

THE VALE OF GLAMORGAN COUNCIL

WORKING TOGETHER FOR A
BRIGHTER FUTURE

ANNUAL DELIVERY PLAN 2024-2025




FOREWORD

The year ahead will again be a challenging one. We remain ambitious for the future and recognise the strength of our communities and the need to work together if we are to achieve the best outcomes for people. This Annual Delivery Plan (ADP) for 2024-25 demonstrates our commitment to partnership working, to working with local communities, to protecting the most vulnerable and recognises our responsibilities with regards to climate change and nature.

The ADP sets out our intentions for the year ahead and is a call to action for the need to work in partnership across the Council and with our partners as it is only by working together and by doing things differently that we can continue to deliver the public services people need from us.

The Council like much of the public sector is facing significant pressures on its budget. The pressures on our social care and education budgets are exceptionally challenging. This means that more than ever we need to review what we do, how we do it and transform.



“ It will mean taking difficult decisions, especially as we understand the impact that some of these could have on our communities. In developing this ADP and the budget for 2024-25 we have revised some of our programmes of work and made difficult decisions about what can be delivered and where savings can be made. This includes consideration of the extent to which some services can be provided by the Council and how we plan for the future. ”

Mae copi o'r Cynllun ar gael yn Gymraeg.
A copy of this plan is available in Welsh.

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

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

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

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

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



Councillor Lis Burnett
Leader of the Vale of Glamorgan Council



INTRODUCTION

This is the fifth and final Annual Delivery Plan (ADP) for the Council's Corporate Plan 2020-2025, *Working Together for a Brighter Future*.

The commitments detailed in our Corporate Plan are long-term in nature and each year we set out in an ADP the steps we will take to meet them. This helps to demonstrate our progress and focus for the year ahead. This plan sets out the steps we will take in 2024-25 and how we will meet the challenges for the year ahead.

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

The Annual Delivery Plan brings together a range of activity across the Council. More information about the work of individual services is detailed in the comprehensive [service plans](#) produced by each Council service. These plans provide the detail about what services will look like in 2024/25 and the service plans together with the Annual Delivery Plan provide the framework for service provision over the 12 month period

reflecting the scale and diversity of services. Aligned to these plans are a range of performance measures that are monitored, reported and published through the year to help track how well we are performing against our Well-being Objectives and associated actions.



Our four Well-being Objectives are:

● To work with and for our communities



● To support learning, employment and sustainable economic growth



● To support people at home and in their community



● To respect, enhance and enjoy our environment



DEVELOPING THE ANNUAL DELIVERY PLAN

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

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

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

The initial results from the Let's Talk residents survey undertaken in Autumn 2023 highlight that the Council needs to do more to demonstrate value for money, it needs to show more clearly how residents' views are taken into account in decision making and how it acts in the best interest of residents. The results of the survey also highlighted that residents are concerned by and are feeling the effects of the cost of living crisis, that there are concerns about housing and transport as well as services for older residents and children and young people.



Residents are also concerned about climate change and nature and value our local environment. The results also demonstrated the need to communicate more about the work of the Council and the impact of what we do. These are reflected in our critical challenges and in the activities detailed in the ADP across all four Well-being Objectives.

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

Actions across the ADP have also been developed in response to the areas that residents have highlighted as being the most important and this includes social care, housing, clean neighbourhoods, waste and recycling as well as the natural environment. Some of the actions in the plan are universal and relevant to everyone but others are more targeted where there are particular



needs that we must respond to. Some of the actions within the plan can be described as important 'business as usual' but with many of these we are trying to be more innovative, to develop new approaches and to be more creative in the way we deliver our services. This is all part of our programme to transform how we work and to meet the financial challenges we are facing.

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

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

However, we have broadened the scope of our Organisational Resilience Challenge to include public engagement and have placed more emphasis on work to respond to the nature emergency as well as climate change across the Plan. These challenges will shape much of our activity in the year ahead and many of the activities detailed in the Plan are part of the collective effort to meet these challenges.



