL	78,060	-50,975	-3,142	23,943	80,765	-53,864	-3,142	23,759	-185	-807

Corporate Services Department - Budget Monitoring - Actual Main Variances

POLICY & RESOURCES SCRUTINY - 18th JULY 2019

Division	Working Budget		Actual		EOY Forecasted Variance for Year £'000	Notes	Feb 19 Forecasted Variance for Year £'000
	Expenditure £'000	Income £'000	Expenditure £'000	Income £'000			
Financial Services							
Grants and Technical	186	0	270	-69	16	Under recovery of income on grant funded posts	14
Payments	501	-73	466	-71	-34	Part year vacant posts	-32
Revenues & Financial Compliance							
Risk Management	136	-0	148	-0	12	Additional software costs, data cleansing and temp post funded from underspends in Business Support Unit	11
Business Support Unit	83	0	67	0	-16	Part year vacant post	-16
Revenues	895	-165	815	-120	-35	Part year vacant posts	-58
Other Services							
Audit Fees	361	-88	291	-88	-70	High proportion of audit fees chargeable directly to grants	-48
Council Tax Reduction Scheme	15,826	0	15,761	0	-65	Less take up of scheme than budgeted for	0
Rent Allowances	46,973	-47,090	49,745	-49,892	-30	Efficient recovery of overpayments	-8
Miscellaneous Services	5,694	-115	5,721	-79	63	Cost of Asset Sales in year	-65
Other Variances					-26		-603
Grand Total					-185		-807

Department for Education & Children

Budget Monitoring - Actual

POLICY & RESOURCES SCRUTINY - 18th JULY 2019

Division	Working Budget				Actual				EOY Forecasted Variance for Year £'000	Feb 19 Forecasted Variance for Year £'000
	Expenditure £'000	Income £'000	Net non-controllable £'000	Net £'000	Expenditure £'000	Income £'000	Net non-controllable £'000	Net £'000		
Director & Strategic Management	1,184	0	18	1,202	1,138	-9	18	1,147	-54	-85
Education Services Division	132,179	-17,408	22,847	137,619	141,322	-25,869	22,847	138,300	681	892
Access to Education	8,470	-5,759	2,957	5,668	8,783	-5,867	2,957	5,872	205	132
School Improvement	3,781	-1,815	627	2,593	3,834	-1,903	627	2,558	-35	-37
Curriculum & Wellbeing	5,732	-4,407	911	2,237	6,056	-4,673	911	2,294	57	64
Children's Services	23,004	-5,929	4,163	21,238	24,499	-7,531	4,163	21,131	-107	42
GRAND TOTAL	174,350	-35,317	31,523	170,556	185,632	-45,852	31,523	171,303	747	1,007

**Department for Education & Children - Budget Monitoring - Actual
Main Variances**

POLICY & RESOURCES SCRUTINY - 18th JULY 2019

Division	Working Budget		Actual		EOY Forecasted Variance for Year £'000	Notes	Feb 19 Forecasted Variance for Year £'000
	Expenditure £'000	Income £'000	Expenditure £'000	Income £'000			
Director & Strategic Management							
Business Support	400	0	352	-4	-52	Part year vacancy -£25k, reduction in supplies and services - postages, photocopying recharges, admin and office equipment -£27k	-36
Education Services Division							
School Expenditure not currently delegated	215	0	51	100	-65	Removal of WJEC fees. Part of 2019-20 efficiency	-51
School Redundancy & EVR	1,875	0	2,128	0	253	Budget utilised on existing commitments. Schools are supported and challenged on staffing structure proposals.	213
School Information Systems	210	-18	197	-24	-18	Part year vacant post	-20
Special Educational Needs	3,495	-1,779	3,810	-1,705	390	Additional 5 classes to meet increased demand in specialist provision & Tute e-learning package £417k. Fewer pupils in Out of County placements -£27k	556
Education Other Than At School (EOTAS)	1,956	-217	2,249	-389	120	Increased use of supply agencies to cover staff sickness £34k; Relocation and setup costs at Canolfan y Gors £46k; Additional supply costs due to increased number of pupils receiving home tuition coupled with shortage of home tutors £40k	182
Sensory Impairment	368	0	341	0	-27	Member of staff currently on maternity leave	-15
Educational Psychology	876	0	910	-8	26	Service demand currently requires staffing level in excess of budget	22
Access to Education							
School Modernisation	56	-5	198	-31	116	Transport recharges outside of transport policy for former pupils of closed schools £35k. Premises costs and historic utility costs re closed schools £81k	70
School Meals & Primary Free Breakfast Services	8,190	-5,740	8,356	-5,823	83	Budget pressures across the service especially sickness cover, kitchens' maintenance and food price increases. A strategic review of meal provision is on-going to identify service efficiencies.	63

Department for Education & Children - Budget Monitoring - Actual Main Variances

POLICY & RESOURCES SCRUTINY - 18th JULY 2019

Division	Working Budget		Actual		EOY Forecasted Variance for Year £'000	Notes	Feb 19 Forecasted Variance for Year £'000
	Expenditure £'000	Income £'000	Expenditure £'000	Income £'000			
School Improvement							
School Effectiveness Support Services	303	-93	277	-89	-22	Utilisation of grant income to release core budget	-13
National Model for School Improvement	1,145	-58	1,233	-161	-15	2 part year vacant posts	-25
Curriculum and Wellbeing							
Music Services for Schools	1,060	-951	1,218	-954	155	SLA income from schools has reduced with greater expediency than the progress with staff restructuring. Service is currently implementing options to address the financial position. Partly offset by additional funding received from Welsh Government for music services £86k	153
Welsh Language Support	417	-273	591	-468	-20	Part year vacant post and maximisation of grants	-34
Youth Offending & Prevention Service	1,594	-760	1,581	-801	-54	Part year vacant post	-40
Adult & Community Learning	418	-407	471	-479	-19	Term 3 payment greater than initially forecast due to an increase in the number of learners.	-13
Children's Services							
Adoption Services	501	0	606	-161	-56	Additional income received from interagency fees relating to placements to other authorities	-28
Garreglwyd Residential Unit	562	-163	769	-313	57	Additional staff costs incurred during the summer period due to staff shortage. Contribution from LHB for Tripartite funding is only at draft SLA level due to on-going lack of engagement from LHB. Additional tripartite staffing and premises costs for new placement are also not yet agreed.	127
Residential and Respite Units	951	0	928	0	-23	Vacant posts	-18
Childcare	532	-243	513	-251	-27	Additional grants have been received in year from Welsh Government which has reduced the costs charged to core budget	-32
Families First Grant	1,441	-1,297	1,529	-1,404	-19	Utilisation of grant income to release core budget	-0
Family Aide Services	217	0	169	-1	-49	Part year vacant posts	-0
Other Variances					13		-52
Grand Total					747		1,007

Environment Department Budget Monitoring - Actual

POLICY & RESOURCES SCRUTINY - 18th JULY 2019

Division	Working Budget				Actual				EOY Forecasted Variance for Year £'000	Feb 19 Forecasted Variance for Year £'000
	Expenditure £'000	Income £'000	Net non-controllable £'000	Net £'000	Expenditure £'000	Income £'000	Net non-controllable £'000	Net £'000		
Buisness Support & Performance	-81	-102	369	186	-129	-85	369	155	-31	-15
Waste & Environmental Services	23,718	-4,445	2,889	22,162	24,359	-4,718	2,889	22,530	369	203
Highways & Transportation	49,302	-30,680	10,985	29,607	46,791	-28,259	10,985	29,517	-90	160
Property	37,880	-36,646	782	2,016	40,581	-39,519	782	1,844	-172	-196
Planning	4,188	-2,458	640	2,370	4,023	-2,118	640	2,545	175	224
GRAND TOTAL	115,006	-74,331	15,666	56,341	115,625	-74,698	15,666	56,592	251	376

Environment Department - Budget Monitoring - Actual Main Variances

POLICY & RESOURCES SCRUTINY - 18th JULY 2019

Division	Working Budget		Actual		EOY Forecasted Variance for Year £'000	Notes	Feb 19 Forecasted Variance for Year £'000
	Expenditure £'000	Income £'000	Expenditure £'000	Income £'000			
Business Support & Performance							
Business Support	-215	-35	-243	-35	-28	A few vacant posts during the year.	-17
Waste & Environmental Services							
SAB - Sustainable Drainage approval Body Unit	40	-35	40	-21	14	Net cost of new Sustainable drainage legislation introduced in January 2019	15
Cleansing Service	2,496	-83	2,580	-114	54	Service reviews have commenced to look at ways of reducing costs within the cleansing service	57
Waste Services	15,400	-1,705	15,577	-1,664	219	Trade Waste Transfer not yet fully completed - CCC operational requirements remained until April 2019 at a cost of £89k; Clinical Waste is showing a £42k overspend as a result of the service transfer postponement due to complexity of ensuring a service for all users . £87k overspend on 'residual waste treatment' - the limited availability and restricted capacity of outlets for the treatment of residual waste(black bags) has resulted in an increased cost of disposal.	90
Green Waste Collection	130	0	327	-152	45	The green waste collection service is not yet self-financing. We did not anticipate to break even this financial year, as per the original business plan, but we are on track with growing the service as anticipated, with a view to being break even in future years.	45
Urban Parks	186	-1	302	-67	50	Parc Howard - Increased water charges in 18-19 £19k and increased costs of works carried out 31k	0
Highways & Transportation							
Civil Design	970	-1,442	1,001	-1,534	-60	Increased income recovery	-3
Transport Strategic Planning	316	0	282	-0	-34	Officers time claimed on grants	-45
Passenger Transport	4,102	-2,551	4,993	-3,508	-65	Some service reduction in response to supply side market changes	1
School Transport	10,736	-1,084	10,559	-1,088	-181	Efficiencies secured through ongoing network reviews and a short term reduction in demand in 2018/19 due to effective demand management	-1
Traffic Management	534	-39	512	-91	-74	£50k additional income generated on stopping-up orders; £29k underspend due to vacant post.	0
Car Parks	2,086	-3,464	1,856	-2,847	387	Unachievable income target as the income target is increased every year but parking fees have not been increased plus an increase in NNDR bills due to revaluation of car parks.	370

