

**A copy of the Plan is available in Welsh.**



# Annual Delivery Plan

2021-2022

## Foreword

We are without doubt living and working in difficult times. The past year has been one of unprecedented challenge and as we look ahead to 2021-22 there is still much uncertainty about the effects COVID-19 will continue to have. However, there is also a sense of optimism as we see the roll out of the mass vaccination programme across the country and the huge effort being made to keep people safe.

I continue to be immensely proud of the community I serve and of the Council and all its staff. We have all been touched in some way by the effects of this virus and its impact will be with us for some time to come. However, across the Vale communities have pulled together and Council staff have worked together to adapt and deliver services in the most challenging of circumstances.

The Annual Delivery Plan 2021-22 has been written at a time of great change. Last year we published a new Corporate Plan 2020-25 – Working Together for a Brighter Future. This Annual Delivery Plan for 2021-22 details the actions we will take this year to contribute to the delivery of our Corporate Plan. The Annual Delivery Plan reflects how services are changing, our Recovery Strategy and the work that is ongoing to respond to the pandemic. The Council continues to be ambitious in its plans for the future, we remain committed to the delivery of our Objectives and to achieving our vision of ***‘strong communities with a bright future’***.

Although it has not been possible to undertake the usual levels of engagement during the year we have continued to listen to our residents and partners and the Plan has been shaped by what people have told us are the most important issues for them.

We know that people value having access to parks and being outdoors, that they are concerned about the economy and their own financial security, that there are concerns about the impact of COVID-19 on some of our most deprived communities and on the BAME community. Throughout the pandemic the Council has undertaken work to understand the impact on the economy and the impact on the community. We recognise that the changes over the past year will have a lasting impact on us all, but particularly on the well-being of children and young people and their education. We also recognise the impact of the virus on the elderly and on our care homes and are working with partners to keep people safe.

The Council’s four Well-being Objectives continue to be relevant to the work that we do and what we want to achieve. The majority of the Council’s budget is spent on social care and education and these remain priorities for us. The 21<sup>st</sup> Century Schools programme continues to be a flagship programme in the Vale, ensuring we have first class education facilities, providing opportunities for employment and training and forming a key element of our work to tackle climate change.

This Annual Delivery Plan reflects the complexity and breadth of services delivered by the Council which range from safeguarding our most vulnerable residents, encouraging play and sports development, waste management and supporting local businesses as well as the continued investment in our schools and in our children’s future.

Much has changed in the last year and difficult decisions have had to be made, but we have responded with confidence and by always putting the safety and well-being of our residents first. We will continue to work with our partners to deliver the very best outcomes we can for Vale communities.

A handwritten signature in black ink that reads "Neil Moore". The signature is written in a cursive style with a small dot at the end.

**Neil Moore**  
Leader of the Council

## Introduction to the Annual Delivery Plan

This is the second Annual Delivery Plan (ADP) for the Council's Corporate Plan 2020-2025, ***Working Together for a Brighter Future***. The commitments detailed in our Corporate Plan are long-term in nature and to provide focus and demonstrate progress we set out the steps we will take to meet them in an ADP each year. This plan sets out the steps we will take in 2021-22.

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

Our four Well-being (improvement) Objectives are:

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

These Objectives have been reviewed and in light of the COVID-19 pandemic they remain as important as ever:

- We need to be resilient, innovative and responsive to the needs of our customers. We cannot be an organisation that stands still. The activities we will undertake to deliver our Objective ***to work with and for our communities*** reflect the importance of effective involvement, communication and engagement to understand and respond to the diverse needs of the community. The need for social distancing and other COVID-19 measures and guidance have changed how we engage and although we can achieve a great deal online we are also mindful that this can exclude some. Work that we have undertaken to understand the impact of COVID-19 has also highlighted inequalities and the new socio-economic duty means that we will continue to strive to better understand issues of inequality and the actions needed. In taking forward this objective we will be mindful of the different needs and aspirations of people of all ages and from all areas of the Vale. We understand that to be an effective organisation we need to be a responsible employer and that our staff are one of our greatest assets and that our Councillors need to be supported to represent their communities.
- We recognise that for many the best route out of poverty or financial difficulties is through employment and we will work with a range of partners to promote economic recovery and growth for the area. The activities that will be undertaken to deliver our Objective ***to support learning, employment and sustainable economic growth*** recognise the importance of providing appropriate learning and development

opportunities to people of all ages. We will invest in our schools, prioritise pupil well-being and support people to achieve their best. COVID-19 continues to have a significant impact on the economy and we will continue to support local businesses during these uncertain times. We will also work with our partners to ensure that advice and support are available and easy to access.