“ We have reviewed the critical challenges identified in 2023-24 and concluded that these remain relevant for the year ahead. This is supported by the results of our Let's Talk survey. ”

Our Critical Challenges are:

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

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

OUR CRITICAL CHALLENGES

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

Critical Challenge 1:

Organisational Resilience



(our finances, people, assets and public engagement)



“ Ensuring that we are effectively engaging with and listening to residents. Making sure we are responsive and continue to adapt and provide our services despite the financial pressures and workforce challenges that we and many of our partner organisations face. ”

Why is this a challenge?

The Council's financial position will become even more challenging than in the recent past whilst at the same time when there is increasing demand for services and a need to support those most in need. The Council is highly susceptible to increasing cost pressures associated with inflation, including the rising cost of

construction materials, energy costs and staff wages and this all has an impact on the costs of service delivery. We need to address a number of cost pressures including meeting the needs of an increasingly ageing population and a growing number of children and young people with mental well-being and complex additional learning needs as well as increasing numbers of children who need to be looked after in social care. We face many workforce challenges across a range of services in line with the national picture and need to provide a competitive offer in order to recruit and retain people. Delivery of this ADP is reliant on the resilience of the organisation and its ability to meet multiple challenges. In order to meet these pressures and plan for the future we recognise the need to engage with our residents, to explain the pressures we are facing and to seek their views on priorities and what matters to them. The services we deliver and how we deliver them will be informed by the views of local residents.

What will we be doing?

We will review the viability and sustainability of services in response to ongoing significant financial challenges and uncertainty. We will be using our assets more efficiently, looking in particular at the Council's property portfolio, we will push forward our digital agenda and develop and support our workforce. We will need to take many and varied approaches, working with partners across all sectors to increase our resilience and deliver our priorities. By increasing our resilience we can continue with Project Zero and we can better support our residents through the cost of living crisis. Feedback through the recent Let's Talk survey has told us we need to improve how we communicate and engage with residents and we will take the necessary steps to do this which will make us stronger and more resilient.

How does our response reflect the 5 ways of working?

Strengthening our resilience as an organisation means we need to plan for the long term despite the short-term nature of the majority of our funding. We need to take a more preventative approach and build on the strong partnerships that are already in place for example, the [Public Services Board](#), [Regional Partnership Board](#) and the [Cardiff Capital Region](#). Integration is also key as we need to ensure that any difficult decisions we make do not have a more negative impact on other services. We will also ensure that a wide range of people are involved and have the opportunity to influence what we do and that their knowledge, experience and insight inform the way forward. Effective change and increased resilience will only be possible by working in partnership and listening to a range of voices. We will remain focused on the diverse needs of our communities.

Which Objectives does it contribute to?

Improving our organisational resilience is key to delivering all four of our Well-being Objectives and our vision for Strong Communities with a Bright Future.

Critical Challenge 2: Cost of Living Crisis



“supporting our residents, local organisations and business in the face of rising costs in particular around energy, food and housing.”

Why is this a challenge?

The cost of living crisis continues to put financial pressure on households. The results of the Let's Talk residents survey show that this remains a concern for residents. We will need to support people to navigate and overcome the worst impacts of this crisis, with a particular focus on

safeguarding our most deprived and vulnerable citizens. The well-being of our residents, communities and staff continues to be a priority for the Council. This work also forms part of a wider set of actions regarding tackling inequalities & poverty.

What will we be doing?

The Council will build on its existing services and work with partners to **provide support**. We will respond to the cost of living crisis including through work with schools, a range of community initiatives and administration of funding schemes. We will provide residents and our employees with advice, support, signposting and information on a range of issues including housing, debt, fuel poverty and energy costs, benefits, employment, and training and their well-being. We will work with partners to reduce homelessness,



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

How does our response reflect the five ways of working?

We will work collaboratively to support our residents and join up services within the Council and the wider public and third sectors. We will involve people in what we are doing to ensure we are reaching those people who need our support most. Through the PSB we will also ensure that we are focusing on some of the longer-term issues in our most deprived communities and focus on prevention activities with our health colleagues as part of the Amplifying Prevention programme of work.