Environment Department - Budget Monitoring - Actual Main Variances

POLICY & RESOURCES SCRUTINY - 18th JULY 2019

Division	Working Budget		Actual		EOY Forecasted Variance for Year £'000	Notes	Feb 19 Forecasted Variance for Year £'000
	Expenditure £'000	Income £'000	Expenditure £'000	Income £'000			
Tour of Britain - Environment	0	0	13	0	13	£38k costs offset by a £25k contribution from corporate reserves	0
Road Safety	177	0	165	-6	-18	Combination of recharges to grants and vacant post	-4
Street Works and Highway Adoptions	411	-350	448	-457	-70	Increased income on Highways Adoptions.	-111
Property							
Renewable Energy Fund	0	0	1	-53	-51	Increase in income generated from solar PV Feed in Tariffs	0
Carbon Reduction Programme	277	0	177	0	-100	Reduction in Carbon Reduction Programme payments due to Energy Efficiency Initiatives	-48
Property Maintenance Operational	22,938	-24,913	26,499	-28,008	466	Under recovery of surplus target from internal recharges	42
Strategic Asset Management Business Unit	779	-4	655	-12	-132	Vacant posts and Asset Collaboration Grant funding secured to cover some staff costs	-116
Mechanical and Electrical Schools SLA	327	-327	349	-379	-29	Reduced cost of works to schools	0
Property Design - Business Unit	2,644	-2,927	1,906	-2,220	-30	Increased income from internal recharges reflecting additional work undertaken during the year	0
Operational Depots	449	-572	476	-572	27	Unexpected and historic electricity bills from British Gas	0
Administrative Buildings	3,490	-660	3,536	-735	-29	Early delivery of efficiency savings proposed for 19/20	-29
Commercial Properties	3	-46	2	-31	15	Reduction in rents received	0
Industrial Premises	690	-1,396	582	-1,403	-115	Additional rent received due to high occupancy levels and the release of phase 1 units at Glanamman Workshops.	-30
County Farms	161	-322	106	-306	-39	Reduced contributions to tenant works across the portfolio	0
Livestock Markets	70	-201	43	-332	-158	Release of bad debt provision relating to Nantyci and Llandeilo Livestock Markets	0
Planning							
Planning Admin Account	128	-9	252	-184	-51	Staff vacancies £5k, over-achievement of income £5k, various net underspends £41k	-48
Policy-Development Planning	605	-28	566	-2	-13	Underspend on Consultants Fees - delays on some work being undertaken	0
Development Management	1,562	-1,265	1,498	-901	300	Overspend due to ongoing shortfall in income which is driven by a small number of larger schemes which attract higher planning fees. This mirrors the trend across Wales and fees can't be increased as rates set nationally. England by comparison have increased their fees by 20%	323
Conservation	423	-31	365	-15	-42	Underspend mainly due to staff vacancies - new post has been awaiting authorisation for recruitment in relation to delivery of Env Act Obligations.	-41
Other Variances							
Grand Total					251		376

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Policy & Resources Scrutiny Report

Budget Monitoring as at 31st March 2019 - Detail Monitoring

Division	Working Budget				Actual				Mar-19 Actual Variance for Year £'000	Notes	Feb-19 Forecasted Variance for Year £'000
	Expenditure £'000	Income £'000	Net non- controllable £'000	Net £'000	Expenditure £'000	Income £'000	Net non- controllable £'000	Net £'000			
Chief Executive											
Chief Executive-Chief Officer	267	0	-305	-38	252	0	-305	-53	-15	Savings on supplies and services	-21
Corporate Savings Target	-327	0	0	-327	0	0	0	0	327	£290k Corporate Health & Safety efficiency proposal not yet implemented; £37k standby efficiency not materialised.	357
Chief Executive Total	-61	0	-305	-365	252	0	-305	-53	312		336
People Management											
SCWDP	624	-417	42	249	639	-427	42	253	5		0
Practice Placements	68	-67	5	6	67	-66	5	6	-0		0
Business & Projects Support	261	0	-238	23	285	0	-238	47	24	Costs associated with move to Block 4	23
Payroll	687	-335	-187	165	614	-339	-187	89	-76	Part year vacant posts and reduction in spends on supplies and services	-35
People Services – HR	1,014	-229	-629	156	986	-238	-629	118	-38	Part year vacant posts	-26
Employee Well-being	682	-244	-379	58	695	-285	-379	31	-27	Additional income for work for external organisations	-10
Organisational Development	481	-9	-403	69	574	-58	-403	113	43	Unfunded posts within section funded from underspends across the division	-14
HR Systems Development Team	123	0	-376	-253	170	-0	-376	-206	47	Additional staff cost, offset by vacancies in Payroll section	9
School Staff Absence Scheme	0	0	3	3	587	-543	3	48	44	Replacement absence cover cost, greater than premiums received in income during the year	0
DBS Checks	119	0	0	119	87	-8	0	79	-40	Low demand in year. Higher demand expected in future years	-46
Assessment centre training	0	0	0	0	31	0	0	31	31	Unused Assessment Centre credits expired	30
People Management & Performance Total	4,059	-1,302	-2,162	596	4,735	-1,964	-2,162	609	13		-66
ICT											
Information Technology	4,455	-838	-3,411	206	4,789	-1,204	-3,411	174	-33	Part year vacant posts	-61
Total ICT	4,455	-838	-3,411	206	4,789	-1,204	-3,411	174	-33		-61
Admin and Law											
Democratic Services	1,823	0	1,971	3,794	1,740	-6	1,971	3,704	-90	Savings on Members' allowances and NI costs along with a reduction in printing and supplies and services costs	-58
Democratic Services - Support	494	0	-418	76	390	-7	-418	-36	-112	Part year vacant posts. 3 posts are still currently vacant	-122
Corporate Management	0	0	265	265	0	0	265	265	0		0
Civic Ceremonial	22	0	43	65	18	0	43	60	-5		-3
Land Charges Administration	149	-288	19	-120	105	-254	19	-130	-10	Part year vacant post. Post has now been filled	-12
Police and Crime Commissioner	0	0	0	0	35	-35	0	-0	-0		-0
Legal Services	1,598	-249	-1,194	154	1,572	-224	-1,194	153	-1		-40
Central Mailing	42	0	1	43	38	0	1	39	-4		0
Admin and Law Total	4,128	-537	685	4,277	3,897	-527	685	4,055	-221		-235

Policy & Resources Scrutiny Report

Budget Monitoring as at 31st March 2019 - Detail Monitoring

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Division	Working Budget				Actual				Mar-19 Actual Variance for Year £'000	Notes	Feb-19 Forecasted Variance for Year £'000
	Expenditure £'000	Income £'000	Net non- controllable £'000	Net £'000	Expenditure £'000	Income £'000	Net non- controllable £'000	Net £'000			
Regeneration, Policy & Property											
Policy											
TIC Team	216	-56	63	223	212	-56	63	219	-4		-4
Agile Working Project	0	0	7	7	0	0	7	7	0		0
Welsh Language	176	-10	-166	1	155	-11	-166	-21	-22	Vacant post during the year	-26
Marketing and Media	674	-361	-249	65	444	-130	-249	65	0		2
Translation	510	-34	-440	35	406	-41	-440	-75	-111	Part year vacant posts. 3 posts currently still vacant, but in the process of being recruited	-95
Performance Management	545	-31	-510	4	447	0	-510	-63	-67	Vacant post, realignment pending	-65
Chief Executive-Policy	504	-29	-408	67	525	-42	-408	75	8		18
CCTV	35	0	1	36	12	0	1	12	-24	CCTV responsibility transferred back to the police leading to a reduction in CCC costs	-24
Public Service Bodies	9	0	0	9	10	0	0	10	0		0
Community Safety-Revenue	30	0	9	39	14	0	9	23	-16	Due to establishment of new partnership structure it has not been possible to undertake anticipated projects during the year	-20
Community Cohesion Fund	0	0	-0	-0	0	0	-0	-0	-0		0
Chief Executive Business Support Unit	461	-31	-395	35	438	-4	-395	39	5		2
The Guildhall Carmarthen	0	0	9	9	13	-5	9	17	8		0
Parc Amanwy Ammanford	35	-3	877	909	101	-1	877	977	69	Additional costs associated with move to Parc-Y-Rhun	69
Nant Y Ci Rural Business Development Centre	36	-5	14	44	31	-5	14	40	-4		-6
Customer Services Centres	1,068	-329	-667	72	1,063	-331	-667	66	-6		-36
Armed Forces Covenant Scheme	0	0	0	0	8	-8	0	-0	-0		-0
The Hub Ammanford	0	0	0	0	23	-1	0	22	22	New building in 18/19 with no associated revenue budget. Overspend covered by underspends elsewhere in the Department	-0
UN Sir Gar	179	-99	13	93	107	-52	13	69	-24	Underspend mainly due to officer being on maternity leave	-22
Marketing Tourism Development	336	-2	39	373	321	-43	39	317	-56	Underspend mainly due to vacant posts - offsetting overspends within Visitor Information and Events below	-72
Visitor Information	80	-3	18	95	94	-1	18	112	17	Overspend mainly due to costs associated with repairs, external painting & re-decoration of Carmarthen Tourist Information Centre. Covered by underspends within Tourism and Development	12
Events	48	-28	2	22	80	-37	2	44	23	Overspend due to increased costs associated with running of various events - covered by underspend within Tourism Development	30
Policy Total	4,942	-1,022	-1,784	2,136	4,505	-767	-1,784	1,954	-182		-237

Policy & Resources Scrutiny Report

Budget Monitoring as at 31st March 2019 - Detail Monitoring

Division	Working Budget				Actual				Mar-19 Actual Variance for Year £'000	Notes	Feb-19 Forecasted Variance for Year £'000
	Expenditure £'000	Income £'000	Net non- controllable £'000	Net £'000	Expenditure £'000	Income £'000	Net non- controllable £'000	Net £'000			
Statutory Services											
Elections-County Council	9	0	126	135	14	-1	126	139	3		2
Elections-Community Council	0	0	0	0	36	-36	0	0	0		0
Registration Of Electors	162	-2	230	389	172	-35	230	367	-23	Additional grant received from Electoral Commission	-1
Coroners	393	0	9	402	385	0	9	394	-8		-8
Electoral Services - Staff	272	0	-250	23	262	-0	-250	13	-10	Maternity leave	-11
Registrars	417	-287	301	431	463	-341	301	422	-9		-0
Statutory Services Total	1,253	-289	417	1,380	1,331	-414	417	1,334	-46		-18
Property											
Property	516	-37	-421	58	543	-62	-421	59	1		0
Industrial Premises - JV's	45	-131	-1	-87	252	-368	-1	-116	-29	High occupancy levels during year	-21
Commercial Property - Chief Executives	34	-536	531	29	192	-697	531	26	-4		-46
Provision Markets	604	-625	450	428	589	-582	450	456	28	Essential works expenditure in year including sprinkler system/cleaning equipment	21
Property Total	1,199	-1,329	559	429	1,575	-1,709	559	425	-4		-46
Major Projects											
Wellness	101	-76	16	41	212	-50	16	178	137		109
City Deal	1,180	-1,180	15	15	571	-571	15	15	0	Overspend mainly due to additional legal costs associated with project review	0
Total Major Projects	1,281	-1,256	32	57	783	-621	32	194	137		109
Regeneration											
Regeneration - Core Budgets											
Parry Thomas Centre	32	-30	1	3	34	-32	1	3	0		0
Betws wind farm community fund	87	-87	9	9	139	-139	9	9	0		-0
Welfare Rights & Citizen's Advice	130	0	2	131	130	0	2	131	0		0
Llanelli Coast Joint Venture	142	-142	9	9	142	-142	9	9	-0		-0
The Beacon	159	-152	46	53	156	-149	46	53	-0		0
Econ Dev-Rural Carmarthen, Ammanford, Town Centres	419	0	1,229	1,648	419	0	1,229	1,648	-0		-0
Econ Dev-Llanelli, C Hands, Coastal, Business, Inf & Ent	475	0	84	559	475	0	84	559	0		0
Community Development and External Funding	590	0	141	731	589	0	141	731	-1		-0
Regeneration - Externally Funded Schemes	2,890	-2,887	233	236	2,213	-2,210	233	236	0		0
Regeneration Total	4,923	-3,298	1,754	3,380	4,297	-2,672	1,754	3,379	-1		0