- Our Objective ***to support people at home and in their community*** recognises that people need to feel safe and have confidence that advice, care and support are available when they need it. For many of us and our families this is perhaps more important now than ever before. We recognise the importance of prevention and early intervention to improve and maintain well-being and to tackle health inequalities. We will build on the strong partnership arrangements in place across health and social care services and also recognise the vital role housing has in peoples' well-being. The Council will continue to promote active and healthy choices through leisure and cultural activities and to encourage people to consider how their transport choices impact on their health and the environment. We will continue to work with our partners in response to the COVID-19 pandemic to keep people informed and safe. We have also recognised that the pandemic has had a significant effect on peoples' mental and physical well-being. We will continue to work with partners to provide support to people of all ages recognising the difficulties that people of all ages have experienced in the past year.
- How we live our lives and how we deliver services has an impact on the environment and it is important that we work together ***to respect, enhance and enjoy our environment***. The environment is one of our greatest assets and we have a duty to protect and enhance it for future generations. Access to parks and green space locally is perhaps even more important now than ever and health and well-being are inextricably linked with the environment. We also believe it is important to enjoy where we live and to make the most of living and working in such a beautiful area as the Vale. We will take steps to minimise our negative impact on the environment and to influence others to follow our lead and consider how their actions may impact on the natural and built environment. We will continue to encourage residents, visitors and business to minimise waste, reduce carbon emissions and to consider how their actions may contribute to pollution. We want people to be able to safely enjoy our parks, towns, countryside and coastal areas and to respect the local area, its residents and visitors.

The actions set out in this year's ADP have been developed in consultation with residents, partners, elected members and staff. The actions reflect our recovery strategy, the findings from the work of our regulators, the information in our Annual Report (2019/20), the

Council's performance in the national context, results from consultations and the [Future Generations Report](#) published in May 2020. The Council works with other public and third sector organisations as part of the Public Services Board. The Council's well-being objectives have been developed to align with Public Service Board's Well-being Objectives and the actions detailed in this ADP will contribute to their delivery.

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

The ADP sets out for each of our Well-being Objectives the commitments we make in the Corporate Plan and the steps we will take in 2021-22 to work towards achieving Strong Communities with a Bright Future. Each year as we draft our plans for the year ahead we are used to balancing the work we must undertake, the improvements and innovations we want to take forward within the context of uncertainty around finances, legislative, policy and political changes and issues such as Brexit and the climate emergency. However, developing the plan for 2021-22 has proved even more challenging as we continue to respond to the pandemic, plan our recovery and consider how we can best deliver the services our residents need.

The following pages set out the actions we want to take over the next twelve months to deliver our Objectives. The Objectives and actions are not in order of importance or delivery and we are mindful that we may need to suspend or defer activities in order to respond to urgent challenges. However, we remain ambitious for the future and confident in our ability to respond, recover and to take strength from the challenges we face.

# OBJECTIVE ONE

## To work with and for our communities

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

### Our Corporate Plan commitments are to:

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

### In 2021-22 we will:

1. Make effective use of technology to improve how we provide information and communicate with people.
2. Involve, engage and consult our residents and other stakeholders including the voluntary sector and town and community councils in redesigning services, ensuring that those who are seldom heard have the opportunity to be involved.
3. Explore different and more innovative methods for undertaking Council business including scrutiny activities and options for greater public engagement.
4. Use our property and land assets to support changes in service delivery, including agile working, tackling climate change and achieving financial savings.
5. Deliver ICT infrastructure improvements within schools in line with the Welsh Government's Education Digital agenda and to support new ways of working resulting from COVID-19.
6. Develop more online services and improve the responsiveness of services including the use of assistive technology.
7. Monitor and tackle the financial impact that coronavirus will continue to have on the Council's finances.
8. Develop the next iteration of the Council's Transformational Change Programme to respond to current and future organisational challenges.