Which Objectives does it contribute to?

In meeting this challenge, we will be taking steps that contribute to all four of our Well-being Objectives and all of the national Well-being Goals. We will be involving the community, providing opportunities for employment and learning, supporting those who are most vulnerable and ensuring that we still protect our environment even during these challenging times.

Critical Challenge 3: Climate & Nature Emergencies



“ Responding to the climate and nature emergencies and delivering the commitments in our Climate Challenge Plan. ”

Why is this a challenge?

In 2019 the Vale of Glamorgan Council declared a climate emergency and in 2021 we also declared a nature emergency. Our work on climate change has been brought together as **Project Zero** and we will continue

to work with the community and our partners including the Local Nature Partnership to make the necessary changes. One of our key targets is to reduce the Council's carbon emissions to net zero by 2030 but we also want to influence and encourage others to reduce their emissions and to think more about the impact of their activities on our natural resources. We also recognise how much our environment contributes to our physical and mental well-being.

What will we be doing?

Work to address this challenge includes reviewing the Local Development Plan and development of a Green Infrastructure Strategy and a new Biodiversity Forward Plan. It also includes improvements to our housing, schools and other buildings, the promotion of active travel and public transport as well as a focus on procurement, energy and community engagement and a new Digital Strategy for the Council.



How does our response reflect the five ways of working?

As part of our work on climate change we will work with a range of groups to bring about the necessary changes. The **PSB Well-being Plan** also highlights climate change and the nature emergency as key priorities and we will be working with our partners to make a difference together. We need to consider the impact our actions and decisions will have on the environment and ensure our policies and strategies support this more long-term thinking. We also recognise that climate and nature considerations must be integrated in all that we do and significant work has been undertaken regarding the links between our environment and well-being.

Which Objectives does it contribute to?

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



BRINGING IT ALL TOGETHER FOR A BRIGHTER FUTURE



To help better understand how our work is integrated we have shone a spotlight on work around education and skills.

This reflects the extremely important contribution our schools make to delivering our Well-being Objectives and helping us meet the many challenges we face. Our schools are a major part of the organisation in terms of the workforce and the services they provide to pupils, their families and at the heart of the wider community.

Schools produce their own local plans to set out their priorities and area of focus and these align to priorities identified in the Corporate Plan and Annual Delivery Plan.

Within the education and skills arena, we can see how relevant commitments across all of our Well-being Objectives will help us to meet the identified critical challenges. Schools continue to be at the forefront of work being undertaken in response to the difficulties that many people are experiencing due to the cost of living crisis and working in the heart of our communities to tackle poverty. A number of schools now run Big Bocs Bwyd and other food and advice projects, linking in with Council departments, partners such as Citizens Advice and others. The Community Focused Schools approach is built around a whole family approach and offers the potential to join up and reimagine services based on the needs of families and pupils in the area. The work that has started to integrate other services within some of our schools will

continue and accelerate in the coming year. Continued investment in our schools and work with young people is a key element of Project Zero and in line with the Sustainable Communities for Learning Programme our aim is for schools to be low carbon and ideally zero carbon buildings to operate whenever possible. We want to build on the conversations we are having with our young people through the Youth Council and our schools to plan for the future.

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

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

DELIVERING OUR OBJECTIVES

Working together with a range of partners across different sectors and the community is critical to us successfully delivering the commitments in the ADP

We have strong partnerships regionally and locally and in the Vale we are fortunate to have a well established and highly valued third sector. We also recognise the importance of the many Town and Community Councils who provide a range of services and champion local needs. We will continue to develop these relationships and explore how together we sustain local services and access additional resources and expertise to provide the best we can for our residents.