Policy & Resources Scrutiny Report

Budget Monitoring as at 31st March 2019 - Detail Monitoring

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Division	Working Budget				Actual				Mar-19 Actual Variance for Year £'000	Notes	Feb-19 Forecasted Variance for Year £'000
	Expenditure £'000	Income £'000	Net non- controllable £'000	Net £'000	Expenditure £'000	Income £'000	Net non- controllable £'000	Net £'000			
Financial Services											
Chief Officer	341	-60	-241	40	406	-132	-241	34	-6		-17
Accountancy	1,675	-371	-1,150	154	1,723	-419	-1,150	154	0		-194
Treasury and Pension Investment Section	246	-175	-51	20	234	-164	-51	20	-0		-51
Grants and Technical	186	0	-172	14	270	-69	-172	29	16	Under recovery of income on grant funded posts	14
Payroll Control	83	0	11	94	87	0	11	98	4		3
Payments	501	-73	-391	37	466	-71	-391	4	-34	Part year vacant posts	-32
Pensions	1,155	-1,117	60	98	1,089	-1,051	60	98	-0		0
Wales Pension Partnership	192	-192	4	4	158	-158	4	4	-0		-0
Financial Services Total	4,378	-1,987	-1,931	460	4,434	-2,063	-1,931	440	-20		-277
Revenues & Financial Compliance											
Procurement	518	-33	-478	7	519	-39	-478	2	-5		-65
Audit	583	-18	-510	55	603	-41	-510	52	-3		-66
Risk Management	136	-0	-121	14	148	-0	-121	26	12	Additional software costs, data cleansing and temp post funded from underspends in Business Support Unit	11
Business Support Unit	83	0	-76	7	67	0	-76	-9	-16	Part year vacant post	-16
Corporate Services Training	56	0	1	57	57	-2	1	55	-2		-26
Local Taxation	895	-728	605	773	922	-757	605	770	-2		-71
Housing Benefits Admin	1,598	-750	-442	405	1,626	-783	-442	401	-4		-109
Revenues	895	-165	-737	-7	815	-120	-737	-42	-35	Part year vacant posts	-58
Revenues & Financial Compliance Total	4,764	-1,695	-1,757	1,312	4,756	-1,742	-1,757	1,257	-55		-400
Other Services											
Audit Fees	361	-88	6	279	291	-88	6	209	-70	High proportion of audit fees chargeable directly to grants	-48
Bank Charges	64	0	1	65	57	0	1	58	-7		-9
Council Tax Reduction Scheme	15,826	0	89	15,915	15,761	0	89	15,850	-65	Less take up of scheme than budgeted for	0
Rent Allowances	46,973	-47,090	1,415	1,298	49,745	-49,892	1,415	1,268	-30	Efficient recovery of overpayments	-8
Miscellaneous Services	5,694	-115	-965	4,614	5,721	-79	-965	4,677	63	Cost of Asset Sales in year	-65
Other Services Total	68,918	-47,293	546	22,171	71,575	-50,059	546	22,062	-109		-130
TOTAL FOR POLICY & RESOURCES	104,240	-60,846	-7,356	36,038	106,929	-63,743	-7,356	35,829	-210		-1,024

Capital Programme 2018/19							
Capital Budget Monitoring - Report for End of Year 18/19							
	Working Budget			Year End Actual			
DEPARTMENT	Expenditure £'000	Income £'000	Net £'000	Expenditure £'000	Income £'000	Net £'000	Variance for Year £'000
COMMUNITIES							
- Private Housing	1,989	-59	1,930	2,436	-305	2,131	201
- Social Care	1,141	-697	444	795	-717	78	-366
- Leisure	5,644	-170	5,474	4,650	-146	4,504	-970
ENVIRONMENT	21,610	-4,394	17,216	20,707	-6,671	14,036	-3,180
EDUCATION & CHILDREN	10,354	-3,513	6,841	10,070	-3,756	6,314	-527
CHIEF EXECUTIVE	1,903	-221	1,682	1,594	-221	1,373	-309
REGENERATION	8,315	-3,039	5,276	4,471	-395	4,076	-1,200
TOTAL	50,956	-12,093	38,863	44,723	-12,211	32,512	-6,351

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Capital Programme 2018/19

Capital Budget Monitoring - Report for End Of Year 2018/19 - Main Variances

DEPARTMENT/SCHEMES	Working Budget			Year End Actual			Variance for Year £'000	Comment
	Expenditure £'000	Income £'000	Net £'000	Expenditure £'000	Income £'000	Net £'000		
COMMUNITIES								
- Private Housing	1,989	-59	1,930	2,436	-305	2,131	201	
Disabled Facility Grants	1,953	0	1,953	2,154	0	2,154	201	Overspend the result of a significant increase in demand/activity owing to an improved delivery process and reduction in waiting times. Also a greater percentage of larger adaptations being completed. Further work is being undertaken on managing demand moving forward with an extra £200k having been identified to increase the budget for 2019/20.
Other Projects with Minor Variances	36	-59	-23	282	-305	-23	0	
- Social Care	1,141	-697	444	795	-717	78	-366	
Learning Disabilities Developments	80	0	80	9	0	9	-71	Slight delay in delivering project to enhance service delivery at a Day Service establishment in Llanelli. To commence early 2019/20.
Cartref Cynnes Development Carmarthen	330	0	330	0	0	0	-330	Contingencies included in contract not finalised to date - final sum yet to be agreed. Budget required in 2019/20.
Other Projects with Minor Variances	731	-697	34	786	-717	69	35	
- Leisure	5,644	-170	5,474	4,650	-146	4,504	-970	
Rights of Way Bridge Strengthening Programme	160	0	160	81	0	81	-79	Some schemes re-profiled due to land issues. Balance to roll forward to 19/20 as schemes committed.
Carmarthenshire Archives Relocation	1,708	-120	1,588	1,313	-120	1,193	-395	Scheme underway but spend re-profiled to align with revised contractor programme. No budget issues.
Burry Port Harbour Wall - 2017-2026	12	0	12	122	0	122	110	Re-profile of budget required. Budget for works in 2019/20.
Pembrey Country Park - Visitor Hub and Café	899	0	899	293	0	293	-606	Work underway on site, but scheme spend re-profiled to align with contractors programme. Works due for completion June / July '19.
Other Projects with Minor Variances	2,865	-50	2,815	2,841	-26	2,815	0	
ENVIRONMENT	21,610	-4,394	17,216	20,707	-6,671	14,036	-3,180	
Murray Street Car Park, Llanelli	257	0	257	120	0	120	-137	Expenditure profile being planned in accordance with whole of life care plan. Funding required for future year maintenance.
Bridge Strengthening & Replacement	1,392	0	1,392	395	0	395	-997	Tender awarded for works at Bronwydd (A484) and work commenced April 2019. Other schemes delayed, due to land issues.
Cross Hands Economic Link Road Phase 2	3,056	-948	2,108	4,057	-2,633	1,424	-684	Additional external funding secured in 2018/19. Budget required in 2019/20 to complete scheme.
Towy Valley Path	624	0	624	548	-250	298	-326	Additional in year external grant allocation which allowed the Authority to free up and carry forward the council capital element to 19/20.
Carmarthen Western Link Road	2,591	-1,112	1,479	2,230	-1,002	1,228	-251	Works completed March 2019, further land purchase to be finalised in 2019/20.
Rural Estates Capital Schemes	255	0	255	137	0	137	-118	Delay in design & procurement of works due to lack of available resource - buildings will be occupied over winter months.
Capital maintenance	2,722	0	2,722	2,358	0	2,358	-364	Two schemes identified as part of wider projects that will be delivered in future years.
Agile Working Projects	889	0	889	769	0	769	-120	Delays identified at 3 Spilman Street, which has led to a revised delivery programme.
Other Projects with Minor Variances	9,824	-2,334	7,490	10,093	-2,786	7,307	-183	
EDUCATION & CHILDREN	10,354	-3,513	6,841	10,070	-3,756	6,314	-527	
MEP External Funding Income	0	-3,513	-3,513	0	-3,393	-3,393	120	Income to be re-profiled

Regeneration and Chief Executive
Capital Budget Monitoring-Scrutiny Report for End of Year 18/19 - Detailed Variances

