

Meeting of:	Cabinet
Date of Meeting:	Monday, 10 February 2020
Relevant Scrutiny Committee:	All Scrutiny Committees
Report Title:	Draft Vale of Glamorgan Council Corporate Plan 2020- 25
Purpose of Report:	To seek Cabinet endorsement of the draft Corporate Plan 2020-25 prior to consideration by Council
Report Owner:	Executive Leader and Cabinet Member for Performance and Resources
Responsible Officer:	Managing Director
Elected Member and Officer Consultation:	The Corporate Plan is relevant to all wards, therefore individual member consultation has not been undertaken. Consultation has been undertaken with Members, stakeholders and the public and all scrutiny committees were consulted on the draft Plan.
Policy Framework:	The Corporate Plan sets out the Council's priorities for five years and informs annual service planning processes and requires approval of Council.
<p>Executive Summary:</p> <ul style="list-style-type: none"> • The report sets out how the Council has developed the draft Corporate Plan 2020-25, including details of the consultation undertaken on the draft Corporate Plan 2020-25 between October and December 2019 and the feedback received. The report also sets out the changes made to the draft Corporate Plan in response to the consultation undertaken and feedback received. • The report sets out the key commitments in the Corporate Plan and how the Council will contribute to the national well-being goals. • The timetable and arrangements for developing the Annual Delivery Plan and Service Plans is included, as well as arrangements for the monitoring and scrutiny of the Corporate Plan, Annual Delivery Plan and Service Plans. 	

Recommendations

1. That Cabinet considers how the draft Corporate Plan (Appendix A) has changed in response to the feedback received and why some suggested changes have not been made as detailed in the engagement report (Appendix B).
2. That Cabinet considers the Equality Impact Assessment (Appendix C).
3. That Cabinet considers the views of the Scrutiny Committee (Corporate Performance and Resources) that will be verbally reported at the Cabinet meeting, following the Committee's review of the draft Corporate Plan in February 2020.
4. That, subject to recommendations 1-3, Cabinet endorses the draft Plan and appendices A-C and refers to Council for approval of the draft Corporate Plan 2020-25.
5. That, subject to recommendations 1 – 4, Cabinet recommends to Council that delegated authority be given to the Section 151 Officer in conjunction with the Leader and Managing Director to update the 'Our Council' section of the draft Corporate Plan post Council in March 2020 to reflect decisions made regarding the budget and resources for 2020-21 including details of how funding is allocated to different areas and expenditure.

Reasons for Recommendations

1. To ensure the Council has an effective and up to date Corporate Plan informed by extensive consultation and which reflects the work being undertaken across the Council to improve the quality of life in the Vale of Glamorgan.
2. To ensure that in delivering the Corporate Plan the Council takes into account the diverse needs of the local community.
3. To enable Cabinet to consider the views of the Scrutiny Committee (Corporate Performance & Resources).
4. To enable Council to consider and approve the Corporate Plan 2020-25.
5. To ensure the Corporate Plan contains the most up to date information regarding budget and resources at the time of publication.

1. Background

- 1.1 The Council published its current Corporate Plan in 2016.
- 1.2 The current plan was developed in line with the requirements of the Well-being of Future Generations Act and represented a new and more integrated approach by the Council in setting out and delivering on its priorities.

- 1.3 A new vision was agreed in 2016 for 'Strong Communities with a Bright Future'. Since 2016 this has been supported by four well-being outcomes and eight well-being objectives.
- 1.4 Annual Service Plans detail how the priorities in the plan will be developed and delivered each year. Progress is regularly scrutinised by all five of the Council's scrutiny committees and Cabinet. Progress against the plan and annual priorities for the Council are also set out in the Council's Improvement Plans (Parts 1 and 2) which are published each year.
- 1.5 The Wales Audit Office undertakes work throughout the year to ensure that the Council is delivering on the commitments within the Corporate Plan and effectively monitoring and reporting progress.
- 1.6 The current plan ends in March 2020 and therefore a new plan needs to be approved and published setting out the Council's priorities for the next five years. This report provides Cabinet with an overview of the process undertaken to develop the new plan seeks endorsement from Cabinet members for the plan (Appendix A) and associated appendices to be referred to Council for approval.

2. Key Issues for Consideration

Purpose of the Corporate Plan

- 2.1 The Corporate Plan is the Council's key strategic document. The plan sets out how the Council's vision of Strong Communities with a Bright Future will be delivered over a five-year period. The commitments contained within the plan set the tone for the way in which the organisation will respond to opportunities and challenges and provides a vehicle to align other actions undertaken to pursue our proposed Well-being Objectives.
- 2.2 There is a need for the Council to ensure that the Corporate Plan reflects key priorities, pressures and challenges so that the public, elected members, staff and other key partners and stakeholders are aware of what these priorities are for the coming years.
- 2.3 The Well-being of Future Generations (Wales) Act 2015 is evident throughout the draft plan. The plan must set out the Council's Well-being Objectives and reflect how the Council will contribute to the seven national well-being goals. The plan must also show how the five ways of working as set out in the Well-being of Future Generations (Wales) Act 2015 (involvement, long-term, prevention, integration and collaboration) are embedded in the work of the Council. The demonstration of the sustainable development principle (evidenced through the

five ways of working) has been an important aspect in looking at what the Council should be delivering in the period covered by the plan and how it should be working.

- 2.4** The Welsh Government has recently published the Local Government & Elections Bill. It is anticipated that the Bill will receive Royal Assent during 2020 and be introduced during the period of the proposed Corporate Plan. The Council has considered the content of the Bill in terms of its provisions to ensure the proposed content and performance management arrangements are consistent with the duties that will be placed on the Council.

How the Corporate Plan 2020-25 was developed

- 2.5** In developing the Corporate Plan 2020-25, the Council undertook extensive engagement and considered a range of information and data to inform the development of the plan. This included:

- The Public Opinion Survey
- Big Conversation with Staff
- Performance data
- Key Population data for the Vale
- Consideration by Scrutiny Committees
- Partnership activities and priorities
- Stakeholder workshop
- Discussions with the Vale 50+ Strategy Forum
- Corporate Risks
- Budget consultation
- Discussions at Community Liaison Committee and Voluntary Sector Joint Liaison Committee

- 2.6** The approach to developing the Corporate Plan 2020-25 has taken into account the diverse needs of the population including people of different ages, rural and urban communities, business, and the work of key partners such as the Cardiff and Vale UHB, the Police, the Third Sector and Town and Community Councils.

- 2.7** In developing the new plan, the need to reflect the Council's community leadership role, mental health and staff wellbeing issues, the importance of culture and the promotion of healthy lifestyles has also been recognised.

- 2.8** The development of the draft plan reflects the significant change in the organisation since the publication of the current plan. Much has been achieved

as a result of the Corporate Plan 2016-2020. This has involved working in a more integrated, outcome-focused way, increased partnership work, a changing legislative environment and a greater focus on involving staff and the public in the design and delivery of services. This experience and evolution have informed both the way in which the Corporate Plan 2020-25 has been developed and its content.

- 2.9** In developing the draft Corporate Plan 2020-25 and our priorities for the next five years we considered:
- what our residents have told us
 - our knowledge and understanding of the local area and the local community
 - our statutory duties
 - the resources available to us
 - best practice and what we know works locally
 - the views of our partners
 - commitments we have made to deliver with our partners e.g. the Public Services Board Well-being Plan and the Regional Partnership Board Area Plan
 - our achievements in delivering the Corporate Plan 2016-2020
 - advice and support from the Future Generations, Welsh Language, Children's, Older People, and Equalities and Human Rights Commissioners
 - advice and recommendations from our regulators and inspectors

- 2.10** In response to the engagement findings a new set of Well-being Objectives were developed and a new approach for a more streamlined strategic five-year plan supported each year by an annual delivery plan emerged. The provision of Annual Delivery Plans constitutes a change in approach from that adopted in the current 2016-20 Corporate Plan.

- 2.11** Cabinet approved the resulting draft Plan for consultation on the 21st October 2019. Consultation on the draft plan was undertaken over an eight-week period.

Consultation

- 2.12** The consultation took place from the 22nd October to the 20th December 2019 and included:
- On line survey
 - Copies of the survey in local libraries
 - Stakeholder workshop

- Discussion with Youth Cabinet
- Vale 50+ Strategy Forum Workshop
- Drop in session at Cardiff and Vale College
- Dissemination of the draft Plan to a wide range of contacts and networks including headteachers, chairs of school governors and Town and Community Councils
- Promotion of the consultation through social media
- Consideration by all five Scrutiny Committees

2.13 Appendix B details the consultation undertaken, the feedback received and how we have responded. A number of interesting and valuable points were made which have helped shape the revised plan and which will also inform the Annual Delivery Plan.

2.14 Key points that have arisen during the consultation process include:

- Greater emphasis on health and well-being
- More information regarding the actions the Council will undertake year on year
- Importance of information being accessible and engaging and how the Council communicates with residents and service users
- The importance of arts, culture and leisure
- The importance of volunteering and the range of community and individual benefits
- Overall support for the actions and objectives but interest in how they will be delivered

2.15 The new Corporate Plan is a five- year Plan and therefore it has not been appropriate to include all suggested changes in the Plan. However, many of the comments received will be reflected in an Annual Delivery Plan. Overall comments have been favourable including the accessibility and length of the Plan. The proposed plan has been amended as outlined in Appendix B. Whilst substantive changes were not required to the draft following consultation, the consultation feedback has been valuable in informing service plans and the Annual Delivery Plan.

2.16 The Scrutiny Committee (Corporate Performance & Resources) have reviewed the draft Corporate Plan and associated appendices to this report at their meeting of the 5th February 2020. Due to the timing of that meeting, a verbal report will be provided to Cabinet of the Committee's views in order to enable Cabinet to consider these.

Proposed Corporate Plan 2020-25

- 2.17** The aim has been to have a Plan that provides the strategic framework for 2020-25 and reflects how different activities will deliver a wide range of outcomes through four Well-being Objectives which 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
- 2.18** The Plan sets out the achievements delivered through the current corporate plan and the context within which we work (the population we serve and the resources available to the Council). This has informed our new Well-being Objectives.
- 2.19** The Council's vision and values were also tested during the engagement and consultation process and are considered to remain relevant. The draft plan therefore sets out how the vision and values will guide the delivery of the new Well-being Objectives and actions.
- 2.20** For each objective, the draft plan sets out a definition of the objective and the actions we will take over the five years to achieve them. We have moved towards a smaller number of objectives which reflect the discussions undertaken during the development of the plan and these have been supported through the consultation process. These objectives form a holistic package of activity to deliver our vision and to maximise our contribution to the national well-being goals in an integrated manner.
- 2.21** Each of our objectives will contribute to multiple goals and it is recognised that although specific actions are detailed under each objective, they will have a wider impact. An example of this is support for volunteering which has a wide range of individual and community benefits. Volunteering can help people develop confidence and skills, improve health and well-being, address issues of loneliness and isolation and make a significant contribution to our environment, arts and culture. Volunteering is included in objective 2 but will contribute to all of our Well-being Objectives and all national well-being goals. We will continue to develop this more integrated approach and to ensure that as we deliver and report on the plan we understand and communicate the connections for example between health and well-being, environment, arts, culture and the economy.

Performance Management & Delivery

- 2.22** During the engagement and consultation stages of producing the draft Corporate Plan, feedback was received suggesting that the Council could enhance the transparency of achieving its Well-being Objectives by being more specific about the action that will be taken in each year to deliver the Corporate Plan. In response, it is proposed that a new approach to corporate planning should be adopted. This will involve the publication of an Annual Delivery Plan to accompany the overarching five-year Corporate Plan. The Annual Delivery Plan will set out the key activities that will be undertaken to deliver on the commitments in the Corporate Plan by the Council each year and will be published each Spring. This will directly inform individual Service Plans which are also produced annually and contain annual performance measures and targets.
- 2.23** A key challenge will be to ensure that the monitoring and scrutiny of progress reflects the many different outcomes being achieved, the linkages between activity and how we are embedding the five ways of working as detailed in the Well-being of Future Generations Act.
- 2.24** The Council has a robust and well-respected performance management framework. The introduction of the current Corporate Plan was accompanied by a change in the structure of the Council's Scrutiny Committees (to align with the outcomes of the current Corporate Plan) and significant changes to the way in which performance is reported publicly to demonstrate the achievement of the Council's cross-cutting Well-being Objectives and contribution to the national well-being goals.
- 2.25** The production of a new Corporate Plan with a set of more integrated Well-being Objectives offers an opportunity to consider how the plan can be used to drive the work of the Council and how performance management arrangements can be further enhanced.
- 2.26** It is proposed that the Leader with Cabinet and the Corporate Management Team will continue to monitor performance and ensure progress against the four Well-being Objectives. The Council's Scrutiny Committees will also continue to regularly scrutinise performance to ensure that the Council is delivering its vision and the necessary outcomes to improve local well-being.
- 2.27** The current approach to reporting and scrutiny of the Corporate Plan is based on a set of five performance reports aligned with each of the well-being outcomes and overall corporate health. However, the Well-being Objectives contained in the draft Corporate Plan are more integrated and cross-cutting than the existing plan and demonstrate how the actions across the Council will contribute to multiple objectives. This more integrated approach requires a more integrated approach to the way performance is monitored, scrutinised and reported.