The following pages detail the actions we will take over the next twelve months to deliver our Objectives. The Objectives and actions are not in order of importance or delivery and together provide a programme of action that reflects the critical challenges detailed above, the importance of protecting and supporting our most vulnerable residents and our statutory responsibilities. In delivering this ADP we will be mindful of our responsibilities to promote economic, environmental, social and cultural well-being and the importance of the physical and mental well-being of our residents and employees.

The actions included in the ADP demonstrate the range of services that the Council provides, some of which are universal and others are more targeted to those in need. We will continue to provide the best services we can and to provide value for money in utilising the resources we have including grant funding. We will consider how technology can help transform our services whilst ensuring that we remain close to our residents, that our services are accessible and that our residents have a voice. All activities will be undertaken in accordance with the Council's values as detailed below and we will ensure that the actions we take now do not compromise the ability of future generations to meet their own needs but provide a positive legacy.



AMBITIOUS

Forward thinking, embracing new ways of working and investing in our future.

OPEN

Open to different ideas and being accountable for the decisions we take.

TOGETHER

Working together as a team that engages with our customers and partners respects diversity and is committed to quality services.

PROUD

Proud of the Vale of Glamorgan: proud to serve our communities and to be part of the Vale of Glamorgan council.

OBJECTIVE 1

TO WORK WITH AND FOR OUR COMMUNITIES

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

“ 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. ”



1 Deliver our Public Participation Strategy, including the use of place making to improve how we involve, communicate and consult with people and ensure citizens have the opportunity to have their voices heard.

6 Take forward the new Digital Strategy and provide a more positive experience for customers by incorporating user-centred approaches to service design, improving accessibility and responsiveness.


1 Develop our new partnership arrangements for procurement with an increasing emphasis on social value & climate change.








IN 2024/25 WE WILL:


- 2** Improve how we provide information about our work and the impact we are having using different methods that reach people in a timely way that meets their needs.



- 3** Progress placemaking plans in Barry, Cowbridge, Llantwit Major and Penarth putting the future needs of town centres and communities at the heart of decision making and maximising the impact of a range of funding streams.
- 4** Develop a new five year Corporate Plan for 2025-2030 showing how the next phase of the Council's Reshaping Programme will transform our work to meet future needs.


- 5** Engage with and strengthen our relationships with the third sector, social enterprises and town and community councils to help shape and deliver local priorities, including a review of the Town and Community Council Charter and the Voluntary Sector Compact.
- 7** Deliver the commitments in the Strategic Equality Plan reflecting the LGBTQ+ Plan and Anti Racist Wales Action Plan and emerging disability work from Welsh Government.
- 8** Work in partnership to develop and deliver our Age Friendly Action Plan as part of our work to become an age friendly community where everyone in the Vale has the opportunity to age well.
- 9** Increase the use of the Welsh Language within the Council and the community and support bilingualism through the delivery of the Council's Welsh Language Promotion Strategy and the Welsh in Education Strategic Plan (WESP).
- 10** Work in partnership to deliver the 2024-25 Armed Forces Delivery Plan to strengthen support for the Armed Forces Community in line with the principles of the Armed Forces Covenant
- 12** Deliver a balanced 2024/25 budget and sustainable medium term financial plan recognising the growing financial pressures (revenue and capital) on the Council, particularly in education and social care & the need to maximise our use of external funding.


- 13** Review the future of our building and land assets with a view to maximising their economic and community benefits and ensure the most appropriate model of ownership and service delivery is in place.


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


- 15** Deliver our People Strategy including work on staff well-being to improve recruitment, retention & well-being across the organisation with a particular focus on work with social services and to attract and retain a younger and more diverse workforce.


- 16** Increase the understanding of the role of elected members and scrutiny committees through the delivery of the scrutiny action plan, work of member champions and the Public Participation Strategy.



OBJECTIVE 2

TO SUPPORT LEARNING, EMPLOYMENT & SUSTAINABLE ECONOMIC GROWTH

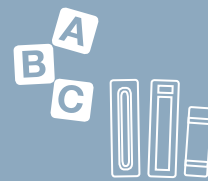
OUR CORPORATE PLAN COMMITMENTS ARE TO:

- ▶ 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


“ 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. ”



1 Work with schools and other partners to ensure schools are effectively supported to maximise outcomes for all learners.