Scheme	Target Date for Completion	Working Budget			Forecasted			Variance for year £'000	Comment
		Expenditure £'000	Income £'000	Net £'000	Expenditure £'000	Income £'000	Net £'000		
IT Strategy Developments	Ongoing	1,818	-110	1,708	1,509	-110	1,399	-309	Delays due to core network changes and allocation of Digital Transformation fund.
Cross Hands West	Completed	85	-111	-26	85	-111	-26	0	
Llanelli JV General	Ongoing	695	-11	684	695	-11	684	0	
Burry Port General		29	0	29	29	0	29	0	
Llanelli JV General		1	0	1	1	0	1	0	
North Dock - Pontrilais Building		523	0	523	523	0	523	0	
Delta Lakes Design / Disposal		128	0	128	128	0	128	0	
Machynys Hotel Development		0	-11	-11	0	-11	-11	0	
North Dock - Housing		14	0	14	14	0	14	0	
Swansea Bay City Region Projects		1,192	0	1,192	1,192	0	1,192	0	
Swansea Bay City Region - Llanelli Wellness & Life Science Village - Phase 1	Ongoing	973	0	973	973	0	973	0	
SB City Region - Digital Project	Ongoing	219	0	219	219	0	219	0	
Community Development	Completed	31	0	31	31	0	31	0	
County Collaboration Fund		31	0	31	31	0	31	0	
Mynydd Y Betws Wind Farm Community Benefit Fund	Ongoing	8	0	8	8	0	8	0	
Mynydd Y Betws Wind Farm Community Benefit Fund		8	0	8	8	0	8	0	
County Wide Regeneration fund 2015-16 Onwards		2,992	-1,000	1,992	1,475	0	1,475	-517	
Transformation Strategy Project Fund	Ongoing	1,000	-1,000	0	0	0	0	0	
Rural Enterprise Fund	Mar-20	399	0	399	292	0	292	-107	Funding fully committed, third party schemes behind claim profile.
Transformation Commercial Property Development Fund	Mar-20	1,190	0	1,190	780	0	780	-410	Funding fully committed, third party schemes behind claim profile.
Seaside Transformation	Completed	303	0	303	303	0	303	0	
Purchase of Grillo Site, Burry Port	Sep-19	100	0	100	100	0	100	0	
Health & Safety Remediation Works	Completed	110	0	110	110	0	110	0	
Health & Safety Remediation Works		110	0	110	110	0	110	0	
Llanelli, Cross Hands & Coastal Belt Area		441	0	441	207	-31	176	-265	

Regeneration and Chief Executive
Capital Budget Monitoring-Scrutiny Report for End of Year 18/19 - Detailed Variances

Scheme	Target Date for Completion	Working Budget			Forecasted		
		Expenditure £'000	Income £'000	Net £'000	Expenditure £'000	Income £'000	Net £'000
Cross Hands East strategic Employment Site	Sep-19	119	0	119	24	0	24
Opportunity Street (Llanelli)	Mar-20	1	0	1	38	-31	7
Llanelli Regeneration Plan	Ongoing	22	0	22	5	0	5
Crosshands East Plot 3	Ongoing	15	0	15	15	0	15
Cross Hands East Phase 2	Sep-19	284	0	284	125	0	125
Ammanford, Carmarthen & Rural Area		2,593	-2,028	565	500	-353	147
Ammanford Town Centre Regeneration	Mar-20	105	0	105	11	0	11
Coastal Communities - Parry Thomas Centre, Pendine	Completed	29	0	29	0	0	0
Ammanford Town Centre Partnership(Rail Crossing Enhancement Scheme)	Completed	3	0	3	18	0	18
Pendine Iconic International Visitors Destination	Ongoing	2,074	-2,000	74	253	-353	-100
Carmarthen Town Regeneration - King Street	Ongoing	14	0	14	0	0	0
Margaret St - Retaining Wall & Road Widening	Sep-19	84	0	84	13	0	13
Carmarthen Western Gateway & Wetlands (RCDF 81192)	Ongoing	0	-28	-28	1	0	1
Opportunity Street (Ammanford Hwb)	Completed	214	0	214	204	0	204
Ammanford Regeneration Development Fund	Mar-20	70	0	70	0	0	0
Acquisitions of County Buildings		253	0	253	253	0	253
Buy out of Ammanford Call Centre	Completed	253	0	253	253	0	253
NET BUDGET		10,218	-3,260	6,958	6,065	-616	5,449

Variance for year £'000	Comment
-95	Land compensation not being incurred in 18/19, to be slipped to 19/20 to meet these obligations.
6	
-17	
0	
-159	Funding offer received later than originally proposed. Funds to be rolled forward to 19/20 for delivery of scheme.
-418	
-94	Projects under development funding to be rolled forward for delivery of the projects in 19/20.
-29	
15	
-174	External funders have front loaded their contribution to the scheme. Funds to be rolled forward to 19/20 for delivery of the scheme.
-14	
-71	Scheme to be delivered in summer school holidays 2019 to minimise disruption.
29	
-10	
-70	Funding fully committed, third party schemes behind claim profile.
0	
0	
-1,509	

2018-19 Savings Monitoring Report
P & R Scrutiny
18th July 2019

1 Summary position as at : 31st March 2019

£0 k variance from delivery target

	2018-19 Savings monitoring		
	2018-19	2018-19	2018-19
	Target	Delivered	Variance
	£'000	£'000	£'000
Chief Executive	453	453	0
Corporate Services	227	227	0
	680	680	0

2 Analysis of delivery against target for managerial and policy decisions:

Managerial

£0 k ahead of target

Policy

£0 k ahead of target

	MANAGERIAL			POLICY		
	2018-19	2018-19	2018-19	2018-19	2018-19	2018-19
	Target	Delivered	Variance	Target	Delivered	Variance
	£'000	£'000	£'000	£'000	£'000	£'000
Chief Executive	453	453	0	0	0	0
Corporate Services	227	227	0	0	0	0
	680	680	0	0	0	0

3 Appendix F : Savings proposals on target

Department	Scrutiny Indicator	2017-18 Budget	FACT FILE	'2018-19 Proposed	'2018-19 Delivered	'2018-19 Variance	EFFICIENCY DESCRIPTION
		£'000		£'000	£'000	£'000	
Managerial - on Target							
Chief Executive							
Chief Executive							
Chief Executive	P&R	300	Business Support function.	32	32	0	Severance as part of departmental admin review
Total Chief Executive				32	32	0	
People Management							
Learning & Development	P&R	492	The service is currently responsible for meeting the corporate, generic learning & development needs of Carmarthenshire County Council's workforce & through a strategic partnership enabling the needs of the social care sector workforce in Carmarthenshire to be met. All corporate L&D programmes are developed to meet the needs of the organisation by closely aligning with the vision, objectives & priorities of the organisation. Social care workforce development is closely aligned with WAG/Care Council/SSIW regulations, guidance & frameworks and the needs of changing service provision, in particular the integration of Health & Social Care. It coordinates the Investors in People programme supporting the organisation via the IIP Steering group to maintain IIP recognition	35	35	0	18/19 The service is being re-aligned to include the Consultancy element of the People Management function. Part of this realignment will refocus the learning and development provision across the authority with the aim of reducing training administration and delivering effective collaboration with partner agencies to provide value for money and improve the evaluation/outcomes of investment in learning.
Human Resources	P&R	760	HR provides advice and guidance to people managers as well as ensuring the Authority is compliant with employment legislation. Employment Policy framework development and maintenance. The service is currently being reviewed with a view to providing a more integrated HR/Payroll Support service to its users and meet the challenges of the Education agenda and collaborative working.	35	35	0	18/19 Severance,
Total PMP				70	70	0	
Information Technology							
Information Technology	P&R	4,359	ICT Services underpins and contributes towards all that the Council delivers both internally as an organisation and externally to service users and communities, independently or in partnership. It is a vital function providing innovative opportunities for improving services and achieving our priorities in an efficient and effective way. IT Services is pivotal as an enabler of change and a vehicle for driving forward transformational improvement to all services. We have a workforce of 72.3 FTE's which has reduced over the last 5 years from 109 FTE's and we have delivered £2.08m in efficiency savings over that period. The FTE's being put forward as savings are from applications for severance and we are looking to continually rationalise the systems we support to provide further efficiencies.	135	135	0	2018/19 - Three FTE leaving under the Authorities severance scheme (£123K) and £12k operational costs. efficiencies
Total Information Technology				135	135	0	
Administration & Law							
Departmental Democratic	P&R	504	The Democratic Services Unit provides a high quality procedural and administrative support service for 74 elected Councillors and is located at County Hall, Carmarthen. It provides a dedicated support service for the Chair of Council, Leader of the Council, Executive Board Members and the Leader of the Main Opposition Group to include diary co-ordination, daily correspondence, and research and information gathering.	20	20	0	2018/19 - Possible Reduction in Working hours/EVR
Total Administration & Law				20	20	0	
Total Chief Executive, IT, PMP & Administration & Law				257	257	0	

Department	Scrutiny Indicator	2017-18 Budget	FACT FILE	'2018-19 Proposed	'2018-19 Delivered	'2018-19 Variance	EFFICIENCY DESCRIPTION
		£'000		£'000	£'000	£'000	

Regeneration, Policy & Property**Customer Focus & Policy**

Policy	P&R	465	Corporate Policy - this Service is responsible for developing and monitoring delivery of the Council's corporate policies as well as liaising and advising Council departments on ensuring compliance and implementation in a number of different policy areas including well-being of future generations, equalities, Welsh language and tackling poverty. The Service supports the Council's approach to consultation and engagement and directly facilitates and supports the Carmarthenshire Citizens' Panel and Carmarthenshire 50+ Network. The Service also works with various Council departments to provide information and data on Carmarthenshire's demographics and undertakes further research as required. The Service also facilitates the corporate response to matters relating to the Armed Forces.	35	35	0	Supporting of severance application
Marketing and Media (contact centres, press, communication, translation and customer services)	P&R	1,605	Newly formed business unit comprising of translation, marketing and tourism, contact centres, customer services, press and communications.	86	86	0	Year 1 - Supporting severance applications (£86k);
Net Departmental Administration	P&R	456	The Unit discharges the budget monitoring and acts as the support role for the services of the department based at County Hall, i.e. Chief Executive, Regeneration and Policy and Administration and Law, together with departmental staffing functions and business support including the central mail service and the management of access to buildings under the Council's Security Card System and the issuing of identification cards.	26.5	26.5	0	2018/19 - £18k release of post as part of the departmental admin review and £8.5k reduction in supplies and services.
Total Customer Focus & Policy				148	148	0	

Regeneration

3 T's Community Regeneration	Community & P & R	297	The Community Regeneration Unit has historically supported local communities to develop projects that alleviate poverty and improve quality of life. This has been achieved through working in partnership with key agencies and community members to improve existing services and develop new ones. During 2015 we will continue to develop our new key account management system supporting new and existing social enterprises and those organisations delivering vital services in our communities, supporting them to grow and become sustainable. Another key aspect of our work is working with local authority departments to identify opportunities for the delivery of services via the third sector, from asset transfer to public sector out-sourcing. Our core grants continue to support via one discretionary enterprise finance fund. Supporting third sector led projects that make a real difference in our communities and contribute to economic outputs and outcomes and a high return on investment. We have a successful track record of sourcing external funding for our communities, levering in over £8 million additional community investment into Carmarthenshire per year. Our Community Bureau continues to be a one stop shop for all information and funding enquiries for community, voluntary groups and third sector as a whole, supporting over 600 organisations per year. We also administer other grants for the authority and external partners including Welsh Church Fund and Mynydd Y Betws Community Benefit Fund. We also lead on the theme of digital inclusion for the authority.	48	48	0	Severance of post. Responsibilities being re distributed as part of ongoing Regeneration service realignment.
Total Regeneration				48	48	0	