- 2.28** It is therefore proposed that a single report will be developed to demonstrate progress. Each Scrutiny Committee will receive a presentation of the progress made in the period from the perspective of that Committee's terms of reference. The presentation is proposed to enable performance reporting to become more engaging, prompt questioning and could involve the Committee making further use of alternative approaches to scrutiny (such as visits, presentations, representations from external bodies etc.). The resulting comments from each Committee will be drawn together to provide a holistic assessment of performance and be considered by Cabinet at a meeting dedicated to the Corporate Plan.
- 2.29** A 'Performance Cabinet' meeting will provide an opportunity for Cabinet Members to present progress from the perspective of their portfolio and identify how the activity underway across the organisation is working together to deliver the Annual Delivery Plan and overall Corporate Plan.
- 2.30** At the first meeting of each Scrutiny Committee following the Annual General Meeting, it is proposed that a presentation will be given of the Annual Delivery Plan in the context of the Corporate Plan and terms of reference of the Committee. This presentation will enable the Committee's members to identify any areas of particular focus for that Committee for the year and, as such, inform the work programme of the Committee.
- 2.31** The details relating to the performance arrangements for the new Corporate Plan will be further developed in the coming weeks, involving consultation with Cabinet Members, Group Leaders and the Chairpersons of Scrutiny Committees and Audit Committee.
- 2.32** It is recommended that Cabinet endorses the draft Corporate Plan 2020-25 and refers it to Council for approval together with the appendices which detail the results of the consultation and the Equality Impact Assessment.

Next Steps

- 2.33** Following approval of the Corporate Plan arrangements will be put in place to translate, publicise and promote the Plan. This will include the preparation of a summary version.
- 2.34** It is proposed that the Annual Delivery Plan, Service Plans and measures/targets will be reported to Cabinet and Scrutiny Committees in February-March, prior to consideration by Council in April.

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

- 3.1** The draft Corporate Plan details how the Council will contribute to the national Well-being Goals as required by the Well-being of Future Generations Act through the delivery of the Well-being Objectives contained in the plan.
- 3.2** The draft plan has been developed in accordance with the five ways of working and they are also reflected in the content of the plan. There is a strong emphasis on collaboration as the Council recognises the need to work with partners to deliver services and improve local well-being. The plan reflects the importance of prevention and this has been a strong theme in much of the engagement to date. The plan will be a five-year plan, but the draft recognises that many of the issues are even longer term e.g. deprivation, climate change, an ageing population and physical and mental well-being.
- 3.3** The involvement of partners and stakeholders in the development and delivery of the plan is critical to its success as is the need to work in a more integrated way, recognising the connections across Council services and with other partners.

4. Resources and Legal Considerations

Financial

- 4.1** There are no direct financial implications associated with this report. The Corporate Plan reflects the Council's priorities for the next five years and this informs the way resources are allocated, whilst also taking account of the availability of resources to deliver it.
- 4.2** The outcome of the Council's budget consultation and revenue settlement from the Welsh Government will inform the content and extent of delivery of the plan in coming years.

Employment

- 4.3** There are no direct employment implications associated with this report.

Legal (Including Equalities)

- 4.4** There are no direct legal implications associated with this report. The requirement to produce and publish a set of Well-being Objectives is part of the Well-being of Future Generations (Wales) Act (2015). The Local Government

Measure also requires the Council to demonstrate the steps it is taking to secure continuous improvement and this (and the requirements of the forthcoming Local Government & Elections Bill) have been considered in developing the plan and associated performance management arrangements. Members will receive further information pertaining to this when the Annual Delivery Plan, service plans and target setting are reported in due course

- 4.5** An Equality Impact Assessment can be found in Appendix C. The Plan includes actions to promote the use of the Welsh language, promote equality of opportunity and to improve communication and engagement. There are also a number of actions within the Plan which aim to improve services for those who may be more vulnerable, including mental health and emotional well-being support, community safety activities, advice and support, accessible housing and support for those with additional learning needs. The Plan is a five-year plan with a range of activities and further Equality Impact Assessments around individual projects and services will be undertaken as necessary.

5. Background Papers

Cabinet Report 21st October 2019 Draft Vale of Glamorgan Corporate Plan 2020-25

https://www.valeofglamorgan.gov.uk/Documents/_Committee%20Reports/Cabinet/2019/19-10-21/Draft-Vale-of-Glamorgan-Corporate-Plan-2020-25.pdf

Appendix A

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A copy of the Plan is available in Welsh.

Working Together for a Brighter Future

THE VALE OF GLAMORGAN COUNCIL'S CORPORATE PLAN

‘Working together for a brighter future’

The Vale of Glamorgan Council’s Corporate Plan 2020–25

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Introduction

It is with a great deal of pride that we introduce the Council's Corporate Plan for 2020-2025 – ***'Working together for a brighter future'***.

Councils play a pivotal role in ensuring essential services reach every member of our society and this Plan sets out an ambitious agenda for the Vale of Glamorgan Council for the next five years. In delivering this Plan and building on what we have already achieved we are confident we can successfully deliver the Council's vision of

'Strong Communities with a bright future'

It is only by working together, listening and respecting each other that we can successfully meet the many challenges facing our communities and public services today. This Plan has a particularly strong emphasis on collaboration and working in partnership. This partnership working is wide ranging, including working with families, children and young people, our partners in health, the Police and the Fire service as well as other public sector bodies, the third sector, Town and Community Councils and our communities.

In 2016, we set out four well-being outcomes we want to achieve. We want a Vale that is:

- Inclusive & Safe
- Environmentally Responsible & Prosperous
- Aspirational & Culturally Vibrant
- Active & Healthy

In this Plan we present four new well-being objectives that we believe complement each other and collectively will contribute towards the seven national well-being goals. This Plan sets out why we have chosen these objectives and how we will achieve them. Our four new 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

The Vale of Glamorgan is a diverse area comprising very different communities with different aspirations, needs and concerns. Our Plan sets out how the Council will work to meet those needs, address concerns and help people of all ages to achieve their aspirations. Whether you live or work in one of our towns or in one of our more rural communities, we will continue to strive to make life better and to play our part in addressing local, national and global issues.

The Council provides a multitude of services, ranging from education to environmental protection, housing and the issuing of birth certificates, to planning and highways maintenance. We recognise how important these services are to the people of the Vale of

Glamorgan and that these services may need to change during the lifetime of this Plan. In planning for any change, however, we will engage with you about why we need to change, what change may look like, the options and opportunities as well as the reasons behind any decisions we take.

In line with our duties under the Well-being of Future Generations Act we are committed to looking much more to the long term and will work hard to leave a sustainable legacy for our future generations. We will focus on taking preventative actions and involve you in what we do, while listening to your ideas, views and concerns. We will continue to work in partnership, recognising the benefits this brings and the importance of joining up services around peoples' needs.

Since 2013, the Vale of Glamorgan Council has been the top performing local authority in Wales. This is a result of us taking an innovative and resourceful approach to the way we work and testament to our communities, the Council's staff, elected members and the partnerships we have invested in.

Now is the time for a step change in the way we work. We are open to new ideas and ways of working at a time when the demands placed on the Council will continue to grow. To bring together this Plan, we have listened to what residents have told us, looked at the opportunities available for doing things differently and considered how we can work more regionally and with others. We are grateful to those who have taken the time to work with us to develop this Plan and who have helped shape what we believe is an ambitious programme of action which will improve well-being across the Vale. The Plan is the next step towards improving the lives of those we are here to serve. We are confident that if staff, elected members, the community and all those with a stake in the Vale continue to work together we can ensure we all achieve Strong Communities with a Bright Future.



Cllr. Neil Moore
Leader of the Vale of Glamorgan Council



Rob Thomas
Managing Director of the Vale of Glamorgan Council

Shaping the Future by Building on our Achievements

In 2016 the Council agreed four well-being outcomes and eight well-being objectives. These provided the framework for our Corporate Plan 2016-20 and for how the Council would deliver its vision and contribute to the national well-being goals.

Over the past four years the Council has continued to deliver quality services and to improve the social, cultural, economic and environmental well-being of the Vale of Glamorgan. We have positively embraced our duties under the Well-being of Future Generations Act and embedded the five ways of working across the Council.



We have successfully delivered against the eight well-being objectives agreed in 2016. In developing the Plan for 2020-25 it is clear from our engagement with partners, the public, elected members and staff that we now need new objectives. Our new objectives are detailed later in the Plan and reflect the progress made since 2016 and the challenges we face in 2020 and beyond.

Each year the Council publishes an Annual Report which provides a detailed analysis of our performance against all our objectives in the previous year. Detailed below are some examples of the positive difference we have made and why we can be genuinely proud of the services we deliver.

In line with our organisational values we are more open and **involve** residents, customers and partners more in the decisions we make. An excellent example of this is how we engaged with pupils, parents, staff and the wider community about transforming secondary school education in Barry. We needed to put in place arrangements for the future of secondary education in the area and due to the feedback we received on our initial proposals we developed a new way forward which formed the basis of further extensive consultation which directly informed the changes we made.

We are taking a much more **integrated** approach to how we work recognising that services need to fit together and contribute to a range of outcomes. This includes understanding and being proud of our corporate parenting role and ensuring all services understand and fulfil their responsibility to improve the well-being and opportunities of children who are or have been in care. This is reflected in our 'Strategy for Children who need Care and Support' which was developed with partners and includes a young person's version of the plan.

One of the biggest challenges is to successfully understand and plan for the **long term**. Our approach to waste management reflects the need to think long term about the impact of our activities on the environment and the services, infrastructure and behaviour change needed to ensure that we manage our waste effectively in the Vale of Glamorgan. Changes in how waste is collected for recycling follows extensive engagement and consultation and will enable the Council to increase the amount of waste that can be recycled. As part of the implementation of these changes we have recognised the need to work closely with local residents.

If we are to meet the diverse needs of our local communities it is vital that we have a better understanding of the root causes of issues and how to **prevent** them. For example, the security of having a home which is safe, affordable and in good condition is a significant factor in ensuring our physical and mental well-being. Good housing is important for our health, the environment and for sustainable communities. In order to meet local housing need the Council has embarked on an ambitious house building programme to provide quality, accessible and affordable homes.

The Council recognises the importance of **collaboration** and that by working in partnership we can achieve more and deliver better services. The Council continues to work with the Cardiff and Vale University Health Board, Cardiff Council and the Third Sector to improve health and social care services. The Regional Partnership Board has been successful in accessing funding to support a range of projects to improve services and better meet the needs of our most vulnerable residents. One project that illustrates the benefits of a collaborative approach is the Bay Unit at Ty Dyfan. The unit was opened in 2016 and enables people to be discharged earlier from hospital while still receiving care and support before returning home. The unit's success equates to c.£500k less spend on long term community care packages as a result of people being successfully reabled.

Our approach in developing all of these services and bringing about the necessary changes to ensure they are fit for the future also demonstrates how we have contributed to the seven national well-being goals.

Improving our schools, building affordable homes, giving our children the best start in life, minimising waste and working in partnership to support our most vulnerable residents represents just some of what the Council has done over the past four years to contribute to the national well-being goals and our local well-being outcomes. These examples and the following achievements demonstrate how we have delivered against our well-being outcomes in the 2016-2020 Corporate Plan.

Our Key Achievements

An Inclusive and Safe Vale

Since 2016, 2,259 homes have been built in the Vale of Glamorgan of which 594 (26%) were affordable.

Since 2015/16, the Council has brought 76 empty homes in the private sector back into use and is leading the way in Wales.

Since 2017 the Strong Communities Fund has awarded over £500k to community groups delivering projects worth in excess of £1.4 million.

In 2019, 364 council tenants donated 1,339 hours of their time to volunteer in their local communities as part of our time banking scheme.

We have launched a Domestic Abuse, Assessment and Referral Co-ordination (DAARC) service where partners work together to provide the services people need in a more co-ordinated way.