6 Develop a new school investment programme and progress the expansion of Ysgol Y Deri, and new buildings for Ysgol Iolo Morganwg and St Richard Gwyn as part of the Sustainable Communities for Learning Programme.






IN 2024/25 WE WILL:

2 Work with our schools and partners and explore new service delivery models to address **budgetary challenges** and the increasing demand and complexity of **children & young people's social, emotional and mental well-being** at primary and secondary levels.



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

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



5 Work in partnership to address issues of cost and availability of **school transport** services, promoting the use of active and other sustainable travel options for school journeys where feasible.



7 Work with a range of partners to support **employment** and the development of **skills** for the future and improve links between schools and local colleges and business.



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



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



10 Maximise the potential of the UK government's 10 year £20 million long-term investment plan for Barry and Levelling up award as part of **whole town regeneration and Placemaking** work.



11 Maximise the use of grant and loan funding, supported by enforcement measures to reduce the number of **vacant properties** across all four of our town centres.



12 Work with Cardiff Capital Region (CCR) and Welsh Government to support the development of the former **Aberthaw Power Station site** and the **Bro Tathan & Cardiff Airport Enterprise Zone** to support economic resilience and quality job creation.





OBJECTIVE 3

TO SUPPORT PEOPLE AT HOME AND IN THEIR COMMUNITY

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 & 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

1 Develop and support initiatives in response to the cost of living crisis and the associated issues of housing, energy costs, food poverty, period poverty, debt & access to benefits, employment, and training.

2 Work in partnership through the Public Services Board to take forward work in our most **deprived communities** with an initial programme of engagement and community mapping.



7 Work in partnership with the Public Services Board to address **health inequities, promote vaccination & screening** with a particular focus on reaching people in our more deprived communities.

8 Work with partners to promote and enhance **community safety and safeguarding** with a specific focus on tackling anti-social behaviour in our towns and implementing the regional Violence Against Women and Domestic Abuse and Sexual Violence Strategy.

13 Deliver **73 new Council homes** in the Barry area at Clos Holm View Phase 2 (31 units), Coldbrook Road East (20 units), the former Colcot Clinic (12 units) and Olive Lodge (10 units), these schemes will also include new accessible/ adapted homes.

14 Appoint a developer to the **Cardiff & Vale Housing Partnership** to deliver the Council's housing development programme in the long term, this will include housing for open market sale to generate additional income to support the development of new sites.

“ 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. ”



IN 2024/25 WE WILL:

- 3** Work in partnership to progress work around **community focused schools** recognising the important role of schools within the local community and the potential to build on successful initiatives including the Big Bocs Bwyd model.



4 Work with local organisations and communities to help sustain **local facilities** for example, sports grounds, community halls, parks, allotments and public conveniences, transferring ownership or working more closely in partnership where appropriate and enabling access to funding such as the UK Government Community Ownership Fund.

5 Work in partnership to promote inclusive opportunities for leisure, play and sports development and implement the Cardiff and Vale Move More, Eat Well Plan, with a particular focus on work in schools and children and young people's mental health and well-being.



6 Improve opportunities for leisure activities by investing in our leisure centres and our large outdoor recreational sites such as Barry Sports Centre and the Butrills playing fields.


- 9** Work regionally as part of **Shared Regulatory Services (SRS)** to safeguard the health, safety and economic wellbeing of consumers, businesses and residents through our work on environmental health, trading standards and licensing as detailed in the SRS business plan.

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



11 Work collaboratively across the public and private sector to improve the number of households successfully prevented from becoming homeless and deliver effective interventions for young people at risk of homelessness.

12 Implement a **Local Housing Strategy**, to address current and projected housing need and to increase the supply of good quality, accessible and affordable housing.
- 15** Resettle vulnerable households into the Vale of Glamorgan and provide the services and support they require including progressing the Eagleswell Road site in Llantwit Major.