9. Work with our partners and engage our citizens to respond to the impact of Brexit to ensure our services and communities are effectively prepared for change.
10. Develop the role of outreach services to further support the inclusion of children and young people with social, emotional and mental health difficulties in all educational settings, including working with the Health Board to develop a range of services to support learners with these additional needs.
11. Provide local youth services for young people aged 11-25 which support their well-being and provide a range of programmes and activities to meet diverse needs including Welsh Language and support for those who are more vulnerable or marginalised.
12. Deliver year two of the Council's Strategic Equality Plan including the new Socio-Economic Duty, responding to emerging community needs as a result of COVID-19 and the Black Lives Matters movement and a review of the Equality Consultative Forum.
13. Review recruitment practices to increase diversity within the Council's workforce.
14. Work with our partners to achieve Age Friendly status for the Vale.
15. Harness the power of volunteering and work with third sector partners and community groups to build a legacy for Vale Heroes.
16. Introduce a staff volunteering policy.
17. Promote the support available under the Armed Forces Covenant.
18. Enhance and promote Welsh Language Services and increase the Welsh Language skills of Council staff, with a particular focus on Social Services in response to the More Than Just Words Framework.
19. Implement the Vale of Glamorgan Welsh in Education Strategic Plan (WESP).
20. Implement a new HR strategy, with a particular focus on diversity and staff well-being, assisting staff to work at home and in different ways.
21. Implement a new Employee Development Programme.
22. Respond to the changes introduced by the Local Government and Elections (Wales) Bill, including new performance monitoring arrangements to support the Corporate Plan.
23. Strengthen the Council's approach to information governance to ensure our systems are robust, fit for purpose and compliant with current legislative requirements.
24. Undertake and utilise a range of assessments and data analysis to enhance our insight and understanding of customer needs and to inform service improvements.



## OBJECTIVE TWO

### **To support learning, employment and sustainable economic growth**

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

#### **Our Corporate Plan commitments are to:**

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

#### **In 2021-22 we will:**

1. Work in partnership with the Central South Consortium Joint Education Service to prepare our schools for the introduction of the new education curriculum in 2022.
2. Work in partnership to address issues arising from the impact of COVID-19 measures on schools, ensuring continuity of learning and that the specific needs of vulnerable learners are addressed.
3. In readiness for Additional Learning Need (ALN) reform, provide training to school staff to facilitate the roll out of person-centred planning and Individual Development Plans in a range of educational settings.
4. Deliver 21st Century Schools Programme improvements (Band B) including the expansion of Ysgol Y Deri, work on new school buildings across the Vale, expansion of primary school capacity in Cowbridge and development of a Centre of Learning and Well-being and specialist ALN resource base at Whitmore High School.
5. Expand the Council's Apprenticeship Scheme to provide a greater number and range of opportunities and engage proactively with the Kick Start scheme.
6. Work with others including key businesses to support employment and the development of skills for the future including the delivery of initiatives for young people such as Inspire to Work (I2W) and Inspire to Achieve (I2A).

7. Enhance people's skills and readiness for work through community investment opportunities including the Council housebuilding programme, Supporting People Scheme and 21st Century Schools Programme training and work opportunities.
8. In readiness for ALN reform, collaborate with further education and training providers to develop and promote education and training opportunities for young people 16-25 with additional learning needs.
9. Establish a one stop shop to provide residents with money advice, information and debt support on a range of issues including housing, benefits, employment and training.
10. Work across the Council and with partners to support residents as changes to the welfare system are rolled out.
11. Explore opportunities for transport, planning and regeneration improvements throughout the Vale of Glamorgan in conjunction with Welsh Government and the Cardiff Capital Region.
12. Work with partners to progress plans for a transport interchange for Barry.
13. Work with partners including the Cardiff Capital Region, Welsh Government and landowners to develop sustainable transport links to the airport including cycle, bus and rail links.
14. Work with partners including the Cardiff Capital Region and Welsh Government to support the recovery and ultimately growth of the Enterprise Zone at St Athan and Cardiff Airport.
15. Deliver an Economic Recovery and Growth Plan for the Vale and support local businesses to trade in a safe, environmentally sustainable and financially viable manner reflective of the economic situation.
16. Reshape procurement practices and policies to ensure our procurement activities contribute to the national Well-being Goals, support work around climate change and build on the foundational economy project.
17. Support our town centres to recover and adapt to the effects of COVID-19, including improving public realm and the development of a mix of business premises and homes.
18. Work with partners to support the ongoing recovery and regeneration of Barry, Barry Waterfront and the further development of the Innovation Quarter ensuring a diversity of both business and education facilities.
19. Implement a road and pavement surfacing programme for 2021/2022.
20. Review the Capital Programme and the use made of the Council's assets to support recovery and economic growth including the development of an investment strategy for the Council.