An Environmentally Responsible and Prosperous Vale

The Council has worked in partnership to invest in and promote the Vale as a tourist destination. Since 2015 visits to Barry Island alone have grown by nearly 10%, with visitors to the Vale contributing £250 million annually to the local economy.

Since 2016 over £24.6 million has been secured to enhance facilities, infrastructure and services close to new housing developments.

Our carbon footprint has shrunk by 35% by converting street lights to LED and investing in energy saving in our offices, a reduction of 4,278 tonnes in just 3 years.

Our recycling performance has continued to improve and by 2018/19, 67.1% of waste was recycled and 43.69% (of the 67.1%) was used to generate power for over 3000 homes.

We no longer use pesticides in any of our 10 Green Flag Parks (including 2 Country Parks) and 3 feature Parks and have increased wildflower and naturalised areas by 45,900m².

An Aspirational and Culturally Vibrant Vale

Vale school pupils have consistently achieved excellent outcomes at all levels, and we have the highest percentage of young people who progress into further education, training or employment in Wales.

Since 2016 more than £69 million has been invested in improving our school buildings and building new schools.

Consistently all children in our care leave school or college with an approved qualification

The Council has created an additional 630 Welsh medium primary school places including the investment of £5.81 million in two new Welsh medium primary schools. This is at a time when the number of Welsh speakers of all ages continues to increase.

Vale libraries have been transformed and there are now 4 Council run libraries working with 5 libraries run by community groups. These groups of volunteers have secured additional funding and increased the facilities within our libraries.

An Active and Healthy Vale

In 2019 more than 3,000 families had access to Family Fun Days and events which have encouraged family engagement and promoted low cost / no cost sport, physical activity and play opportunities to encourage healthy lifestyles.

We have increased participation in sports and this includes over 1,500 participants in our Women and Girls on the Move project and the Mental Wellbeing project.

Each year more than 80 disabled children are provided with an individualised service so they can access play provision during the school holidays via the Families First Holiday Club, which also provides respite services for families.

We have invested over £400k in enhancing the décor, layout and facilities in our residential care homes to improve the environment for those living with dementia.

We have enabled and supported people with learning disabilities to take control of how they spend time in the community, accessing local facilities and growing their confidence.

The Vale of Glamorgan & Our Council

The world is changing rapidly and the context for this Plan is significantly different to where we were in 2016. Globally, nationally and locally the drivers that effect how and what we do and the expectations of those around us are changing. In developing this Plan we have been mindful of future trends around the economy, demographics, technology and climate change.

What remains steadfast is the need for the Council to engage with the community and plan for the future, to work with our partners and embrace change. However, we must also consider how our actions and decisions will affect future generations. The Vale is blessed with a diverse environment which brings with it many challenges. We have a responsibility to take care of and preserve our wonderful natural environment, our culture and our heritage.

Opportunities and experiences vary across the Vale of Glamorgan with people living in some areas experiencing disadvantage and deprivation. In addition to this we have an ageing population and we need to ensure that services can meet the changing needs of the population as they grow older. We need to think about what services we provide and how we provide them. We must consider the diverse needs of the population whether that be due to age, ethnicity, health, financial circumstance or one of the many other reasons that can affect what services and support people need.

Taking account of these responsibilities and the resources the Council has available to it, has been integral to the development of this Plan.

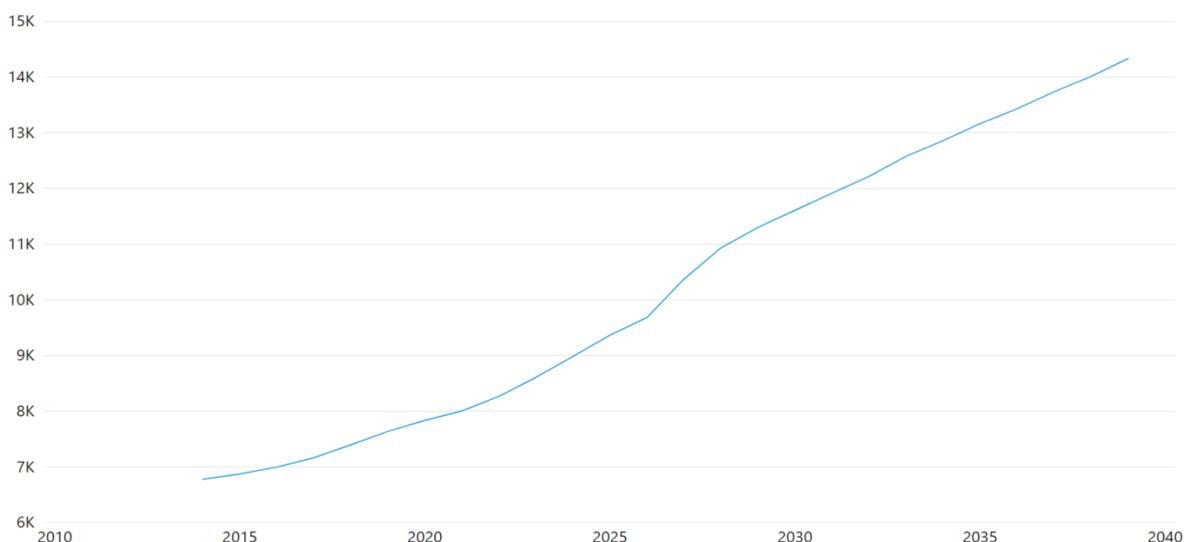
The following information about the local area, the local population and the Council provides some of the context for what we need to achieve and the resources available to deliver our priorities. This data is drawn from a range of external sources including, the Office for National Statistics, Data Cymru and Stats Wales.

Population & Households

The figures below provide an overview of how the local population is changing.

- The population of the Vale of Glamorgan continues to grow with, 132,165 people now estimated to live here.
- There are estimated to be 56,435 households in the Vale of Glamorgan.
- By 2039 it is estimated that 17% of the population will be aged between 0-15, a 3% fall from today's population.
- Based on population principal projections, it is estimated that by 2039, 11% of the Vale's population will be aged 80 and over; a 6% growth from today's population.

Figure 1: Vale of Glamorgan Population Principal Projection for those aged 80 and over:



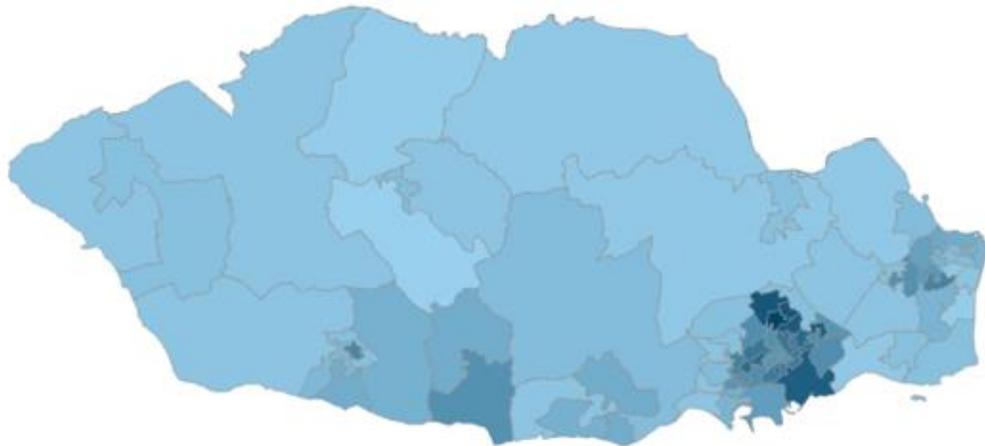
Social Well-being

The figures below show the range of issues that can affect the social well-being of individuals and communities which are relevant to many Council services.

- In the Vale 16% of school aged pupils have an Additional Learning Need (ALN). The largest ALN groups are children and young people with learning difficulties.
- Based on population projections, it is estimated that by 2035, 1,097 people aged 18 and over will be receiving residential services from the Local Authority.
- It is estimated that by 2035 3,311 of the Vale's population aged 65 and over will have dementia.
- 76% of people report feeling safe in their local area, higher than the Welsh average of 73%.
- The Vale of Glamorgan has the lowest rate of childhood obesity in Wales at 7.1% as recorded by the Childhood Measurement Programme. The highest rates are observed in areas of higher deprivation.
- The Vale of Glamorgan has the highest percentage of adults (16+) drinking above national guidelines in Wales. It is estimated that 25.5% of adults in the Vale drink above national guidelines compared to the national average of 19.1%.
- 13% of people (17,181) are estimated to be living in income deprivation – below the Welsh average.
- Real differences can be observed between areas, in some more deprived areas it is estimated that 38% of people are living in income deprivation.
- For some more deprived areas it is estimated that 53% of children are living in poverty.

Figure 2: Income Deprivation in the Vale of Glamorgan:

WIMD, Income Deprivation Domain, Vale of Glamorgan:

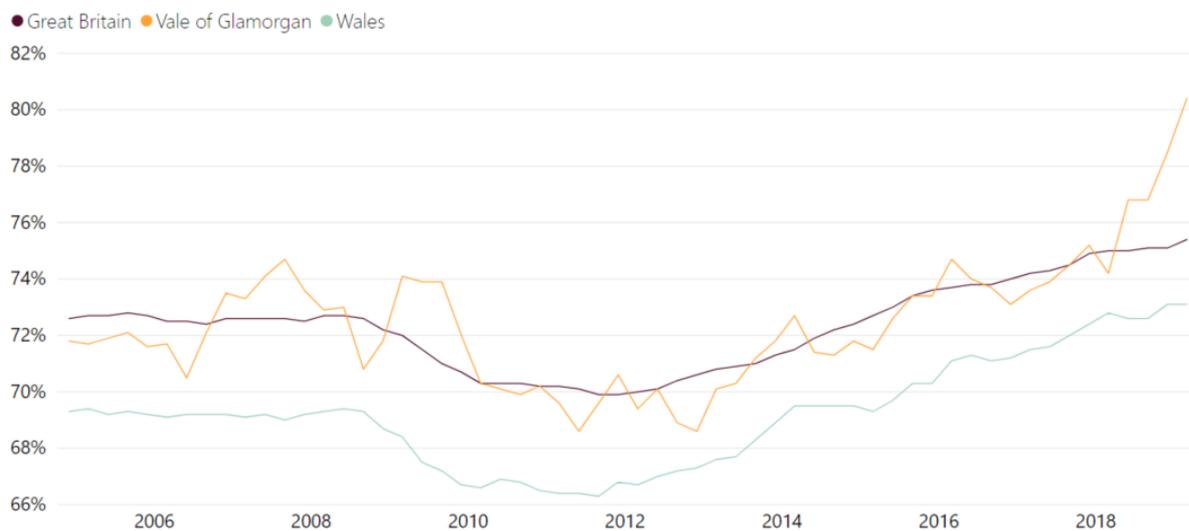


Economic Well-being

Housing and employment are significant factors for economic well-being.

- 1,150 homes were granted planning permission in 2018/19.
- In 2018 31,900 Vale residents lived and worked in the Vale. 31,200 residents commuted out of the Vale for work, of which 22,200 residents commuted to Cardiff for work.
- 9,000 people commute into the Vale from outside of the Vale for work; with the highest proportion, 1,400 of these coming from Bridgend.
- 52.1% of Vale residents who are employed work in major group 1-3 positions. This includes Managers, Directors and Senior Officials, Professional Occupations and Associate Professional & Technical Occupations.
- 8% (10,573) of people are estimated to be living in employment deprivation which is lower than the Welsh average.
- 80.4% of the working age population are in employment, 3.4% are unemployed.
- The percentage of people employed is higher than the Welsh average of 73.1%.

Figure 3: Vale of Glamorgan Change in Employment Rate:

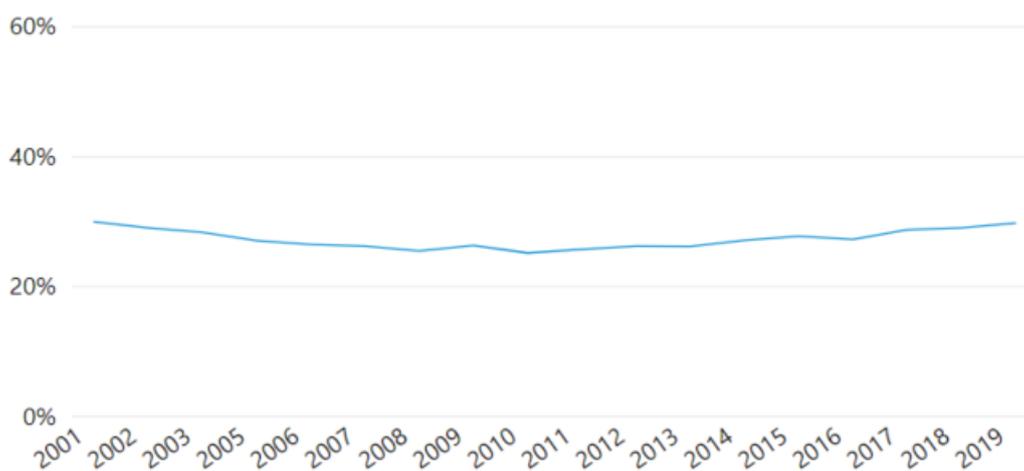


Cultural Well-being

The information below provides some insight into cultural well-being in the Vale.