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



17 Strengthen existing **partnership arrangements with the Cardiff & Vale University Health Board** in particular through delivery of a digital integration project to share data and intelligence.

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


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



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

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



22 Establish a local **safeguarding operational group** to improve arrangements to protect children and adults at risk of neglect, abuse & exploitation in the Vale.



OBJECTIVE 4

TO RESPECT, ENHANCE AND ENJOY OUR ENVIRONMENT

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

“ 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. ”



1 Implement Project Zero our Climate Change Challenge Plan, and work with the community and other stakeholders to reduce carbon emissions, focusing work on energy use, transport, land and food, ensuring that our response to the climate and nature emergencies is integral to all decisions.

6 Develop a 'pride in our community' campaign and work with community groups and other partners to take care of the environment, reduce litter and increase opportunities for environmental activities e.g. through growing spaces.


11 Implement the Road Surfacing Plan (2022-25) to assist in maintaining the condition of the highway for users including buses, pedestrians and cyclists.








IN 2024/25 WE WILL:


- 2** Work with our partners to respond to the **nature emergency** including implementing a new Green Infrastructure Strategy, a tree management strategy and delivery of the Biodiversity Forward Plan.



- 3** Progress the review of the Council's **Local Development Plan** with a focus on the assessment of candidate sites, a Preferred Strategy and preparation of a deposit draft of the replacement plan following consultation, & including consideration of the findings of an expert report on the viability of requiring all new dwellings to be **zero carbon**.
- 4** Continue to ensure **Section 106 payments** from developers are negotiated in areas where development is approved and ensure that we secure the necessary investment in education, sustainable transport, community facilities, arts and culture and challenge developers through legal process when developers do not deliver on commitments to the community.
- 5** Contribute to the Welsh Government's '**Towards Zero Waste**' National Waste Strategy with a greater focus on the **circular economy, recycling and reuse** and meet the statutory recycling target of 70% of waste to be used, recycled or composted through effective service delivery and engagement.



- 7** Encourage & support changes to how people travel by increasing opportunities for **active travel** (walking and cycling) including reviewing how we can change some road use to create more cycle lanes.


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


- 9** Assist the current Greenlinks Community Transport Service and other community based transport in the Vale by working with the Cardiff Capital Region (CCR) to agree a way forward for the use of electric taxi vehicles that would be provided to the Council by CCR.
- 10** Work with Welsh Government, Transport for Wales and other partners to help to ensure high quality and timely **local public transport services** in the context of diminishing national budgets.


- 12** Develop more **sustainable transport options** for the Council's vehicle fleet & staff including cycle to work schemes and the use of e-bikes, electric, hybrid & alternatively fuelled vehicles and implementation of the Level 2 Healthy Travel Charter.


- 13** Work with Cardiff Capital Region and partners to develop and implement a **Vale Local Area Energy Plan (LAEP)** to help shape a future energy system.


- 14** Invest in **carbon reduction measures across our building assets** including the school estate with the continued use of Salix and other grant opportunities such as Low Carbon Heat Grant.
- 15** Progress work to reduce the environmental impact of our housing stock by ensuring all **new council house building** achieves a minimum **A rating for energy performance** and meets the new WHQS 23 standards whilst retrofitting the existing council housing stock by taking a 'fabric first' approach and utilising appropriate technology to improve thermal efficiency.
- 16** Produce and implement a **Flood Risk Strategy** and work with communities at risk from flooding to develop local solutions.
- 17** Undertake local **air quality assessments** and take necessary action to ensure that national air quality objectives continue to be achieved.