## OBJECTIVE THREE

### To support people at home and in their community

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

#### Our Corporate Plan commitments are to:

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

#### In 2021-22 we will:

1. Work in partnership to respond to the COVID-19 pandemic including delivery of the Test, Trace and Protect (TTP) service, supporting a programme of mass vaccination and supporting our care homes, schools and vulnerable residents.
2. Administer the requirements set out in the national Public Health response plan for Coronavirus, including enforcement of the regulations in place at any particular time, supporting partners in the management of outbreaks and leading on all matters pertaining to the control of communicable disease.
3. Develop the range of recreational and educational activities available to citizens at our country parks, community green spaces, the heritage coast and schools and encourage people to exercise outdoors.
4. Work in partnership to facilitate and promote inclusive opportunities for play and sports development with a particular focus on tackling inequalities, working with groups/in areas with low participation rates.
5. Work in partnership with the Public Services Board to implement the Move More, Eat Well Plan with a focus on workplace settings and schools.

6. Implement the Community Investment Strategy to improve our tenants' quality of life and well-being through the development of a single gateway for employability advice and support, the investigation of digital timebanking opportunities and a review of Social Value clauses.
7. Encourage and support sustainable changes to people's travel patterns and increase safe walking, cycling and public transport infrastructure in existing areas and new housing developments.
8. Deliver the nextbike programme in Penarth and explore the potential for expansion of the scheme to Sully and Barry as part of promoting active travel and a review of existing Active Travel Routes.
9. Work on a more regional basis via the Regional Transport Authority (RTA) to further progress transport schemes which have a regional dimension.
10. Review the support given to the Greenlinks Community Transport service to transport passengers around the Vale seeking to provide a service which better matches customer demand.
11. Deliver safe events that support the economy of town centres, resorts and country parks by working in partnership with providers in line with recommendations by the Welsh Government Events Taskforce.
12. Respond to the outcome of the consultation on the Council's Arts Strategy.
13. Develop the Makerspace project in Penarth and identify further opportunities to expand the use of local creative spaces in communities across the Vale.
14. Collaborate with partners to promote our schools and libraries as community and well-being hubs and increase the diversity of leisure, art and cultural learning opportunities available including digital opportunities.
15. Implement a sustainable approach to meeting the needs of older people in accommodation with care to support greater independence.
16. Agree a regional care home contract with the Health Board and providers to improve outcomes for adults who need care and support.
17. Support integrated services operated jointly with the Health Board as part of the 'Healthier Wales' agenda.
18. Develop more integrated models of care that provide increased choice and reduce dependence.
19. Implement a regional strategy that supports carers and recognises their contribution.
20. Seek further opportunities through the Children and Communities Grant and Housing Support Grant to target interventions for children and young people and their families ensuring that services adapt in response to issues arising from COVID-19.
21. Work with partners to implement a new way of working with children and their families that maximises their strengths to improve outcomes and enhance their well-being.