- In the 2018 Public Opinion Survey over 98% of residents reported they were very or fairly satisfied with the Vale as a place to live.
- In 2018, the total number of visitors to the Vale of Glamorgan increased by 2.4% to 4.26 million visitors. Of these visitors, 3.66 million were day visitors.
- It is estimated that 3% of the total population of the Vale is from a non-white ethnic background.
- It is estimated that 21% of people are Welsh speakers.

Figure 4: Percentage of Welsh Language Speakers over 3 years of age in the Vale of Glamorgan:

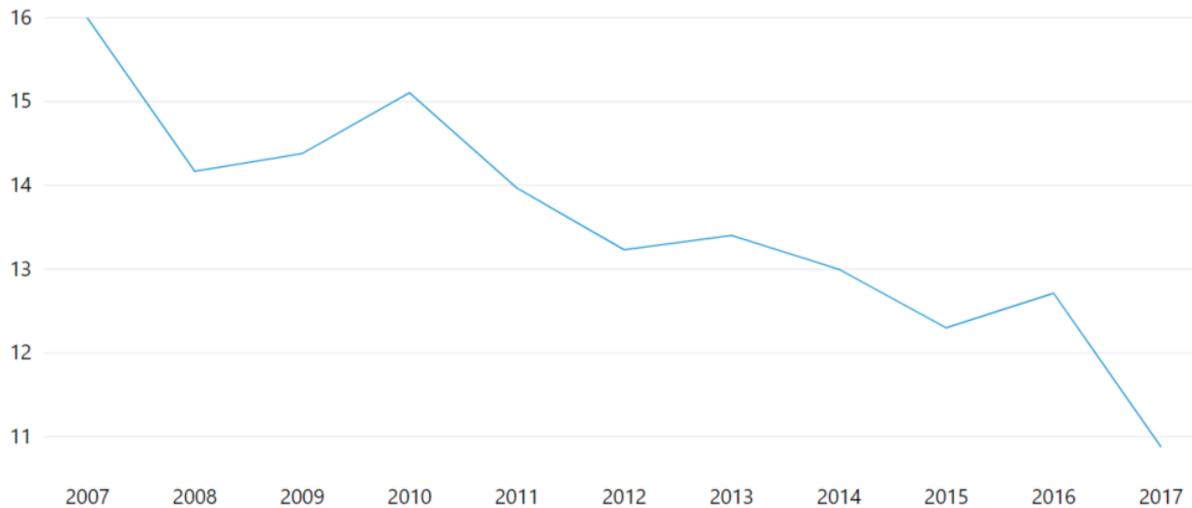


Environmental Well-being

The environment is one of our greatest assets and the information below shows how important it is for the Council to consider its impact on the environment.

- There are 27 Sites of Specific Scientific Interest across the Vale of Glamorgan.
- There are 25 Green Flag park and community areas in the Vale of Glamorgan.
- There is 53km of coastline including 23 kilometres of Glamorgan Heritage Coast.
- The Vale has higher levels of CO2 emissions per resident, 8.80 tonnes, than the Welsh average of 8.00 tonnes.
- The levels of air pollution are steadily falling including levels of nitrogen dioxide.

Figure 5: Vale of Glamorgan Nitrogen dioxide pollutant change over time measured by $\mu\text{g}/\text{m}^3$



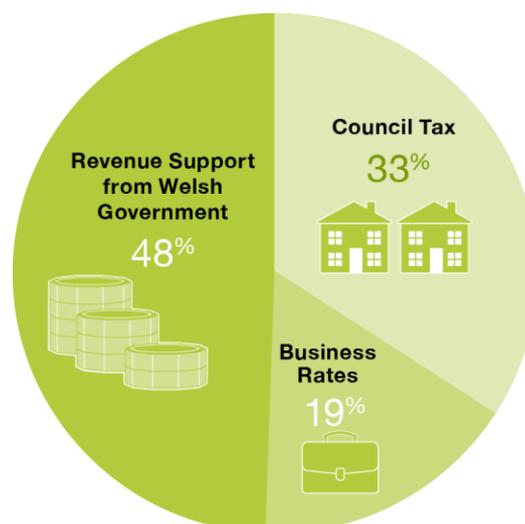
Our Council

The information below provides some key facts about the Council and its resources.

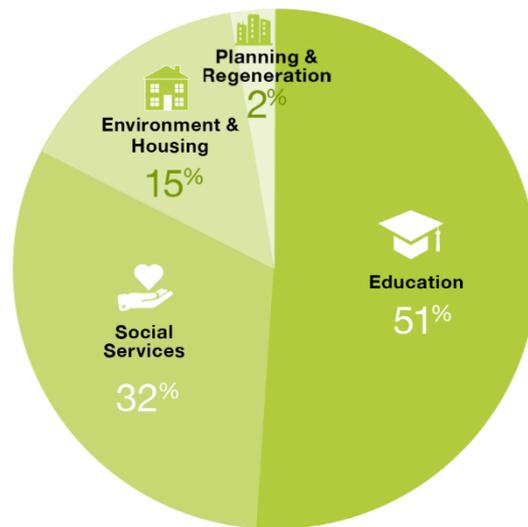
- To support the services we deliver the Council relies on a skilled workforce that includes teachers, engineers and social workers.
- In total the Council employs over 5,000 staff, including those employed in schools.
- In the 2018 Staff Survey, 74% of respondents reported they were proud to work for the Council and 70% said they would recommend the Council as a place to work.
- There are 57 schools across the Vale of Glamorgan, including 7 Welsh Medium schools.
- The Council has 3,829 Council homes.
- There are 47 elected councillors including the Cabinet, made-up of the Leader of the Council and six other councillors.

The Corporate Plan has been developed alongside the Council's Medium Term Financial Plan (MTFP). The MTFP sets out projections of how much funding the Council may have available to it and the needs of services to be funded. Since 2010/11, the Council has successfully delivered £55million in revenue savings, managed increased demand for our services and remained Wales' top performing local authority for the past five years, with high levels of customer satisfaction. This is over a time when the real-terms funding available from Welsh Government also reduced.

The Council's total revenue budget for 2019/20 is £226.077 million. This is funded from Welsh Government, Council Tax and Business Rates:



In 2019/20 our budget was split across the following areas to deliver frontline services.



Since 2010/11 the way in which our budget has been allocated has changed as difficult decisions have needed to be taken about the services the Council needs to prioritise. The Council expenditure on Social Services has increased by 40%, education by 12% and on central administration it has reduced by 43%.



It is clear that the public sector will go through a period of massive change over the next five years. How we work, what is expected of us and the level of resource available to us will be subject to many changes. Our duty is to ensure that we continue to deliver services to the most vulnerable members of our community, that young people have the best start in life and that the Vale is safe, clean and an area where people still want to live, work and visit. The objectives and actions detailed in this Plan provide the framework for our activities over the next five years, working with and for our local communities to meet their diverse needs and aspirations.

Delivering Strong Communities with a Bright Future

This new Plan shows how we will work to achieve our vision of strong communities with a bright future, meeting our well-being outcomes and delivering four new well-being objectives over the next five years.

Our Values

Our achievements in delivering the previous Plan have been possible because of the dedication and professionalism of our staff. When we launched our Corporate Plan in 2016, we embarked upon an ambitious programme of staff engagement around our four new values. These describe our professional behaviours and are reflected in how we deliver our services. They form part of the Staff Charter that was introduced at the same time as our Corporate Plan and which sets out the expectations the Council has from its employees, and what staff can expect from the Council.



Our values are embedded across the organisation and have been instrumental in ensuring that the Council has achieved the commitments in the previous Corporate Plan. They have also made a significant difference to the culture of the organisation and how we all work together. Through our organisational development work, we have improved appraisal arrangements, provided innovative new learning opportunities, reinvigorated our reward and recognition processes and revamped internal communications to ensure we work as ‘one Council’. High levels of staff engagement and satisfaction have regularly been achieved over the past few years as a result of the work we have done.

Our values are another example of how the Well-being of Future Generations Act has been an enabler of wide-reaching change in the way the Council works. The values complement the five ways of working introduced by the Act and show how we are acting **‘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, by taking account of the sustainable development principle.’**

We will continue to build on these strong foundations to successfully deliver our Plan for 2020-25.

Developing our Plan

In developing this Corporate Plan and our priorities for the next five years we have considered:

- what our residents have told us
- our knowledge and understanding of the local area and the local community
- our statutory duties
- our Strategic Equality Plan which has been developed in parallel
- the resources available to us
- best practice and what we know works locally
- the views of our partners
- commitments we have made to deliver with our partners e.g. the Public Services Board Well-being Plan and the Cardiff and Vale Area Plan
- our achievements in delivering the previous Corporate Plan
- advice and support from the Future Generations, Welsh Language, Children's, Older People, and Equalities and Human Rights Commissioners
- advice and recommendations from our regulators and inspectors

In recent years the Council has gone through a number of significant changes and will continue to rise to the challenge of being a modern, forward looking organisation. In the past four years we have taken a key role in many different partnerships ranging from Safer Vale to the Regional Partnership Board, the Cardiff Capital Region and the Vale Public Services Board. These partnerships cover many different services, involve a range of partners and cover varying geographical areas, some are specific to the Vale of Glamorgan and others cover a larger area across South East Wales. Our commitment to partnership working reflects our understanding that in order to provide better services we must work with a range of organisations. Through effective partnership working we have seen improvements to health and social care services, housing support, community safety, employment and transport as well as education opportunities for people of all ages. We will continue to work with our partners and continue to improve our services.

Our Staff Charter was a response to the need to improve staff engagement and staff well-being. We have implemented a major programme of service transformation through the reshaping Services Programme including establishing our own catering company and developing a neighbourhood approach for our waste and street cleaning services. As a result of these changes the culture of the organisation is changing as we adapt to the challenges that face the public sector and the communities we serve.

We are making significant progress in transforming how we work whilst maintaining a high standard of service delivery. We have brought together our business planning arrangements under the Insight Board which considers asset management, risk, performance, financial planning and many other corporate issues in an integrated way. The Vale of Glamorgan Council of 2020 is very different to the Council of 2016. This has been an evolutionary process rather than one of radical change. Change is owned by elected members and staff and is responsive to feedback from our customers, partners and regulators.



The process of developing this Corporate Plan has built on how the organisation has changed and how we have embraced our duties under the Well-being of Future Generations Act. The Act has encapsulated much of the change that was at an early stage within the Council but has advanced it and helped to embed it within the organisation. We have been grateful for the guidance, advice and toolkits offered by the Future Generations Commissioner, the Welsh Language Commissioner, the Older Peoples Commissioner, the Children’s Commissioner and the Equalities and Human Rights Commissioner.

Our Well-being Objectives

This has led us to develop four new well-being objectives.

- 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 new objectives reflect the progress made by the Council in recent years, align to the Public Services Board's well-being objectives and provide a framework for improving well-being in the Vale over the next five years. This section of the Plan sets out the steps that will be taken to deliver our objectives over the next five years. More detail about how these objectives will be delivered will be contained in an Annual Delivery Plan which will be published each Spring. These actions will be translated into actions detailed in Service and Team Plans across the Council.

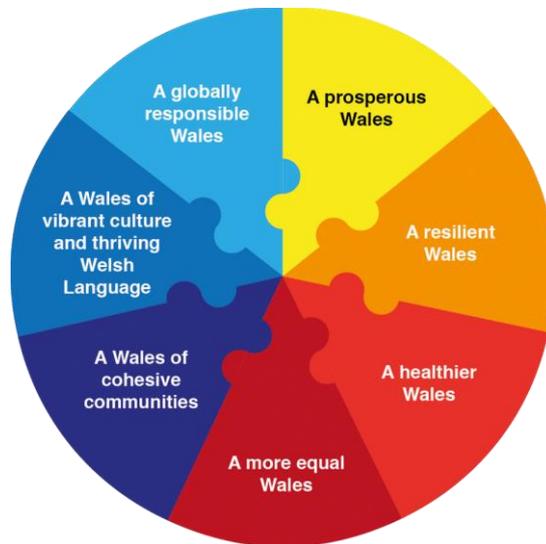
We have moved towards a smaller number of objectives which together form a cohesive package of activity to deliver each of our local well-being outcomes and maximise our contribution to delivering the national well-being goals in an increasingly integrated way.