Total Regeneration, Policy & Property**196 196 0****Chief Executive Total****453 453 0**

Department	Scrutiny Indicator	2017-18 Budget	FACT FILE	'2018-19 Proposed	'2018-19 Delivered	'2018-19 Variance	EFFICIENCY DESCRIPTION
		£'000		£'000	£'000	£'000	
Corporate Services							
Financial Services							
Accountancy	P&R	1,410	The provision of a decentralised accounting and financial management service, covering: <ul style="list-style-type: none"> • Technical Accounting (Preparation of final accounts, corporate accounting and taxation), • Management Accounting (Month end close, maintenance of financial records and budgeting) • Strategic Finance functions (projects, planning and financial advice to members) 	70	70	0	2018-19 £30k Acc Technician post, £20k reduction in external audit fees £20k reduction in subscriptions;
Revenues & Benefits	P&R	2,559	Revenue Services Unit is responsible for the administration, billing and collection of Council Tax and Non Domestic Rates from householders and businesses, respectively. The unit also undertakes on behalf of all the Authority's departments, the billing, collection and recovery of miscellaneous income (known as Sundry Debts) as well as having responsibility for operating the Councils full time cash offices with the associated back-office income functions. In addition to these income collection functions, the unit is responsible for the administration of Council Tax Reduction scheme (formerly Council Tax Benefit) and Housing Benefit schemes which help low income households meet their rent and /or Council Tax. Although the Housing Benefits Fraud Investigation function formerly undertaken within the unit transferred the Department for Work & Pensions in 2015/16 the service continues to investigate Council tax Reduction fraud	10	10	0	2018-19 £10k misc budgets;
Pensions / NI / AVC	P&R			100	100	0	Savings on NI contributions re:AVCs
Total Financial Services				180	180	0	
Audit, Risk & Procurement							
Audit & Risk	P&R	719	The Division's costs are primarily made up of staffing costs: Head of Division (1 FTE), Internal Audit (10.8 FTE), Risk Management / Insurance (3 FTE), Corporate Procurement Unit (8.8 FTE) and Corporate Services Business Support Unit (2.6 FTE). Audit Committee have made consistent representations to maintain and strengthen the Internal Audit provision which currently stands at 10.4 FTE. The Risk Unit maintains the Corporate Risk Register and co-ordinates the approach to Risk Management across the Authority whilst also dealing with the Authority's Insurances (including management of all "live claims" made against the Council by employees and the public). The Corporate Procurement Unit supports Departments in ensuring cost effective legally compliant procurement of the array of goods and services utilised by the Authority's various Services (savings emanating from better procurement are shown in Departmental savings). Finally a small Departmental Business Support Unit supports the whole Corporate Services Department's approach to Performance & Development work and the range of administrative requirements including FOIA and Appraisal Monitoring.	40	40	0	2018-19
Procurement	P&R	509		7	7	0	Structure Realignment
Total, Audit Risk & Procurement				47	47	0	
Corporate Services Total				227	227	0	

PWYLLGOR CRAFFU POLISI AC ADNODDAU 18FED GORFFENNAF 2019

DIWEDDARAF AM WEITHREDIADAU AC ATGYFEIRIADAU'R PWYLLGOR CRAFFU POLISI AC ADNODDAU

Ystyried y materion canlynol a chyflwyno sylwadau arnynt:

- Hoelio sylw ar y cynnydd sy'n cael ei wneud mewn perthynas â'r camau, y ceisiadau neu'r atgyfeiriadau a gofnodwyd yng nghyfarfodydd blaenorol y Pwyllgor.

Rhesymau:

- Er mwyn i'r aelodau gyflawni eu dyletswyddau craffu mewn perthynas â monitro perfformiad.

Angen cyfeirio'r mater at y Bwrdd Gweithredol / Cyngor er mwyn gwneud penderfyniad: NAC OES

Aelod y Bwrdd Gweithredol sy'n gyfrifol am y Portffolio: *DDIM YN BERTHNASOL*

<p>Y Gyfarwyddiaeth: Prif Weithredwr</p> <p>Enw Pennaeth y Gwasanaeth: Linda Rees-Jones</p> <p>Awdur yr adroddiad: Martin S. Davies</p>	<p>Swyddi:</p> <p>Pennaeth Gweinyddiaeth a'r Gyfraith</p> <p>Swyddog Democrataidd</p>	<p>Rhifau Ffôn / Cyfeiriadau E-bost:</p> <p>01267 224010 lrjones@sirgar.gov.uk</p> <p>01267 224059 MSDavies@sirgar.gov.uk</p>
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EXECUTIVE SUMMARY

POLICY & RESOURCES SCRUTINY COMMITTEE 18TH JULY 2019

Policy & Resources Scrutiny Committee Actions and Referrals Update

During the course of a municipal year, several requests for additional information are made by the Committee in order to assist it in discharging its scrutiny role. The attached report provides members of the Committee with an update on the progress made in relation to these requests.

DETAILED REPORT ATTACHED?	YES
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IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report.

Signed: Linda Rees-Jones Head of Administration & Law

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
NONE	NONE	NONE	NONE	NONE	NONE	NONE

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below:

Signed: Linda Rees-Jones Head of Administration & Law

1. Local Member(s) – N/A
2. Community / Town Council – N/A
3. Relevant Partners – N/A
4. Staff Side Representatives and other Organisations – N/A

**Section 100D Local Government Act, 1972 – Access to Information
List of Background Papers used in the preparation of this report:**

THESE ARE DETAILED BELOW:

Title of Document	File Ref No. / Locations that the papers are available for public inspection
P&R Scrutiny Committee Reports and Minutes	Meetings held up to July 2015: http://www.carmarthenshire.gov.wales/home/council-democracy/committees-meetings/agendas-minutes-(archive)/ Meetings from September 2015 onwards: http://democracy.carmarthenshire.gov.wales/ieListMeetings.aspx?Committeed=170

Policy Resources Scrutiny Committee Actions 2019-2020

Ref No	Meeting Date	Recommendation / Action / Referral	Description	Progress Update	Member / Officer	Status
P&R 033 18/19	20th March 2019	ACTION	REVENUE & CAPITAL BUDGET MONITORING REPORT 2018/19 - The Director of Corporate Services, in response to a query, agreed to circulate details of the managerial savings delivered across the Authority	Update required	Chris Moore	Outstanding
P&R 034 18/19	20th March 2019	ACTION	REVENUE & CAPITAL BUDGET MONITORING REPORT 2018/19 - It was suggested that the fact that planning fees could not be increased to counter the income shortfall as they were set at National level should be referred to the appropriate Scrutiny Committee	Head of Planning has advised that the matter has been raised by Community Scrutiny Committee and it is aware that officers are looking at what can be done both at national level (there is a review of fees going on) and at local level – discretionary fees will be taken through the decision process starting at end of May this year.	Martin Davies	Completed
P&R 035 18/19	20th March 2019	ACTION	QUARTER 3 - 1ST APRIL TO 31ST DECEMBER 2018 DEPARTMENTAL PERFORMANCE MONITORING REPORT - The Director of Corporate Services agreed to ascertain the extent to which local companies were being encouraged to bid for construction and waste contracts;	Update required	Chris Moore	Outstanding
P&R 036 18/19	26th April 2019	ACTION	CORPORATE STRATEGY 2018-23 DRAFT UPDATE JUNE 2019 • The Policy and Partnership Officer agreed to ascertain what could be done to ensure that historical welsh language place names which reflected local culture and history were not lost or replaced with English translations	information e mailed to members	Linos Evans	Completed
P&R 037 18/19	26th April 2019	ACTION	CORPORATE STRATEGY 2018-23 DRAFT UPDATE JUNE 2019 • The Policy and Partnership Officer agreed to provide details of the areas within the county being specifically targeted to promote the Welsh language	Information e mailed to Members	Llinos Evans	Completed
P&R 038 18/19	26th April 2019	ACTION	CORPORATE STRATEGY 2018-23 DRAFT UPDATE JUNE 2019 • Request for an updated map indicating the strength of the digital infrastructure in Carmarthenshire, particularly those areas with little or no coverage as this contributed indirectly towards rural poverty	Update required	Rob James	in progress

Policy Resources Scrutiny Committee Actions 2019-2020

Tudal
P&R
19/20
338

P&R 001 19/20	13th June 2019	ACTION	SICKNESS ABSENCE MONITORING REPORT FULL YEAR/Q4 2018/19 -The Assistant Chief Executive [People Management] stated that he would raise the issue of the sending of out-of-hours e mails at CMT	Update required	Paul R. Thomas	Outstanding
P&R 002 19/20	13th June 2019	ACTION	SICKNESS ABSENCE MONITORING REPORT FULL YEAR/Q4 2018/19 -• The Employee Wellbeing Manager agreed to extend invitations to attend Mental Health First Aid Training to elected members	Update required	Heidi Font	Outstanding
P&R 003 19/20	13th June 2019	ACTION	SICKNESS ABSENCE MONITORING REPORT FULL YEAR/Q4 2018/19 -• • Officers agreed to circulate a divisional profile including sickness absence data alongside other people management data such as overtime costs, agency costs etc where a Head of Service is invited to P&R Scrutiny to discuss sickness absence performance monitoring;	Noted	Paul R. Thomas	Completed

POLICY & RESOURCES SCRUTINY COMMITTEE

18TH JULY 2019

FORTHCOMING ITEMS FOR NEXT MEETING TO BE HELD ON 10TH OCTOBER 2019

In order to ensure effective Scrutiny, Members need to be clear as to the purpose of requesting specific information and the outcome they are hoping to achieve as a consequence of examining a report. Limiting the number of agenda items may help to keep meetings focused and easier to manage.