22. Increase the number of foster carers through improved recruitment and retention to enhance placement stability for children and young people in need of care and support.
23. Develop new models of joint working with the Health Board with a particular focus on sustainable integrated services.
24. Support residents whose physical or mental health has been negatively impacted by COVID-19.
25. Work with schools to implement trauma-informed approaches to meet the social, emotional and mental health needs of pupils.
26. Work with people to address issues arising from the temporary suspension of preventative, early intervention and support services by safely restarting or putting in place new service models.
27. Work in partnership to protect vulnerable citizens from the adverse effects of rogue trading, scams, harmful substances and products, slavery and exploitation.
28. Deliver the Wales Safeguarding Procedures and the Regional Safeguarding Board priorities and embed a consistent approach to safeguarding our citizens.
29. Implement the Corporate Safeguarding Work Plan.
30. Work with partners and the community to address issues of social cohesion and to implement the Vale of Glamorgan Community Safety Strategy and the Regional Violence against Women, Domestic Abuse and Sexual Violence Strategy (VAWDASV).
31. Work with partners to implement the Youth Offending Service Recovery Plan to enhance young people's outcomes.
32. Deliver a public awareness campaign and programme of inspections to ensure retailers are complying with the Minimum Unit Pricing (MUP) controls for alcohol that came into force in the Spring of 2020.
33. Complete Holm View Phase 1 and commence development of over 100 new Council Homes at 5 sites across the Vale of Glamorgan including Barry, Penarth and the rural Vale.
34. Explore options to Identify a potential Gypsy and Traveller site.
35. Implement a five-year Local Housing strategy to address housing need.
36. Increase the supply of good quality, accessible and affordable housing by maximising opportunities through the planning system and by working in partnership with housing associations.
37. Work with partners to sustain the reduction in homelessness achieved during the crisis and implement a Housing Support Programme Strategy.

## OBJECTIVE FOUR

### To respect, enhance and enjoy our environment

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

#### Our Corporate Plan commitments are to:

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

#### In 2020-21 we will:

1. Work with our partners to take collective action to tackle the climate emergency and implement our Climate Emergency Action Plan.
2. Develop a more environmentally sustainable fleet including the use of electric and hybrid vehicles.
3. Improve existing school buildings and deliver new buildings for St Davids and Llancarfan Primary Schools, making them low carbon and where possible zero carbon buildings to operate and create an adaptable and scalable school design in partnership with the construction industry.
4. Deliver near zero carbon, or at a minimum A rated new Council homes and utilise Optimised Retrofit Programmes that include Modern Methods of Construction and off-site manufacturing to meet carbon reduction targets for the existing Council housing stock.
5. Complete the LED Street Lighting Replacement programme.
6. Use the Strong Communities Fund to support community projects with a focus on recovery and resilience within the community.
7. Develop a "Local Pantry Scheme" to reduce food poverty and further develop an Education Centre and Plastic bottle Green House at the Margaret Avenue garden project.
8. Review and implement options for other organisations to operate facilities such as sports grounds, parks, open spaces, allotments and public conveniences.

9. Invest in education, sustainable transport and community facilities as a result of negotiating Section 106 payments from developers, including a new primary school for St. David's CiW Primary School in Colwinston and Ysgol Sant Baruc at Barry Waterfront, proposals for footway/cycleway and public transport improvements in Dinas Powys, Colwinston, Rhose, Wick and Llantwit Major and a number of community/open space/public art enhancements across the Vale.
10. Develop a Green Infrastructure Strategy which will focus on promoting and developing green assets including the development of a tree strategy and a response to Ash Dieback.
11. Work with partners to provide safe and accessible public spaces recognising the value placed on these during the COVID-19 restrictions.
12. Implement the Biodiversity Forward Plan with a particular emphasis on increasing staff awareness about the importance of embedding biodiversity across the work of the Council.
13. Establish a Local Nature Partnership to work together to improve the local natural environment.
14. Work with the community and our partners to deliver a variety of activities to improve Local Environmental Quality (LEQ) including litter prevention and awareness raising.
15. Deliver a range of improvements to waste management including the creation of a Re-Use Facility, completion of the Resource Recovery Centre and the development of a Household Waste Recycling Centre in the Western Vale.
16. Roll out new recycling arrangements in Penarth to complete the introduction of the source separated recycling system for the Vale.
17. Work with our communities to re-energise and re-focus our commitment to reduce, reuse and recycle.
18. Review the Enforcement Policy and priorities for the Enforcement Team including Civil Parking Enforcement, environmental enforcement and the use of a camera car.
19. Implement a range of parking regulation orders, resident parking arrangements and revised parking management systems in Penarth (Cosmeston), Ogmore by Sea, Barry Island and Cowbridge to address road safety and environmental concerns.
20. Implement the Shoreline Management Plan including coastal monitoring and revise the Local Flood Risk Management Strategy.

## Delivery & Monitoring The Plan

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

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

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



## Getting Involved

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

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

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

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