Each objective will contribute to multiple goals and although under each objective we have set out a number of specific actions we also recognise that many of our stated actions will deliver a range of outcomes reflecting the links between health, culture the environment and economic well-being.

For example, in supporting the development and well-being of our staff we will be considering staff volunteering opportunities and also our commitments as signatories to the PSB Staff Healthy Travel Charter as well as a strategy that focuses on staff well-being and opportunities for training and development. In taking forward this activity we will be contributing to our work on climate change, considering our impact on the environment and also how the environment contributes to mental and physical well-being. We will also be encouraging staff to be healthy, to get involved in the local community and to consider the benefits of cultural and other leisure activities.

Each of the objectives and activities set out in this Plan have many different aspects to them and this will be expanded on in our annual reports and updates on progress through the year. Under our objective 'to support people at home and in their community' we have included an action 'promote leisure, art and cultural activities which meet a diverse range of needs'. There are actions throughout the plan that also fit with this work. For example, supporting and promoting volunteering will include work to support cultural activities. Employment, tourism and economic growth are also linked to leisure and culture in the area and it is important that we do not overlook how different services and activities fit together. We are also very aware that being involved in different cultural activities and ensuring that there are

a diverse range of local opportunities can make a significant difference to people's physical and mental well-being and help to tackle loneliness and isolation.



Achieving Our Well-being Objectives

We have identified a number of actions that we will take over the next five years, many of which will contribute to the achievement of more than one of our objectives. This reflects the progress we have made as an organisation in taking a much more integrated approach to how we plan and work together to deliver our services. This section provides more information about each of our well-being objectives, why we have chosen them, what we are seeking to achieve and the activities to deliver them.



Objective One: To work with and for our communities

In order to successfully deliver our vision for Strong Communities with a Bright Future 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. 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 our greatest asset and that our Councillors need to be supported to represent their communities.



Objective Two: To support learning, employment and sustainable economic growth

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 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.



Objective Three: To support people at home and in their community

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. 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; support and encourage people to take public transport and to walk and cycle having a positive impact on their health and the environment. In addition to encouraging people to move more, we will also work with partners to encourage people to think about the food they eat and how it can impact on their health and well-being.



Objective Four: To respect, enhance and enjoy our environment

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. Health and well-being are inextricably linked with the environment, including opportunities for physical activity in our parks, countryside and coast. 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 the natural and built environment. We will encourage residents, visitors and business to minimise waste, reduce carbon emissions and to consider how their actions may contribute to pollution. We want the Vale to be attractive and welcoming to all so people can enjoy our parks, towns, countryside and coastal areas.

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.

The actions we will take:

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

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.

The actions we will take:

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

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.

The actions we will take:

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

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. We are committed to protecting and enhancing our environment to ensure we can all be proud of the legacy we will leave for future generations.

The actions we will take:

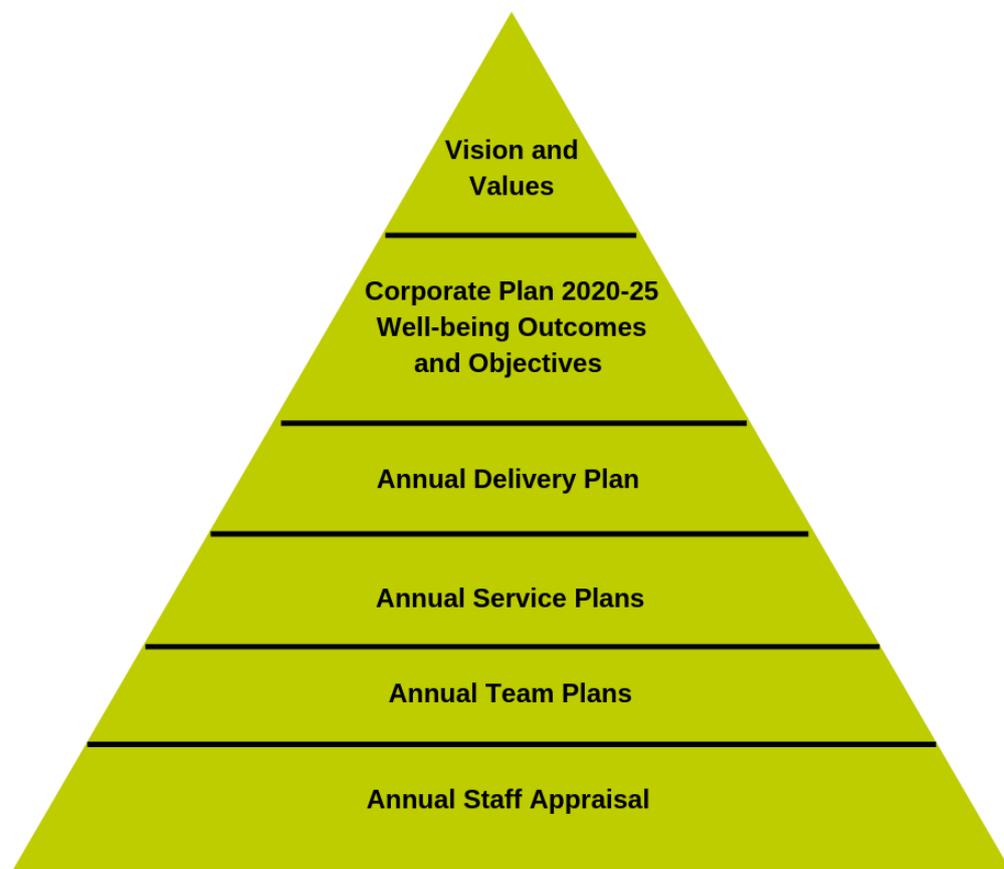
1. Work to reduce the organisation's **carbon emissions** to net zero before 2030 and encourage others to follow our lead as part of minimising the negative impact of our activities on the environment.
2. Work with and empower community groups and other partners to sustain **local facilities** including public toilets, libraries, parks, play areas and community centres.
3. Protect, preserve and where possible enhance our **natural and built environment and cultural heritage**.
4. Work with the community and partners to ensure the **local environment** is clean, attractive and well managed.
5. 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.
6. Provide effective **waste management** services and work with our residents, partners and business to minimise waste and its impact on the environment.
7. Minimise **pollution** recognising the detrimental impact it may have on the environment and people's well-being.
8. Work to reduce the impact of **erosion, flooding and pollution** on our coastal areas and watercourses.

Delivering our Objectives and Monitoring Progress

This Plan has been developed following extensive engagement which has informed our new well-being objectives. We have also responded to feedback and are taking a new approach to corporate planning by producing an Annual Delivery Plan each year to accompany the overarching five-year plan. The more detailed Annual Delivery Plan will be published each Spring and detail the key activities that will be undertaken to deliver on the commitments in the Corporate Plan. This will directly inform annual Service Plans and form the basis for annual performance measures and targets.

The Council has a robust and well-respected performance management framework. The Leader of the Council with Cabinet and the Council's Corporate Management Team will continue to monitor performance and ensure progress against the four well-being objectives. The Council's Scrutiny committees will regularly scrutinise performance to ensure that the Council is delivering its vision and the necessary outcomes to improve local well-being.

The Corporate Plan should therefore be considered alongside the Annual Delivery Plan and also annual Service Plans which provide more detail about specific actions and how performance will be monitored.



Appendix 1 - The Well-being of Future Generations Act

Sustainable development means the process of improving the economic, social, environmental and cultural well-being of Wales by acting in accordance with the sustainable development principle, aimed at achieving the well-being goals.

The Council has embraced the Well-being of Future Generations (Wales) Act 2015 and as detailed earlier in the Plan there has been considerable change in how the Council works. We will also set out an ambitious programme of activity for the next five years which will be described in more detail in the accompanying Annual Delivery Plan.

The aim of the Well-being of Future Generations Act is to improve the social, economic, environmental and cultural well-being of Wales. The Act has already had a significant impact in Wales and has made public bodies including the Council think more about the long term, work better with people and communities and each other; look to prevent problems and take a more joined-up approach. To make sure relevant bodies are all working towards the same vision, the Act puts in place seven well-being goals and a sustainable development principle.

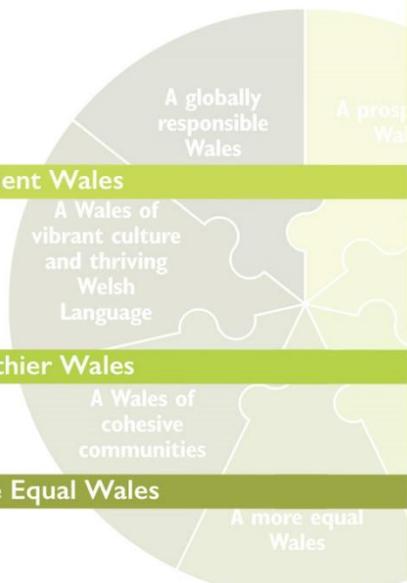
Sustainable Development Principle

The Act puts in place a 'sustainable development principle' which tells organisations how to go about meeting their duty under the Act:

'You 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 by taking account of the sustainable development principle'

National Well-being Goals

The table below details the seven national well-being goals which the Council must maximise its contribution to:

GOAL	DESCRIPTION of the GOAL
 <p>A Prosperous Wales</p>	<p>An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p>
<p>A Resilient Wales</p>	<p>A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</p>
<p>A Healthier Wales</p>	<p>A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>
<p>A More Equal Wales</p>	<p>A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).</p>
<p>A Wales of Cohesive Communities</p>	<p>Attractive, viable, safe and well-connected communities.</p>
<p>A Wales of Vibrant Culture and Thriving Welsh Language</p>	<p>A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>
<p>A Globally Responsible Wales</p>	<p>A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</p>

Five Ways of Working

By embedding the five ways of working the Council is working in a more sustainable way. The five ways of working as detailed in the Act are:



Looking to the Long term – The intended effect of the long-term requirement is that you are aware of, and address, the well-being of current and future generations whilst addressing the needs of the people you currently serve.

Taking an integrated approach – The purpose of taking an integrated approach is to ensure that you recognise the interdependence that exists between the seven well-being goals and on your well-being objectives. Only an approach that makes the connections between, and effectively integrates economic, social, environmental and cultural challenges, will maximise each public body’s contribution to achieving the well-being goals. This can also identify opportunities to simplify arrangements.

Involving People – Effective involvement of people and communities is at the heart of improving well-being currently and in the future. It recognises the importance of involving people in decisions that affect them.

Collaborating with others - The purpose of taking a collaborative approach is to recognise the different roles that public bodies play in tackling long-term challenges, and to ensure actions by public bodies are complimentary therefore maximising their collective impact.

Prevention – Understanding the underlying causes of the problems people and communities face can help us find different solutions, intervene early and prevent problems from getting worse or arising in the future. But this is not just about addressing problems – it is about finding enabling solutions and early interventions at the right time to make progress in achieving the well-being goals.