DELIVERING & MONITORING THE PLAN

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

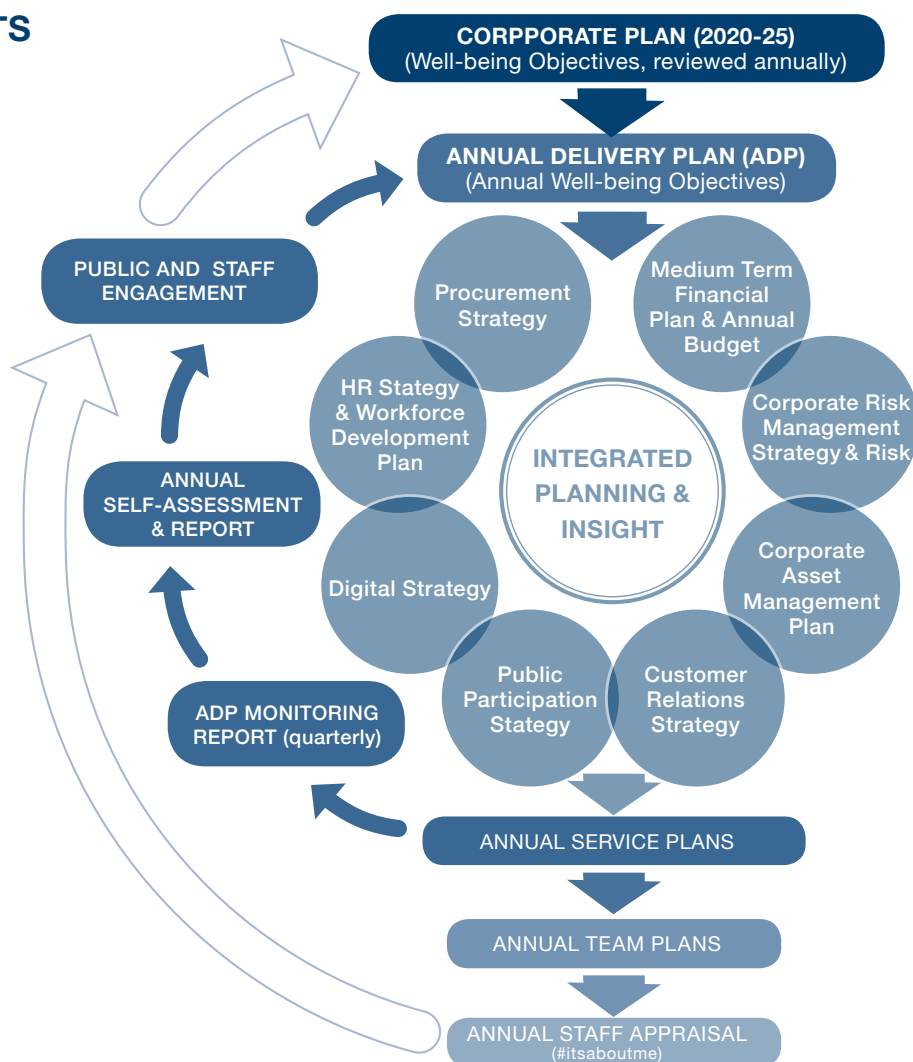
The Council's work on the Corporate Plan is regularly monitored through an assessment of progress against our actions and performance indicators to allow councillors to scrutinise and oversee progress. This is reported to our Scrutiny Committees and Cabinet each quarter.

Service Plans are also used to develop Team Plans and to inform our staff appraisals through the #itsaboutme process.

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

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

HOW IT ALL FITS TOGETHER



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

GETTING INVOLVED

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

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

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

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

 **01446 700111**

 email: improvements@valeofglamorgan.gov.uk

GLOSSARY

Biodiversity - Biodiversity is a term used to describe the enormous variety of life on Earth. Biodiversity refers to every living thing, including plants, bacteria, animals, and humans.

Biodiversity Forward Plan - The Biodiversity Forward Plan looks at how the Council manages and improves natural resources to ensure that biodiversity and sustainability are considered in all service areas and are core themes in service delivery, becoming an integral part of the decision-making processes throughout the Council.

Fabric First - The fabric first approach involves carefully considering the design and construction of the building envelope in order to lower the home's energy consumption. Put simply - it is creating an airtight, insulated building that reduces the amount of energy required to heat the home. It prioritises the performance of the building fabric.