Proposed Agenda Item	Background	Reason for report
		<p>What is Scrutiny being asked to do? <i>e.g. undertake a full review of the subject? Investigate different policy options? Be consulted on final proposals before decision making? Monitor outcomes /implementation?</i></p> <p><i>If the item is for information or for noting, can the information be provided in an alternative format i.e. via email?</i></p>
Quarterly Treasury Management and Prudential Indicator Report 1st April 2019 to 30th June 2019	This is a standard quarterly update in relation to Treasury Management	The Revised CIPFA Treasury Management Code of Practice 2017 stipulates that there should be regular reporting to Members and Member scrutiny of the treasury policies. The Policy and Resources Scrutiny Committee is responsible for ensuring this effective scrutiny of the treasury management strategy and policies.
Revenue & Capital Budget Monitoring Report 2019/20	This is a standard item which allows members to undertake their monitoring role of the departmental and corporate budgets.	The Committee is being requested to scrutinise the budget information.
Corporate Performance Monitoring Report	This is a standard 6-monthly report which allows members to undertake their monitoring role in relation to the relevant departments' services.	To enable members to exercise their scrutiny role in relation to performance monitoring and to ensure that any areas of concern are identified and the relevant action taken.
Departmental Performance Monitoring Report	The report sets out the progress against the actions and measures in the New Corporate Strategy 2018-2023 to deliver the 2019/20 Well-being Objectives relevant to the Committee's remit	The Well-being of Future Generations (Wales) Act 2015 requires public bodies <i>to take all reasonable steps to meet their Well-being Objectives</i>

May & July 2019 PSB minutes	The Well-being of Future Generations (Wales) Act 2015 notes the requirement that a designated local government scrutiny committee is appointed to scrutinise the work of the PSB. In Carmarthenshire, the Council's Policy & Resources Scrutiny Committee has been designated as the relevant scrutiny committee.	To consider and scrutinise on the content of the PSB minutes.
Policy & Resources Scrutiny Committee Annual Report 2018/19	In accordance with Article 6.2 of the County Council's Constitution, each scrutiny committee must "prepare an annual report giving an account of its activities over the previous year." This report will provide members with an overview of the Committee's work during the 2018/19 municipal year.	The Council's Constitution requires scrutiny committees to report annually on their work.
Complaints & Compliments Annual Report 2018/19	This report will provide the Committee with an opportunity to scrutinise compliments and complaints for the 2018/19 financial year.	To formulate views for submission to the Executive Board for consideration
TIC Annual Report 18/19	This Annual Report details the work of the TIC Programme over the last year and outcomes achieved thus far.	The 'Transform, Innovate and Change' programme was launched in response to the significant financial challenges being faced by the Council. A dedicated team was established to support a programme of radical and transformational change across the Council, and to seek opportunities to drive out waste and inefficiency by delivering more purposeful services.

When choosing a topic a Scrutiny Committee should consider whether:-

- **scrutiny could have an impact and add value**
- **the topic is of high local importance and reflects the concerns of local people**
- **the resources are available that would be required to conduct the review, in terms of resources and budget**
- **it avoids work duplication elsewhere**
- **the issue is one that the committee can realistically influence**
- **the issue is related to an area where the council, or one of its partners, is not performing well**
- **the issue is relevant to all or large parts of the local area**
- **the review would be in the council's interests.**

Topics are not suitable for scrutiny when:

- **the issue is already being addressed elsewhere and change is imminent**
- **the topic would be better addressed elsewhere (and will be referred there)**
- **scrutiny involvement would have limited or no impact upon outcomes**
- **the topic may be sub-judice or prejudicial to the council's interest**
- **the topic is too broad to make a review realistic**
- **new legislation or guidance relating to the topic is expected within the next year**
- **the topic area is currently subject to inspection or has recently undergone substantial change.**

Mae'r dudalen hon yn wag yn fwriadol

Policy & Resources Scrutiny Committee – Forward Work Programme 2019/20

13 June 2019	18 th July 2019	10 th October 2019	4 th December 2019	10 th January 2020	5 TH February 2020	18 TH March 2020
Carmarthenshire Well-Being Plan Annual Report 2018-19 & PSB Update	Carmarthenshire County Council's Annual Report for 2018/19	Quarterly Treasury Management and Prudential Indicator Report 1st April 2019 to 30th June 2019	Sickness Absence Monitoring Report - Half Year Q2 2019/20	Revenue Budget Strategy Consultation 2020/21 to 2022/23	Revenue & Capital Budget Monitoring Report 2019/20	2019/20 Well-Being Objectives Corporate Performance Monitoring Report Qtr 3 - 1st April to 31st December 2019
March 2019 PSB minutes	Strategic Equality Plan Annual Report 2018-19	Revenue & Capital Budget Monitoring Report 2019/20	Chief Executive's Departmental Business Plan 2020/2023	Five Year Capital Programme 2020/21 - 2024/25	Treasury Management Policy & Strategy 2020/21	2019/20 Well-Being Objectives Departmental Performance Monitoring Report Qtr 3 - 1 st April to 31st December 2019
Sickness Absence Monitoring Report - end of year 2018/19	Annual Treasury Management and Prudential Indicator Report 2018-2019	Quarter 1 - 1st April to 30th June 2019 Corporate Performance Monitoring Report	Corporate Services Departmental Business Plan 2020/2023		September 2019 PSB minutes	Policy & Resources Scrutiny Committee Actions and Referrals Update
Annual Report on the Welsh Language 2018-19 Moved to July	Revenue & Capital Budget Monitoring Report 2018/19	Quarter 1 - 1st April to 30th June 2019 Departmental Performance Monitoring Report	Environment Departmental Business Plan 2020/2023			Quarterly Treasury Management and Prudential Indicator Report 1st April 2019 to 31st December 2019
Annual Progress Report Digital Transformation Strategy 2017-20 Moved to July	TIC Annual Report 18/19 Moved to October [TBC]	May & July 2019 PSB minutes	Revenue & Capital Budget Monitoring Report 2019/20			

Policy & Resources Scrutiny Committee – Forward Work Programme 2019/20

Policy & Resources Scrutiny Committee Actions and Referrals update	Policy & Resources Scrutiny Committee Annual Report 2018/19	Mid-Year Treasury Management and Prudential Indicator Report 1st April 2019 to 30th September 2019			
Annual Progress Report Digital Transformation Strategy – 2017-20	Complaints & Compliments Annual Report 2018/19	Policy & Resources Scrutiny Committee Actions and Referrals Update			
Annual Report on the Welsh Language 2018-19	TIC Annual Report 18/19				

Exec. Board Meetings: 1st July; 29th July; 23rd September; 21st October; 18th November; 16th December;

Council Meetings: 12th June; 10th July; 11th September; 9th October; 13th November; 11th December.

SUGGESTED SUBJECT AREAS FOR POSSIBLE DEVELOPMENT SESSIONS:

Treasury Budget;

Operation of Arm's Length Companies [such as Llesiant Delta Wellbeing Ltd.];

Procurement;

Collaborative Working with neighbouring local authorities / other partners;

Sustainable Development.

EXECUTIVE BOARD FORWARD WORK PROGRAMME 19/20 as at 15th March 2019

Introduction

This plan is published to encourage and enable greater understanding between the Executive, all Councillors, the public and other stakeholders. It assists the Scrutiny Committees in planning their contribution to policy development and holding the executive to account.

The plan gives the public and stakeholders a chance to see the forthcoming major decisions to be made by the Executive Board over the next 12 months. It is reviewed and published quarterly to take account of changes and additional key decisions.

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as at 15th March 2019

CHIEF EXECUTIVES

Subject area and brief description of nature of report	Responsible Officer	Executive Portfolio	Scrutiny Committee to be consulted	Date of expected decision by Executive Board
QUARTERLY PERFORMANCE REPORT	Wendy Walters Chief Executive	HR	Yes	N/A
EQUALITIES REPORT	Wendy Walters, Chief Executive /Gwyneth Ayres	Housing	July	July
COMPLAINTS AND COMPLIMENTS ANNUAL REPORT	Wendy Walters Chief Executive	Deputy Leader	All Sept	

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CHIEF EXECUTIVES

Subject area and brief description of nature of report	Responsible Officer	Executive Portfolio	Scrutiny Committee to be consulted	Date of expected decision by Executive Board
SICKNESS ABSENCE UPDATE	Paul R Thomas	Deputy Leader	June – monitoring report	
TRANSFORMATION INNOVATION AND CHANGE ANNUAL REPORT	Jon Owen – TIC MANAGER	Deputy Leader	OCT	OCT
WELLBEING OBJECTIVES	Wendy Walters Chief Executive	Communities and Rural Affairs		
ANNUAL PROGRESS REPORT - DIGITAL TRANSFORMATION STRATEGY 2017-2020	Noelwyn Daniel Head of ICT	Deputy Leader	APRIL	MAY

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CHIEF EXECUTIVES

Subject area and brief description of nature of report	Responsible Officer	Executive Portfolio	Scrutiny Committee to be consulted	Date of expected decision by Executive Board
WELSH LANGUAGE ANNUAL REPORT	Wendy Walters, Chief Executive /Gwyneth Ayres	Culture, Sport & Tourism	June	July
ANNUAL REVIEW OF COUNCILLORS' & CO-OPTED MEMBERS' ALLOWANCES SCHEME	Gaynor Morgan Democratic Services		Democratic Services Cttee MARCH 2019	
WELSH GOVERNMENT CONSULTATION DOCUMENTS	Chief Executive Wendy Walters	Deputy Leader	If applicable	If applicable
REVIEW OF COMMUNITY COUNCIL BOUNDARIES & ELECTORAL ARRANGEMENTS	Wendy Walters, Chief Executive	Resources	As and when required	

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CHIEF EXECUTIVES

Subject area and brief description of nature of report	Responsible Officer	Executive Portfolio	Scrutiny Committee to be consulted	Date of expected decision by Executive Board
REVIEW OF THE CONSTITUTION (LEGISLATION CHANGES) - CRWG	Linda Rees Jones Head of Administration & Law	N/A CRWG - FEB	N/A	AS AND WHEN REQUIRED
CONFERENCE APPLICATIONS/REPORTS	Gaynor Morgan Democratic Services Manager	Leader	N/A	N/A
CITY DEAL UPDATE (INCLUDING LIFE SCIENCE & WELLNESS PROJECT	Wendy Walters Chief Executive	Leader		
RURAL AFFAIRS TASK GROUP REPORT	Wendy Walters Chief Executive /Gwyeth Ayres	Communities & Rural Affairs		

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COMMUNITY SERVICES

Subject area and brief description of nature of report	Responsible Officer	Executive Portfolio	Scrutiny Committee to be consulted	Date of expected decision by Executive Board
POOLED FUND ARRANGEMENTS (ALL ADULTS))	Martyn Palfreman Head of Regional Collaboration	Social Care & Health	To be confirmed	To be confirmed
IFST POOLED FUND AGREEMENT (DEC 2018)	Martyn Palfreman Head of Regional Collaboration	Social Care & Health	To be confirmed	To be confirmed
ORIEL MYRDDIN UPDATE ON TRUST	Ian Jones Head of Leisure	Culture, Sport & Tourism	No	To be confirmed
LEASE OF LAND BRYNAMMAN RFC	Ian Jones Head of Leisure	Culture, Sport & Tourism	NO	To be confirmed
ANNUAL REPORT OF THE DIRECTOR OF SOCIAL SERVICES 2018/19	Jake Morgan	Social Care & Health	03/07/19 (to be joint SC&H & E&CS)	29/07/19
CHS+ DELIVERING WHAT MATTERS BUSINESS PLAN	Jonathan Morgan – Head of Homes and Safer Communities	Housing	Community Jan 2020	Feb 2020