Appendix 2 – Glossary

- **Additional Learning Needs** - The term ‘additional learning needs’ refers to children and young people with learning, physical or sensory needs that make it harder to learn than most children of the same age. <https://www.dewis.wales/additional-learning-needs-cyp>
- **Affordable Housing** - The definition of affordable housing for the purposes of the planning system is outlined in the Welsh Government Technical Advice Note 2 (usually referred to as TAN 2). The definition applies to housing where there are secure mechanisms in place to ensure that it is accessible to those who cannot afford market housing, both on first occupation and for subsequent occupiers. It includes social rented housing owned by local authorities and Registered Social Landlords and intermediate housing where prices or rents are above those of social rents but below market housing prices or rents.
- **Annual Delivery Plan** – This plan will be published each Spring and detail the actions that will be undertaken over a twelve-month period to deliver the well-being objectives and commitments in the Corporate Plan.
- **Annual Service Plans** – Service Plans are the key planning documents for the Council and provide a self-assessment for each service area. Service Plans set out the key aims and objectives relevant to each service area. https://www.valeofglamorgan.gov.uk/en/our_council/achieving_our_vision/Service-Plans.aspx
- **Cabinet** - The Cabinet is made up of the Leader of the Council and six other councillors and uses its Executive Powers to make most of the Council’s decisions on services, functions and corporate management, including plans and strategies. Some key matters such as setting the budget remain a matter for Council to decide. https://www.valeofglamorgan.gov.uk/en/our_council/Council-Structure/Cabinet/Cabinet.aspx
- **Cardiff Capital Region** - The Cardiff Capital Region (CCR) City Deal is a programme agreed in 2016 between the UK Government, the Welsh Government and the ten local authorities in South East Wales to bring about significant economic growth in the region through investment, upskilling, and improved physical and digital connectivity. <https://www.cardiffcapitalregion.wales/>
- **Collaboration** – In the context of the Well-being of Future Generations Act this means working with any other person, organisation or different parts of the Council working together to meet our well-being objectives

- **Integration** - In the context of the Well-being of Future Generations Act this means considering how our well-being objectives may impact upon each of the national well-being goals, on our other objectives, or on the objectives of other public bodies.
- **Public Services Board** - Public Services Boards were established as part of the Well-being of Future Generations Act. Our Vale/Ein Bro - 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 and the PSB's priorities are set out in the Vale Well-being Plan. <https://www.valepsb.wales/en/Home.aspx>
- **Regional Partnership Board** – The Cardiff and Vale of Glamorgan Integrated Health & Social Care Partnership has been established under the direction of a Regional Partnership Board (RPB) as part of the requirements of the Social Services and Well-being (Wales) - Act 2014. The purpose is to manage and develop services to secure better joint working between local health boards, local authorities and the third sector; and to ensure effective services, care and support that best meet the needs of our population. <http://www.cvihsc.co.uk/>
- **Scrutiny** - Scrutiny is a key part of the Council's political structure and plays an important role in ensuring that the Council's services are delivered effectively, efficiently and in the interests of residents and those who work in or visit the Vale of Glamorgan. Scrutiny Committees are made up of Councillors who are not on the Cabinet. These Committees are able to influence decisions that are taken by the Cabinet and provide an effective mechanism for challenge to ensure that the views and needs of the community are taken into account. https://www.valeofglamorgan.gov.uk/en/our_council/Council-Structure/scrutiny/scrutiny.aspx
- **Sites of Specific Scientific Interest** - A Site of Special Scientific Interest (SSSI) is a formal conservation designation. It usually describes an area that is of particular interest to science due to the rare species of fauna or flora it contains. SSSIs often contain important habitats such as grasslands, parkland and woodland. Some even contain ancient woodland and ancient trees. They are areas which have a high conservation value and need to be protected.

For more info....

Visit our website

There are a number of tasks you can now carry out online, these include online payments, reporting a pothole or missed collection and booking services such as beach huts or bulky waste collections. Visit our website:

www.valeofglamorgan.gov.uk

News and Updates – directly to your inbox

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

Social Media

Keep up to date with all the latest news, events and information from the Vale of Glamorgan Council.

Follow [@VOGCouncil](https://twitter.com/VOGCouncil) on Twitter or like Vale of Glamorgan Council on [Facebook](https://www.facebook.com/VOGCouncil).

If you have a query about any council services, please contact us.

Email c1v@valeofglamorgan.gov.uk or call 01446 700111

Working Together for a Brighter Future
Vale of Glamorgan Corporate Plan 2020-2025
Consultation and Engagement Feedback Log

This log gives an overview of the feedback received through the 8-week consultation period (October – December 2019) on the Vale of Glamorgan Council's draft Corporate Plan. This feedback has been received through formal consultation responses, through the Corporate Plan Survey and through discussions across the 8 weeks.

Where possible, feedback received has been taken into account and reflected in the final Corporate Plan.

Who we've spoken with:

To help inform the development of the draft Corporate Plan we attended and hosted a number of events and meetings across the Vale of Glamorgan. Consultation and engagement involved different stakeholders, partners and organisations involved in work in the Vale of Glamorgan. The Corporate Plan was circulated to networks and partners to provide an opportunity to feed into the development of the Plan.

What We Did and Where We've been:

Hosted an online survey	Hosted a social media conversation	Hosted two Stakeholder Workshops	Attended the Local Entrepreneur Business Conference	Attended the Equalities Consultative Forum
Engaged with young people at Cardiff and Vale College	Hosted Corporate Plan drop-in sessions at Vale Libraries	Attended Vale Youth Cabinet	Attended Vale of Glamorgan Council Scrutiny Committees	Attended Vale 50+ Forum Executive and International Older Peoples Day

Who we've consulted with:

All Vale of Glamorgan County Councillors	All Vale of Glamorgan Town and Community Councillors	Arts Central Friends	Atal Y Fro	All Headteachers and Chairs of School Governors
Cardiff and Vale College	Cardiff and Vale University Health Board	Diverse Cymru	Glamorgan Voluntary Services	Glamorgan Voluntary Services Third Sector Network
Natural Resources Wales	National Probation Service	Overarching Housing Forum (Housing Association Chief Executives and Partners)	Race Equality First	Regional Collaborative Committee (Health, Probation and Council Partners)
Safer Vale Partnership	South Wales Fire and Rescue Service	South Wales Police	Sport Wales	Strategic Housing Forum
Vale People First		Vale 50+ Strategy Forum	Welsh Government	

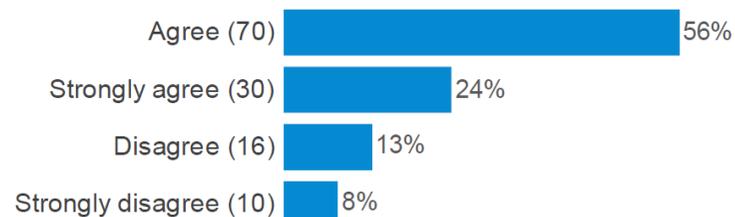
Corporate Plan 2020-2025 Survey:

To ensure all those who wished to comment on the draft Corporate Plan were able to do so, an online and hard copy survey was made available from October to late December. In total, 133 surveys were completed.

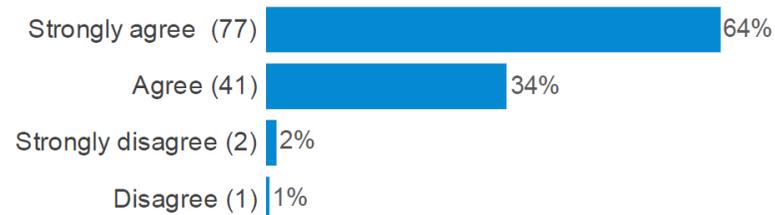
The Survey detailed the Council's four draft Well-being Objectives and the draft actions intended to deliver our Objectives. Respondents were asked to review each of the Well-being Objectives and associated actions in turn and to assess whether they strongly agreed, agreed, disagreed or strongly disagreed with the Objective and its actions.

Overall, respondents were positive in their assessment of the Objectives and actions identified by the Council in the draft Corporate Plan 2020-25. The majority of respondents answered that they either Strongly Agreed or Agreed with all four of the Objectives set out in the draft Corporate Plan.

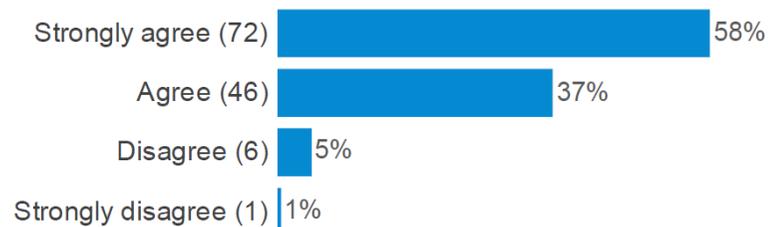
Objective 1: To work with and for our communities



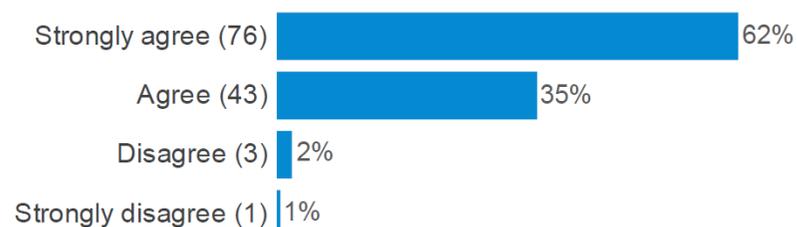
Objective 2: To support learning, employment and sustainable economic growth



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



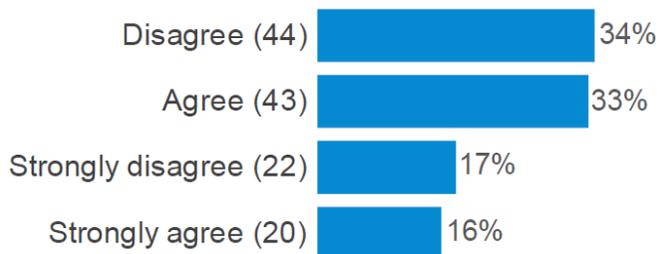
Objective 4: Respect, enhance and enjoy our environment



In answering, the largest proportion of respondents to note disagreement with any of the objectives did so in response to Objective 1: To work with and for our communities. 16, (13%) of respondents Disagreed and 10 (8%) of respondents Strongly Disagreed with Objective 1.

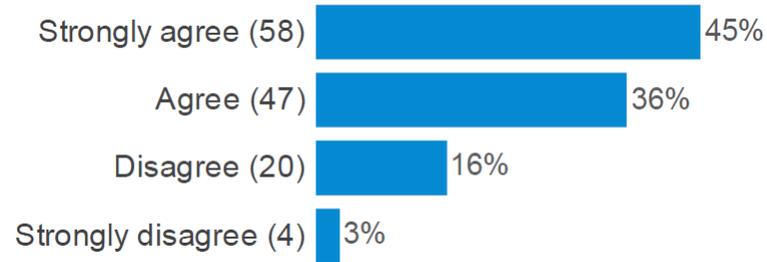
When asked to assess the actions set out to deliver the four Well-being Objectives in the draft Corporate Plan, respondents agreed with the majority of actions. In answering questions on the draft actions, there was only one action in which more respondents disagreed than agreed with in the draft Corporate Plan.

As shown in the graph below, the action with which the largest proportion of respondents either Disagreed or Strongly Disagreed with was to 'Promote the use of the Welsh Language and contribute to the Welsh Government target of 1 million Welsh speakers by 2050'. In answering the question on this action, the majority 51% of respondents answered that they disagreed with this action.

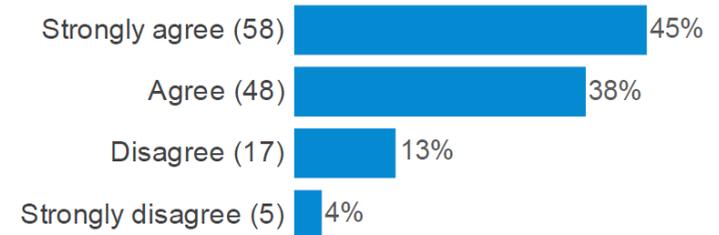


The graphs below highlight the other actions to which respondents noted their disagreement. All responses to the questions asked through the draft Corporate Plan Survey are available as Appendix 1

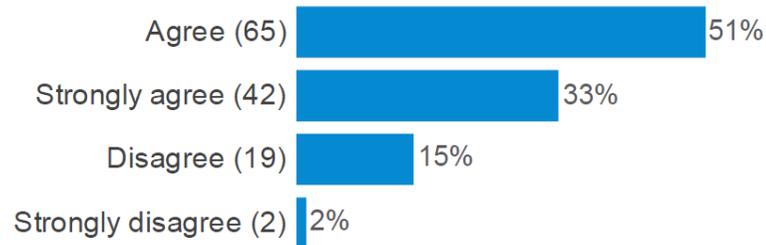
Provide more opportunities for cycling and walking and develop a range of travel options to encourage people out of their cars



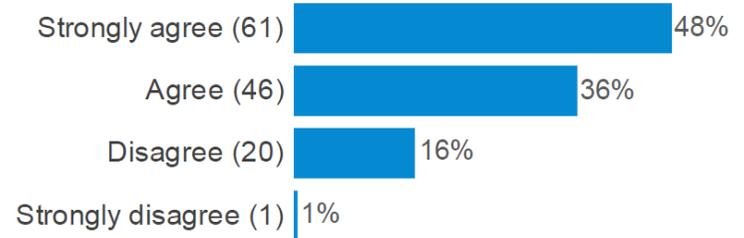
Increase the supply of good quality, accessible and affordable housing by working in partnership to address housing need



Promote leisure, art and cultural activities which meet a diverse range of needs



Work to reduce the organisations 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



Footnote: Some of the percentages add up to 101% as figures have been rounded up.