County of Sanctuary - Becoming a County Council of Sanctuary relates to improving outcomes for refugees and asylum seekers by providing a welcoming environment, challenging discrimination and negative perceptions and ensuring equality of opportunity.

Bullying, harassment and intimidation because of any protected characteristic such as race, gender, sexual orientation, disability or religious belief can also be faced by individuals within the Vale of Glamorgan and the underpinning values, aims and objectives of being a County of Sanctuary are equally pertinent to any individual living within the Vale of Glamorgan. They too should have access to sanctuary or refuge from oppression, persecution or other dangers.

The Council therefore resolved to become a member of the City of Sanctuary Local Authority network and work towards accreditation as a County Council of Sanctuary for all, and to use its platform to promote welcome and inclusion across the wider local community.

Green Infrastructure Strategy - Green Infrastructure - Green space, soil, vegetation and water that provide the ecosystem services that make places more liveable. This includes, for example, streets trees, green roofs and walls, natural play spaces, wildlife/nature gardens, pollinator corridors, landscaping, drainage and air quality management solutions.

Local Development Plan - The required statutory Plan for each Local Planning Authority area in Wales under Part 6 of the Planning and Compulsory Purchase Act 2004. The Plan provides a framework for sustainable development within the area.

Local Government Act - The Local Government and Elections (Wales) Act 2021 outlined provision for the establishment of a new and reformed legislative framework for local government elections, democracy, performance and governance.

Net Zero carbon - Net zero refers to the balance between the amount of carbon produced and the amount removed from the atmosphere. We reach net zero when the amount we add is no more than the amount taken away.

Optimised Retrofit Programmes - A Housing department programme utilising Welsh Government grant funding to expand knowledge and improve local contractor capability in green heating services, to decarbonise the domestic heating market and provide sustainable housing with an EPC target rating of A.

Project Zero - Project Zero is the Vale of Glamorgan Council's response to the climate change emergency, bringing together the wide range of work and opportunities available to tackle the climate emergency, reduce the Council's carbon emissions to net zero by 2030 and encourage others to make positive changes.

Public Services Board - Public Services Boards were established as part of the Well-being of Future Generations Act. **Our Vale - The Vale of Glamorgan Public Services Board (PSB)** brings together senior leaders from public and third sector organisations across the Vale of Glamorgan to work in partnership for a better future.

Regional Partnership Board - The Regional Partnership Board (RPB) is made up of Vale of Glamorgan Council, Cardiff Council, Cardiff and Vale University Health Board, Welsh Ambulance Services NHS Trust, housing, third & independent sectors and carer representatives. The aim is to improve the health and well-being of the population and improve how health and care services are delivered by making sure people get the right support, at the right time, in the right place.

Section 106 - Section 106 of the Town and Country Planning Act 1990 allows a local planning authority to enter into a legally-binding agreement to secure planning obligations with a landowner as part of the granting of planning permission. More information on the Section 106 agreements in the Vale can be seen [here](#).

Shared Regulatory Services - The Shared Regulatory Services is a partnership between Bridgend Council, Cardiff Council and the Vale of Glamorgan Council. The Service delivers a fully integrated service under a single management structure for trading standards, environmental health and licensing functions with shared governance arrangements ensuring full elected member involvement.

Strengths Based Model - Strengths-based practice is a collaborative process between the person supported by services and those supporting them, allowing them to work together to determine an outcome that draws on the person's strengths and assets.

Vale Alliance - The Vale Alliance is a project aiming to bring together social care and health services to deliver more seamless support to our residents.

Sustainable Communities for Learning Programme - There is a long term strategic investment in educational estate throughout Wales. It is a unique collaboration between Welsh Government, the Welsh Local Government Association (WLGGA), local authorities, colleges and diocesan authorities.

Working Together for a Brighter Future

For more news and updates...

You can subscribe to Vale Connect and keep up to date with news and events including recycling collection reminders. Sign up via the Vale of Glamorgan Council website.

 www.valeofglamorgan.gov.uk