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COMMUNITY SERVICES

Subject area and brief description of nature of report	Responsible Officer	Executive Portfolio	Scrutiny Committee to be consulted	Date of expected decision by Executive Board
AFFORDABLE HOMES POLICY	Jonathan Morgan Head of Homes and Safer Communities	Housing		
AFFORDABLE HOMES STANDARDS	Jonathan Morgan - Head of Homes and Safer Communities	Housing	TBC Community	TBC

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CORPORATE SERVICES

Subject area and brief description of nature of report	Responsible Officer	Executive Portfolio	Scrutiny Committee to be consulted	Date of expected decision by Executive Board
BI-MONTHLY REVENUE AND CAPITAL BUDGET MONITORING REPORTS	Chris Moore Director of Corporate Services	RESOURCES	N/A	APRIL JUNE SEPT NOV JAN MARCH
QUARTERLY TREASURY MANAGEMENT AND PRUDENTIAL INDICATOR REPORT	Chris Moore Director of Corporate Services	RESOURCES	N/A	JULY OCT JAN
ANNUAL TREASURY MANAGEMENT & PRUDENTIAL INDICATOR REPORT	Chris Moore Director of Corporate Services	RESOURCES	N/A	JULY
5 YEAR CAPITAL PROGRAMME	Chris Moore Director of Corporate Services	RESOURCES	ALL DEC/ JAN	NOV

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CORPORATE SERVICES

Subject area and brief description of nature of report	Responsible Officer	Executive Portfolio	Scrutiny Committee to be consulted	Date of expected decision by Executive Board
COUNCIL TAX BASE	Chris Moore / Helen Pugh	RESOURCES	N/A	DEC
Council Tax Reduction Scheme	Chris Moore / Helen Pugh	RESOURCES	N/A	FEB
BUDGET STRATEGY (Revenue and Capital)	Chris Moore Director of Corporate Services	RESOURCES	ALL DEC/ JAN	NOV
HIGH STREET RATE RELIEF	Chris Moore / Helen Pugh	RESOURCES	N/A	End May/ early June
CORPORATE RISK REGISTER	Chris Moore / Helen Pugh	RESOURCES	– Audit Committee March & SEPT	

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CORPORATE SERVICES

Subject area and brief description of nature of report	Responsible Officer	Executive Portfolio	Scrutiny Committee to be consulted	Date of expected decision by Executive Board
FINANCIAL PROCEDURE RULES	Chris Moore /Helen Pugh	RESOURCES	TBC – Audit Committee	
TREASURY MANAGEMENT POLICY AND STRATEGY	Chris Moore Director of Corporate Services	RESOURCES	N/A	FEB
FINAL BUDGET Revenue & Capital	Chris Moore Director of Corporate Services	RESOURCES	N/A	FEB
HOUSING REVENUE ACCOUNT BUDGET AND RENT SETTING REPORT	Chris Moore Director of Corporate Services	RESOURCES	HOUSING	FEB
BUDGET OUTLOOK	Chris Moore Director of Corporate Services	RESOURCES	N/A	JULY/SEPT

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EDUCATION & CHILDREN

Subject area and brief description of nature of report	Responsible Officer	Executive Portfolio	Scrutiny Committee to be consulted	Date of expected decision by Executive Board
MODERNISING EDUCATION PROGRAMME - QUARTERLY PROGRESS REPORTS	Simon Davies - Modernisation Services Manager	E&C	N/A	N/A

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ENVIRONMENT

Subject area and brief description of nature of report	Responsible Officer	Executive Portfolio	Scrutiny Committee to be consulted	Date of expected decision by Executive Board
Community Council LED Light	Ruth Mullen Director of Environment / Steve Pilliner Head of Transportation & Highways	Environment	N/A	01/04/2019
LDP	Ruth Mullen Director of Environment / Llinos Quelch Head of Planning	Strategic Planning	N/A	29/04/2019
Tywi valley path	Ruth Mullen Director of Environment / Steve Pilliner Head of Transportation & Highways	Environment	N/A	29/04/2019

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ENVIRONMENT

Subject area and brief description of nature of report	Responsible Officer	Executive Portfolio	Scrutiny Committee to be consulted	Date of expected decision by Executive Board
Household Waste Recycling provision	Ruth Mullen Director of Environment / Ainsley Williams Head of Waste & Environmental Services	Environment	17/05/2019	03/06/2019
Public Space Protection Order	Ruth Mullen Director of Environment / Ainsley Williams Head of Waste & Environmental Services	Environment	17/05/2019	03/06/2019
Public Convenience Strategy	Ruth Mullen Director of Environment / Ainsley Williams Head of Waste & Environmental Services	Environment	17/05/2019	03/06/2019

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ENVIRONMENT

Subject area and brief description of nature of report	Responsible Officer	Executive Portfolio	Scrutiny Committee to be consulted	Date of expected decision by Executive Board
Regional Technical Statement for Aggregates	Ruth Mullen Director / Llinos Quelch Head of Planning	Strategic Planning	N/A	29/07/2019
Flood Investigation Report	Ruth Mullen Director / Ainsley Williams Head of Waste & Environmental Services	Environment	05/07/2019	29/07/2019
Adoption of Flood Risk Management Plan	Ruth Mullen Director / Ainsley Williams Head of Waste & Environmental Services	Environment	N/A	01/07/2019
Cleaving Review	Ruth Mullen Director / Ainsley Williams Head of Waste & Environmental Services	Environment	30/09/2019	21/11/2019

PWYLLGOR CRAFFU POLISI AC ADNODDAU

Dydd Iau, 13 Mehefin 2019

YN BRESENNOL: Y Cynghorydd A.G. Morgan (Cadeirydd)

Y Cynghorwyr:

S.M. Allen, K.V. Broom, D.M. Cundy, T.A.J. Davies, H.L. Davies, J.K. Howell, G.H. John, C. Jones, K. Madge, A.G. Morgan, J.G. Prosser a D.E. Williams

Hefyd yn bresennol:

Y Cynghorydd E Dole, Arweinydd y Cyngor;

Y Cynghorydd L.M. Stephens, L.M. Stephens, Aelod o'r Bwrdd Gweithredol - Dirprwy Arweinydd y Cyngor

Y Cynghorydd D.M. Jenkins, Yr Aelod o'r Bwrdd Gweithredol - Adnoddau;

Roedd y Swyddogion canlynol yn bresennol yn y cyfarfod:

C. Moore, Cyfarwyddwr y Gwasanaethau Corfforaethol;

P.R. Thomas, Y Prif Weithredwr Cynorthwyol (Rheoli Pobl a Pherfformiad);

G. Ayers, Rheolwr Polisi Corfforaethol a Phartneriaeth;

A Clarke, Partner Busnes Arweiniol (Adnoddau Dynol);

H. Font, Rheolwr Llesiant Gweithwyr;

J. Williams, Swyddog Diogelwch TG;

M.S. Davies, Swyddog y Gwasanaethau Democrataidd.

Siambwr, 3 Heol Spilman, Caerfyrddin: 10.00 am - 12.30 pm

1. YMDDIHEURIADAU AM ABSENOLDEB.

Ni chafwyd ymddiheuriadau am absenoldeb.

2. DATGANIADAU O FUDDIANNAU PERSONOL GAN GYNNWYS UNRHYW CHWIPAU PLEIDIAU A RODDIR MEWN YMATEB I UNRHYW EITEM AR YR AGENDA.

Ni ddatganwyd unrhyw fuddiannau personol.

3. CWESTIYNAU GAN Y CYHOEDD

Nid oedd cwestiynau gan y cyhoedd wedi dod i law.

4. BWRDD GWASANAETHAU CYHOEDDUS SIR GÂR ADRODDIAD BLYNYDDOL CYNLLUN LLESIANT 2018-19

Croesawodd y Cadeirydd Mr Barry Liles, Pennaeth Coleg Sir Gâr a Chadeirydd y Bwrdd Gwasanaethau Cyhoeddus, a gyflwynodd Adroddiad Blynyddol 2018-19 y Bwrdd Gwasanaethau Cyhoeddus. Hwn oedd adroddiad blynyddol cyntaf Cynllun Llesiant Sir Gaerfyrddin ac roedd yn cynnwys gwybodaeth am y cynnydd a wnaed yn ystod 2018-19 ar ôl i'r cynllun gael ei gyhoeddi ym mis Mai 2018. Roedd llawer o'r cynnydd hyd yn hyn wedi canolbwyntio ar sefydlu a datblygu cynlluniau prosiect ar gyfer cyfres o Grwpiau Cyflawni a oedd wedi cael y dasg o wneud cynnydd yn erbyn camau gweithredu'r Cynllun Llesiant yn y tymor byr. Darparodd yr adroddiad wybodaeth am:

- Strwythur y BGC
- Gweithio Rhanbarthol
- Pum ffordd o weithio
- Adroddiadau cynnydd y Grŵp Cyflawni
- Partneriaeth Cymunedau Mwy Diogel
- Ardaloedd Datblygu

Dywedodd Mr Liles fod y gwahaniaeth rhwng cyllid y Byrddau Gwasanaethau Cyhoeddus a'r Bwrdd Partneriaeth Ranbarthol yn destun pryder.

Roedd yn ofynnol o dan Ddeddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015 fod pwyllgor craffu llywodraeth leol yn gyfrifol am gadw golwg a chraffu ar waith y Bwrdd Gwasanaethau Cyhoeddus ac yn Sir Gaerfyrddin nodwyd mai'r Pwyllgor Craffu - Polisi ac Adnoddau oedd y pwyllgor craffu arweiniol.

Roedd y canlynol ymhlith y materion a godwyd wrth ystyried yr adroddiad:

- Roedd Mr Liles yn cytuno â'r farn y dylid gwneud pob ymdrech i sicrhau bod y bwyd sy'n cael ei fwyta yn Sir Gaerfyrddin yn cael ei gynhyrchu a'i gyflenwi'n lleol. Ychwanegodd fod pecynnu bwyd hefyd yn fater sy'n cael ei ystyried, yn enwedig pan fo bwyd lleol yn cael ei gludo allan o'r Sir i gael ei becynnu;
- Mewn perthynas â sylw yn nodi y dylid annog a hyrwyddo entrepreneuriaeth, cyfeiriodd yr Arweinydd at lwyddiant Bwrsariaeth y Goleudy o ran hyrwyddo ac annog twf busnesau bach / canolig. Cyfeiriwyd hefyd at y mentrau a'r lle sydd ar gael yn yr Egin i ddatblygu'r diwylliant a'r diwydiant creadigol;
- Mewn ymateb i sylw, rhoddodd Mr Liles sicrwydd i'r Pwyllgor fod ymrwymiad cyfartal gan yr holl bartneriaid a gynrychiolir ar y BGC;
- Dywedodd Mr Liles fod pryder ynghylch canlyniad posibl Brexit ond yn yr un modd y gallai hefyd arwain at gyfleoedd newydd;
- Croesawyd y gwaith a oedd yn cael ei wneud gan y BGC ond anogwyd y partneriaid i roi blaenoriaeth i fynd i'r afael â materion yn ymwneud ag arwahanrwydd a'r ddibyniaeth gynyddol ar fanciau bwyd.