Survey Open Question Feedback:

To further inform the development of the draft Corporate Plan, and to enable respondents to provide further information on the reasons behind their answers, three open questions were included in the survey. These were:

1. Do you think there is anything we haven't included in our Plan that we should be focusing on over the next five years?
2. We will publish what we are going to do each year in our Annual Delivery Plan, what do you think the priorities are for year one?
3. Are there any other comments you would like to make about the draft Corporate Plan?

In response to question 1, responses covered a number of themes including: waste and recycling, housing and development, transport and infrastructure and town centre improvement. Below are some example responses to this question:

'We should become a zero-waste county. The council should put in place policies that make employers more responsible about their waste and make it more financially viable to choose paper or compostable alternatives.'

'Make sure that our rural areas and open spaces are kept free from the threat of development to ensure that food production is maximised, and pollution is controlled by maintaining green spaces.'

'When taking action to encourage walking & cycling please consider these through the various lenses (e.g. a woman walking at night in poorly lit areas or a physically disabled person may not be able or want to ditch a car as a preferred form of transport) Diversity in its broadest sense needs to be considered when making decisions.'

'Some of our Parks are better than others and have been recently refurbished i.e. older ones have rusty parts and haven't got a great deal of equipment in them.'

'Make use out of buildings that aren't necessarily being used anymore in a good way, ask the community what they want.'

'A greater focus is needed on funding for schools.'

'Decreasing poverty - help those that need it. Make sure all information is easily accessible. Provide help to those who are struggling -with and without dependants.'

An Annual Delivery Plan will be produced each year to accompany the five-year Corporate Plan. The Delivery Plan will detail the key activities that will be undertaken each year to deliver the commitments set out in the Corporate Plan. To inform the Annual Delivery Plan respondents were asked to consider what the focus should be for the first year of work to deliver the Corporate Plan.

Respondents highlighted a number of priorities that they would like to be included in the Annual Delivery Plan to take the Corporate Plan forward in its first year. Responses emphasised that work in the first year of the Plan should prioritise:

Roads and transport infrastructure

Improving the integration between health and social care

Environmental protection and minimising pollution

Improve public engagement and consultation

Deliver affordable housing

Education services

In response to the question 'Are there any other comments you would like to make about the draft Corporate Plan?' there were a number of suggestions including:

'Funding for schools.'

'Sounds good but it's all in the delivery. You need to listen to your residents and report on the progress for each area.'

'Changes to the rubbish and recycling could be better managed, be clear about what can/cannot be included in recycling as there's currently too much confusion. Elderly and disabled residents find the waste management services very difficult, think about how you can help them.'

'Affordable housing is essential but the services to back it up are just as important and not just schools.'

'I generally support the plan but please don't overdevelop the area, change needs to be sympathetic and progressive.'

'It would be difficult to disagree with any of these aspirations, but surely that is all they are. The real question is, how determined are the Council members to deliver, and whether they can do it within available funds?'

'Too Vague'

'Good Start'

Although the above themes have been highlighted, all responses and comments received through the Corporate Plan Survey have been used to inform changes made to the draft Corporate Plan and the development of the Annual Delivery Plan. Further details regarding the survey can be found below and in Appendix 1.

What you've told us:

Through the 8-week consultation period on the draft Well-being Plan, we received a wide range of comments, suggestions and observations.

The table below sets out the comments received.:

Response received from:	Main aspects of response:	How we have reflected feedback:
<p>Cardiff and Vale University Health Board (UHB)</p>	<p>A copy of the response from the UHB can be found in Appendix 2 A number of changes have been made in response to the feedback from the UHB. Key points in the response were:</p> <ul style="list-style-type: none"> • More references to population health and well-being including data in the context section of the Corporate Plan • More focus on transport, physical activity and the environment and how these impact on health and well-being • The need to strengthen the references to older people and independence at home/in the community 	<p>A number of changes have been made in response to the feedback from the Cardiff and Vale UHB. These include additional information in some sections and the rewording of some paragraphs and actions. Data on childhood obesity and alcohol consumption have been included. Links between different aspects of well-being are now clearer in the Plan. Specific references to the Move More Eat Well Plan have not been included (as a decision was made not to name specific plans in the Corporate Plan) but the Council's contribution will be acknowledged in the Annual Delivery Plan. Other more specific activities e.g. around older people will also be included in the Annual Delivery Plan.</p>

<p>Stakeholder Workshop 26th November 2019</p>	<p>The details of the workshop discussion are attached as Appendix 3 Attendees were largely supportive of the Objectives and actions. There was a great deal of discussion about culture and leisure activities and the significant contribution they make to individual and community well-being and also the economy. There was support from some attendees for an additional objective on culture and for arts and culture to have greater prominence throughout the Plan. There was also much discussion about health and well-being and how different services contribute.</p> <p>The key points made by attendees included:</p> <ul style="list-style-type: none"> • More prominence to arts and culture and its many benefits and the potential for there to be a stand alone objective on arts and culture • Importance of volunteering • Diverse needs of the community • Transport • Accessibility of services and information • Engagement • How the Council works with and supports other organisations • Importance of education and role of schools • Healthy and active lifestyles 	<p>Additional wording has been included to highlight the importance of arts and culture and the many linkages and benefits. This will also be emphasised in the Annual Delivery Plan and progress reports.</p> <p>These are all included in the Plan and echo comments received elsewhere in the consultation, in particular around engagement, communication, transport and volunteering.</p> <p>These will be key themes within the Annual Delivery Plan over the course of the Corporate Plan and will be highlighted in progress reports.</p>
<p>Vale 50+ Strategy Forum Executive consultation workshop 21st November 2019</p>	<p>Objective 1: The strong theme to come out of this discussion was communication from the Council. It was felt that transparency is very important and at the moment the Council are not very transparent. It can often be difficult to get through to C1V and a lot of useful local information is found out through reading papers such as the GEM and not through Council channels, tied into this was the view that not everyone is online so the GEM may be more accessible.</p> <p>Transport was highlighted as a key issue as many in the group rely on buses.</p> <p>The group also discussed the importance of mental health and support for staff.</p>	<p>To be considered as part of the development around commitments to improve engagement and customer care in the Corporate Plan.</p> <p>To be taken forward as part of the work with the City deal and sustainable transport.</p> <p>A staff well-being strategy is being developed and will be</p>

	<p>Leisure centres were also discussed under this Objective with participants pointing out how beneficial access to centres are both on physical health and mental health.</p> <p>Whilst staff recognition was seen as important the group also felt volunteers should be recognised for their hard work and should not be out of pocket.</p> <p>Objective 2: Emphasis was given to action 5 'work with partners to ensure people can access appropriate money advice, information and debt support relating to housing, benefits, education, training and employment' the group felt this was the most important action in the Plan and the support must be available to support those who need it.</p> <p>Objective 3: Active travel was discussed, and it was felt that although it is important, and they can see the benefits not all those in the 50+ age range would be able to take part in active travel due to age or illness etc. so the importance of public transport should not be lost.</p> <p>The group wanted to see closer working with Public Health in the future as a lot of the agendas fit together e.g. healthy lifestyles and active travel and better support for third sector groups that support the local communities.</p> <p>It was felt a specific reference to older people's rights was missing from the Plan. The rights-based approach is something currently being implemented by Welsh Government.</p>	<p>included in the Annual Delivery Plan.</p> <p>The Plan includes a focus on active and healthy lifestyles and promoting leisure.</p> <p>There is a commitment to support and promote volunteering under objective 2.</p> <p>This will be taken forward in the Annual Delivery Plan with work being undertaken by the Benefits team and Housing. The support for this action is noted.</p> <p>Work will continue to promote active travel and public transport services with commitments on this in the Corporate Plan.</p> <p>The Council is working closely with public health colleagues e.g. through the Public Services Board (PSB) with a focus on the new Move More Eat Well Plan and the PSB's Staff Healthy Travel Charter.</p>
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	<p>The group discussed the possibility of an action sitting in the ADP or Service Plans to identify benefits with current low take up and focus on them to increase take up and staff awareness. This would link to issue such as pension credit, attendance allowance and dementia severe mental impairment (SMI) benefit reductions.</p> <p>Objective 4: The group discussed the importance of actions to reduce social isolation which they felt were represented in action 2 ‘ Work to empower community groups and other partners to sustain local facilities including public toilets, libraries, parks, play areas and community centres’ they did however stress the importance of access to public toilets which is linked to social isolation.</p> <p>It was felt a reference to Town Centres was missing from the Plan as upkeep of Holton Road is an issue, poor pavements etc aren’t helping social isolation.</p>	<p>Although there is no specific reference to rights, in delivering the Corporate Plan we will continue to be responsive to the rights of older people in the delivery of the Corporate Plan.</p> <p>Work to do this is currently underway and will be reflected in the Communications Team’s Team Plan</p> <p>Support for this work noted.</p> <p>This is referenced under action 8 in objective 2.</p>
<p>Youth Cabinet 5th December 2019</p>	<p>Volunteering opportunities. As the millennium volunteers award is no longer running, the Youth Cabinet would like another way to get recognition for their hours. They wondered if the Council could make their own version, to have some recognition for the hours acclaimed.</p> <p>With the success of the Careers Fair last year Youth Cabinet wanted to see if there was a way the Council could create a sort of “pool” of volunteering opportunities around the Council and then getting some sort of reward from it such as fake money.</p>	<p>The Council to consider this request as part of work around volunteering to be progressed in the Annual Delivery Plan.</p> <p>The Council is currently looking at how it can expand the Time banking scheme and also develop more volunteering opportunities with the Council.</p>

	<p>Youth Cabinet are still passionate on increasing the amount of young people to register to vote, ages 16/17.</p> <p>The environment was #1 on the Make Your Mark survey results. Youth Cabinet would like to see a scheme that incentivises a way to recycle bottles similar to that in Germany.</p> <p>Youth Cabinet are wondering what the Council will be doing about the issues surrounding knife crime. Especially since the local issue that has occurred.</p> <p>Youth Cabinet would like to see first aid in schools, encouraging schools to teach first aid and add defibrillators in schools.</p> <p>Healthy food in schools is still quite expensive and would like to see what can be done around that.</p>	<p>The Local Govt Bill will bring in a number of changes in this area. The Council will undertake a campaign to raise awareness of the importance of voting and about the changes when they are introduced.</p> <p>The Council is currently developing a response to the Climate Change emergency and will include this suggestion in the options it will explore. The Council will be looking to take direct action and influence others. This will be included in the Annual Delivery Plan.</p> <p>The Council has asked Safer Vale to discuss this issue with the Youth Cabinet regarding work already taking place and further work that could be undertaken.</p> <p>The Council's Director of Learning and Skills will raise this issue with schools and report back to the Youth Cabinet.</p> <p>The Council's Director of Learning and Schools will look</p>
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		in to this matter and report back to the Youth Cabinet.
Make Your Mark	<p>The Make Your Mark ballot provides young people across the country with a chance to have a say about what are the biggest issues for young people in the U.K and what the Youth Parliament should focus on. This year also offered the opportunity for young people to highlight important local issues.</p> <p>Nationally, protecting the environment was the most important issue chosen. This was also the most popular local issue highlighted by young people in the Vale of Glamorgan.</p> <p>Ending Knife Crime was the second top issue highlighted and improving community facilities the third top issue highlighted by young people in the Vale of Glamorgan.</p>	<p>Reflecting the results of the Make Your Mark ballot, Objective four of the Corporate Plan is to Respect, Enhance and Enjoy our Environment. This Objective reflects that in the Vale, the environment is one of our greatest assets, and work will continue to ensure it is protected.</p> <p>Objective three of the Corporate Plan is to support people at home and in their community. Actions aligned to the Objective will ensure that people feel safe in their local areas. Work undertaken in partnership to promote community safety will ensure the Council is responding to these concerns.</p> <p>Objective four of the Corporate Plan includes an action to work with and empower community groups and other partners to sustain local facilities; this includes parks, play areas and community centres which have been highlighted locally through the Make Your Mark ballot.</p>