Ar hynny diolchodd y Cadeirydd i Mr Liles am ddod i'r cyfarfod.

PENDERFYNWYD YN UNFRYDOL dderbyn Adroddiad Blynyddol 2018-19 Bwrdd Gwasanaethau Cyhoeddus Sir Gaerfyrddin.

5. COFNODION BWRDD GWASANAETHAU CYHOEDDUS (BGC) SIR GÂR

Bu'r Pwyllgor yn ystyried cofnodion cyfarfod Bwrdd Gwasanaethau Cyhoeddus Sir Gaerfyrddin a gynhaliwyd ar 25 Mawrth 2019. Roedd yn ofynnol o dan Ddeddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015 fod Pwyllgor Craffu Llywodraeth Leol penodol yn cael ei benodi i graffu ar waith y Bwrdd Gwasanaethau Cyhoeddus. Yn Sir Gaerfyrddin, penodwyd Pwyllgor Craffu – Polisi ac Adnoddau y Cyngor fel y Pwyllgor Craffu perthnasol.

Rhoddwyd sylw i'r materion canlynol wrth drafod y cofnodion:

- O ran y cyfeiriad at grŵp seilwaith trafndiaeth ym Mhowys, dywedwyd wrth y Pwyllgor nad oedd grŵp o'r fath yn bodoli ar hyn o bryd yn Sir Gaerfyrddin ond bod y BGC wedi trafod materion yn ymwneud â datblygu trafndiaeth gymunedol. Awgrymwyd y gallai cynghorau tref a chymuned, efallai, gyfrannu rhagor at ddarpariaeth trafndiaeth leol yn eu hardaloedd. Dywedodd y Rheolwr Polisi Corfforaethol a Phartneriaeth, er bod mynediad at wasanaethau yn fater a godwyd, fod darparu cyfleusterau lleol yr un mor berthnasol i drafndiaeth. Mae cynlluniau rhannu ceir hefyd yn cael eu datblygu. Cyfeiriwyd at lwyddiant y cynllun Bwcabus o ran mynd i'r afael ag arwahanrwydd mewn ardaloedd gwledig;
- Croesawyd y sylw a wnaed gan Rob Quin, a gofnodwyd yng nghofnodion y BGC, 'y bu'n aelod o sawl BGC ac nad oedd yr un o'r lleill yn gweithio cystal â hwn oherwydd lefel yr ymroddiad a'r arbenigedd a ddangoswyd gan aelodau';

- Nodwyd bod cynrychiolydd CAVS ar y BGC yn arwain y Grŵp Cyflawni Cysylltiadau Cryf gyda golwg ar ddatblygu Strategaeth Wirfoddoli;
- O ran materion tai, nodwyd bod y BGC yn rhan o broses y Cynllun Datblygu Lleol.

PENDERFYNWYD YN UNFRYDOL dderbyn cofnodion cyfarfod y Bwrdd Gwasanaethau Cyhoeddus a gynhaliwyd ar 25 Mawrth 2019.

6. ADRODDIAD MONITRO ABSENOLDEB SALWCH - BLWYDDYN LAWN/CHWARTER 4 2018/19

Gan gyfeirio at gofnod 7.2 o'r cyfarfod ar 21 Mawrth 2018, rhoddodd y Pwyllgor ystyriaeth i adroddiad a oedd yn darparu data ynghylch absenoldeb salwch ar gyfer cyfnod cronol Chwarter 4 blwyddyn ariannol 2018/19 ynghyd â chrynodeb o gamau gweithredu.

Dywedodd y Prif Weithredwr Cynorthwyol [Rheoli Pobl], er y methwyd y targed corfforaethol o ran absenoldeb salwch ar gyfer 2018/19 o drwch blewyn, fod y canlyniadau ar y cyfan yn galonogol gan fod cyfraddau absenoldeb salwch wedi gostwng. Yn ogystal, roedd sylw yn cael ei rhoi i'r ychydig achosion o beidio â rhoi gwybod am salwch a dangosodd data Cymdeithas Llywodraeth Leol Cymru fod yr awdurdod yn ôl pob tebyg yn y 5^{ed} neu'r 6^{ed} safle o blith y 22 awdurdod lleol yng Nghymru o ran y nifer lleiaf o ddiwrnodau a gollwyd oherwydd salwch. O ran yr awdurdodau lleol sy'n 'perfformio'n well', y farn oedd y dylid ystyried y ffaith bod rhai o'r awdurdodau hynny yn allgcontractio gwasanaethau y mae Cyngor Sir Caerfyrddin yn eu cadw.

Pwysleisiwyd bod Cronfa Ddysgu Undebau Cymru wedi cadarnhau ei bwriad i argymhell model Sir Gaerfyrddin ar gyfer cynyddu ymwybyddiaeth o iechyd meddwl i Lywodraeth Cymru fel model arfer gorau i awdurdodau eraill ei efelychu.

Roedd y canlynol ymhlith y materion a godwyd ynghylch yr adroddiad:

- Cyfeiriwyd at yr angen i atal anfon e-byst sy'n gysylltiedig â gwaith y tu allan i oriau swyddfa arferol ac yn enwedig yn hwyr yn y nos neu'n gynnar yn y bore o achos pryderon y gallai hyn beri straen i'r anfonwr a'r derbynnydd. Atebodd y Prif Weithredwr Cynorthwyol [Rheoli Pobl] drwy ddweud fod y mater eisoes wedi'i godi yng nghyfarfod y Tîm Rheoli Corfforaethol ac y byddai'n codi'r mater unwaith eto o achos y pryder a fynegwyd;
- Ystyriwyd bod angen codi proffil y Tîm Iechyd Galwedigaethol a bod angen codi ymwybyddiaeth o'i waith ardderchog ymhlith y staff;
- Cytunodd y Rheolwr Llesiant Gweithwyr i estyn gwahoddiadau i aelodau etholedig i ymgymryd â Hyfforddiant Cymorth Cyntaf Iechyd Meddwl;
- Nodwyd, er y dylid croesawu'r gostyngiad yn lefelau absenoldeb salwch y staff, bod y lefel yn dal yn uwch na phob cymharydd yn y sector dielw. Ail-bwysleisiodd y Rheolwr Llesiant Gweithwyr rôl y Fforwm Herio ac Adolygu a oedd wedi cyfweld y rhan fwyaf o Benaethiaid Gwasanaeth ynghylch rheoli salwch gan bwysleisio arfer da lle y bo'n briodol. Gofynnwyd hefyd pam nad oedd y Gwasanaeth Iechyd wedi'i gynnwys fel cymharydd uniongyrchol;
- Dywedodd y Rheolwr Llesiant Gweithwyr fod y Tîm Iechyd Galwedigaethol wedi rhoi cymorth i staff mewn ysgolion arbennig a bod absenoldebau wedi lleihau'n sylweddol;
- Cytunodd y swyddogion i ddosbarthu proffil is-adrannol, gan gynnwys data absenoldeb salwch ynghyd â data arall ynghylch rheoli pobl, megis costau goramser, costau asiantaeth ac ati, pan fo Pennaeth Gwasanaeth yn cael ei wahodd i gyfarfod y Pwyllgor Craffu – Polisi ac Adnoddau i drafod monitro perfformiad absenoldeb salwch;

- Cytunodd swyddogion y gellid darparu'r ffigurau o ran nifer y gweithwyr o bob adran a oedd wedi mynd i'r Ganolfan Iechyd Galwedigaethol fel canrannau o weithwyr pob adran;
- Nododd swyddogion awgrym y gallai fod o fudd i gyflogi Meddyg Teulu o fewn y Tîm Iechyd Galwedigaethol.

Estynnodd y Cadeirydd ei ddiolch, ar ran y Pwyllgor, i'r swyddogion am drefnu'r ymweliad diweddar â'r Uned Iechyd Galwedigaethol.

PENDERFYNWYD YN UNFRYDOL dderbyn yr adroddiad.

7. ADRODDIAD MONITRO CYLLIDEB CYFALAF A REFENIW 2018/19

Rhoddodd y Pwyllgor ystyriaeth i Adroddiad Monitro Cyllideb Gorfforaethol yr Awdurdod ac i adroddiadau adrannol y Prif Weithredwr a'r Gwasanaethau Corfforaethol mewn perthynas â blwyddyn ariannol 2018/19 fel yr oeddent ar 28 Chwefror 2019.

Mewn rhai meysydd o'r gyllideb, yn enwedig yn yr Adran Cymunedau, nodwyd bod ad-drefnu gwasanaethau wedi helpu i leihau costau ond bod hynny wedi cynyddu pwysau megis camau i gadw pobl yn eu cartrefi eu hunain am gyfnod hwy. O ran yr Is-adran Pobl Hŷn, nodwyd bod defnyddio asiantaethau yn galluogi'r Adran Cymunedau i recriwtio staff yn gyflymach ond nid oedd unrhyw gost ychwanegol i'r Awdurdod. Mewn ymateb i'r targed incwm parcio anghyraeddadwy, atgoffwyd y Pwyllgor fod y Cyngor wedi cytuno i beidio â chodi ffioedd.

PENDERFYNWYD YN UNFRYDOL dderbyn yr adroddiad.

8. EGLURHAD AM BEIDIO Â CHYFLWYNO ADRODDIAD CRAFFU

Derbyniodd y Pwyllgor yr adroddiad "peidio â chyflwyno".

PENDERFYNWYD YN UNFRYDOL nodi'r adroddiad.

9. EITEMAU AR GYFER Y DYFODOL

PENDERFYNWYD YN UNFRYDOL dderbyn y rhestr o eitemau ar gyfer y dyfodol a oedd i'w hystyried yn y cyfarfod nesaf ar 18 Gorffennaf 2019.

10. COFNODION - 26 EBRILL, 2019

PENDERFYNWYD YN UNFRYDOL lofnodi cofnodion y cyfarfod a gynhaliwyd ar 11 Hydref 2018 yn gofnod cywir.

CADEIRYDD

DYDDIAD