Local Entrepreneur Business Conference 6th November	Conversations centred around access to local office/event space in the Vale for new business owners.	This will be discussed with relevant Council officers and activities included in the relevant Service Plan.
Scrutiny - Healthy Living and Social Care 12th November 2019	<p>The minutes of the meeting can be found at https://www.valeofglamorgan.gov.uk/Documents/ Committee%20Reports/Scrutiny-HLSC/2019/19-11-12/Minutes.pdf</p> <p>Comments included:</p> <ul style="list-style-type: none"> • The Committee discussed the approach being undertaken to consult on the draft Plan, the use of social media, the online survey and attendance at different meetings as well as the planned stakeholder workshop • The Committee were also advised that copies of the plan on a page document were being made available as part of the consultation process 	The Committee's comments on the consultation process and plan on a page have been taken into account.
Scrutiny - Homes and Safe Communities 13th November 2019	<p>The minutes of the meeting can be found at https://www.valeofglamorgan.gov.uk/Documents/ Committee%20Reports/Scrutiny-HSC/2019/19-11-13/Minutes.pdf</p> <p>Comments included:</p> <ul style="list-style-type: none"> • Clarification of the definition of affordable housing and figures quoted in the draft Plan • Concerns about traffic around Llantwit Major and the impact on residents 	<p>A definition of affordable housing has been included in the glossary and figures amended.</p> <p>The Plan includes reference to planning and infrastructure and has an action relating to how the Council will continue to work with developers and other partners about reducing negative impacts on residents and commuters.</p>
Scrutiny - Learning and Culture 14th November 2019	<p>The minutes of the meeting can be found at https://www.valeofglamorgan.gov.uk/Documents/ Committee%20Reports/Scrutiny-LC/2019/19-11-14/19-11-14-Minutes.pdf</p> <p>Comments included:</p> <ul style="list-style-type: none"> • There is not much reference to adult community learning under Objective 2 and who the Council would be working with to deliver the Objective • Support for the cross-cutting nature of the Plan • Suggestion that the Corporate Plan should include actual figures 	<p>Adult community learning is included in a specific action and there is a broad action on education which covers all ages.</p> <p>The figures in the Plan have been reviewed and where</p>

	<ul style="list-style-type: none"> • Query regarding how the Council would preserve cultural heritage <p>There was a general consensus amongst the Committee that the Corporate Plan was aspirational, and the Committee wished to send its congratulations to the Policy Team for drafting the new Corporate Plan. Members of the Committee commented that the Corporate Plan did not contain many specific actions, and were advised that the Annual Delivery Plan and Service Plans would contain greater detail on how the Objectives would be achieved</p>	<p>appropriate percentages and actual figures have been included. Some additional data have also been added to provide further context.</p> <p>Cultural heritage will be preserved through a range of activities including planning and other services e.g. parks.</p>
<p>Scrutiny - Environment and Regeneration 19th November 2019</p>	<p>The minutes of the meeting can be found at https://www.valeofglamorgan.gov.uk/Documents/ Committee%20Reports/Scrutiny-ER/2019/19-11-19/Minutes-19-11-19.pdf</p> <p>Comments included:</p> <ul style="list-style-type: none"> • Improved communication e.g. around road works • The Objectives are what any organisation would have • How would progress be evaluated? • Concern about whether the Plan is easy for the public to understand • More detail is needed about how the Objectives will be achieved • There was a consensus among the Committee that it would be useful for the Corporate Plan to be more prescriptive and for the document to be easily accessible for the public 	<p>Work is continuing to ensure the Plan is more accessible and that the Plan on a page/Executive summary is easy to understand.</p> <p>The Plan is a strategic five-year plan and there will be significant detail about what will be achieved each year in the Annual Delivery Plan.</p> <p>In line with the development of a new Corporate Plan there is an opportunity to look at performance management arrangements and how they will need to change to reflect the more integrated approach, to enable members and the public to engage more with progress reports and how successful the Council is in meeting its Well-being Objectives.</p>

<p>Scrutiny – Corporate Performance and Resources 27th November 2019</p>	<p>The minutes of the meeting can be found at https://www.valeofglamorgan.gov.uk/Documents/ Committee%20Reports/Scrutiny-CRP/2019/19-11-27/Minutes.pdf</p> <p>Comments included:</p> <ul style="list-style-type: none"> • All departments must have a role in delivering the Plan • More detail was needed having particular regard to the impact the Plan would have for local constituents • The public, Members and staff need to be able to understand the Plan <p>The difficulty of putting all the information together in a concise document was acknowledged</p>	<p>The Plan is being developed with the involvement of all services and links closely to annual Service Plans.</p> <p>Work is being undertaken to ensure the Plan is accessible including an executive summary/plan on a page and the way it will be monitored and reported will reflect the impact the work is having so as to understand how successful the Council is in meeting its Well-being Objectives.</p>
<p>Survey</p>	<p>The full details are attached in Appendix 1</p> <p>The survey was promoted through the local press, social media, in libraries and through partners and their networks. There were 133 responses to the survey. A more detailed account of the responses received, and comments made are included on page 7-8.</p> <p>The majority of respondents agreed with the proposed Well-being Objectives</p> <ul style="list-style-type: none"> • 80% of respondents agreed with Objective 1 and the majority of respondents agreed with the proposed actions to deliver the objective. • 98% of respondents agreed with Objective 2 and the majority of respondents agreed with the proposed actions to deliver the objective • 95% of respondents agreed with objective 3 and the majority of respondents agreed with the proposed actions to deliver the objective • 97% of respondents agreed with objective 4 and the majority of respondents agreed with the proposed actions to deliver the objective <p>As detailed on pages 4-5, the majority of respondents disagreed with the action on the promotion of the Welsh Language.</p>	<p>The Council will continue to promote the use of the Welsh language through its services and learning opportunities and</p>

	<p>Other actions where there were higher levels of disagreement included providing opportunities for cycling and walking, promotion of leisure art and cultural services, increasing the supply of good quality, accessible and affordable housing and reducing the Council's carbon emissions to net zero by 2030.</p>	<p>recognises the importance of the Welsh language to individuals and to the nation.</p> <p>The Council will continue to promote cycling and walking, recognising the difference it can make to our health well-being and the environment. There was support for this work through other consultation activities.</p> <p>The Council recognises the many benefits of art, culture and leisure services and will continue to promote these. There was significant support for these activities through other consultation activities.</p> <p>Access to good quality affordable housing is a significant contribution to people's overall well-being and the Council will continue to work with partners and local communities to meet housing need in a sustainable way.</p> <p>The Council has declared a Climate Change Emergency and will continue to reduce its carbon emissions.</p>
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<p>Social Media</p>	<p>The consultation was regularly promoted through social media to raise awareness about the draft Plan and encourage people to make comments. There were very few comments made overall via Twitter or Facebook . A query was made about how else the consultation was being promoted.</p> <p>There were 8,689 impressions - this is the number of times the tweet appeared in different Twitter feeds (either for people who follow the Council’s account to see or if someone else has engaged with it that can make it appear in someone’s feed as well, even if they are not a follower)</p> <p>There were 1,646 Media views - this is the number of people who are likely to have seen the image/GIF/Video that’s attached to a tweet, similar to the above, it’s the number of people who potentially have seen it</p> <p>There were 206 engagements - this is the number of times individuals have interacted with the tweet, either by clicking on it, clicking on the image, ‘retweeting’ or sharing it, responding to the tweet etc.</p> <p>Points made via Facebook included:</p> <ul style="list-style-type: none"> • Difficult to disagree with the Objectives • Good Objectives but how will they be delivered • Concerns about recycling and waste collection • Value for money services and levels of council tax • Staff training and development • Accountability • Road works, road safety and road maintenance • Local bus services • School places and health care needs linked to the building of new housing • Ability to contact the Council and receive a response 	<p>The consultation was promoted in the local press, on line and through partners and hard copies of the survey were available in libraries.</p> <p>Improvements to waste management are included in the Plan as are improvements to communications. These comments have been noted and will inform future activity.</p> <p>Specific actions are detailed under each objective and how they will be delivered annually will be included in the Annual Delivery Plan and relevant Service Plans.</p>
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		<p>Commitments to efficient waste management are included in the Plan.</p> <p>The Plan details the Council's resources and also its transformation programme.</p> <p>There is a commitment to staff development in the Plan.</p> <p>Progress against each of the Objectives will be regularly reported and relevant Scrutiny Committees will have the opportunity to scrutinise the rate of progress and outcomes achieved.</p> <p>There are commitments to improve the highways infrastructure and transport in the Plan and these will be developed further in the Annual Delivery Plan.</p> <p>Concerns about infrastructure and service capacity have been noted and will inform actions for the Annual Delivery Plan.</p>
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		The Plan recognises the need to improve communications and customer service.
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Continuing our conversations:

The publication of the Council's Corporate Plan does not mark the end of the conversations that have informed the development of the Plan. Through the Plan we recognise the importance of working with and for our communities, undertaking effective involvement, communication and engagement to ensure we understand and respond to the diverse needs of our communities.

The Annual Delivery Plan will detail how the Objectives are being taken forward and will highlight the steps being taken each year to work to deliver the Corporate Plan. The Delivery Plan will be published each spring and will be reported through the Council's Scrutiny arrangements to ensure that good progress is being made to deliver the Corporate Plan.

As the Corporate Plan is taken forward, the Council will continue to undertake engagement and consultation to ensure the Council is working to deliver priorities that will improve well-being across the Vale of Glamorgan.

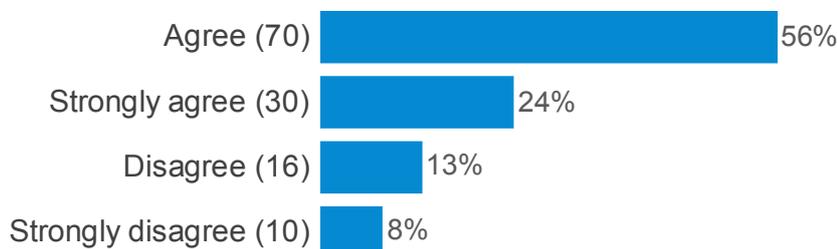
Corporate Plan 2020-25

This report was generated on 06/01/20. Overall 133 respondents completed this questionnaire. The report has been filtered to show the responses for 'All Respondents'.

The following charts are restricted to the top 12 codes. Lists are restricted to the most recent 100 rows.

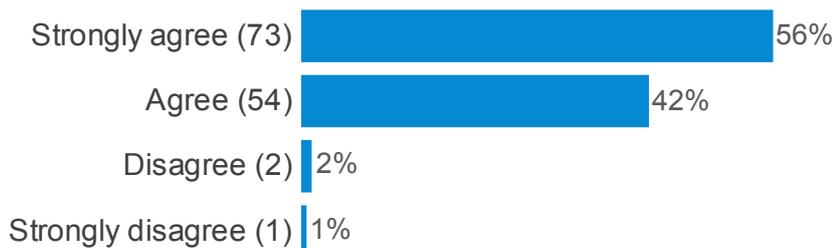
We want to get you involved and let you know about our work. We want to change how we work to make sure we are prepared for the future. We want to provide good customer service that meets different needs. We want to get more people speaking Welsh. We want our staff to be able to do their best.

Please tell us whether you agree or disagree with this objective: (Do you agree with this objective?)



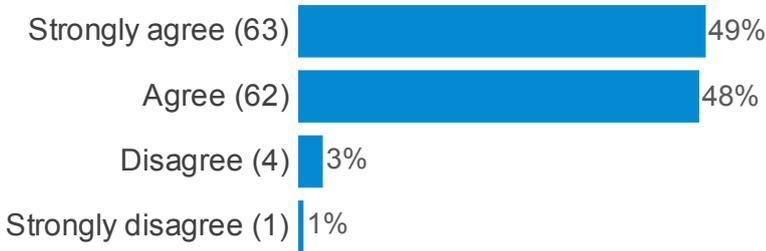
We will take a number of actions over the next five years to deliver this objective.

Please tell us whether you agree or disagree with the actions we have listed under this objective. (Improve how we involve, engage and communicate with others about our work and decisions.)



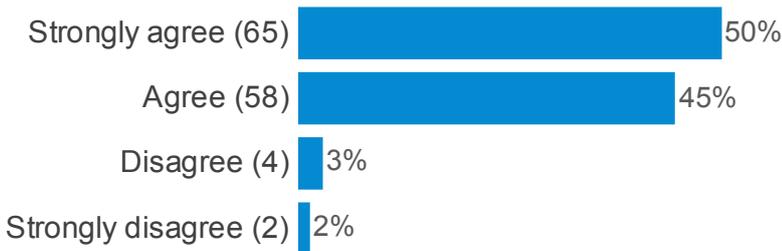
We will take a number of actions over the next five years to deliver this objective.

Please tell us whether you agree or disagree with the actions we have listed under this objective. (Work innovatively, using technology, resources and our assets to transform our services so they are sustainable for the future.)



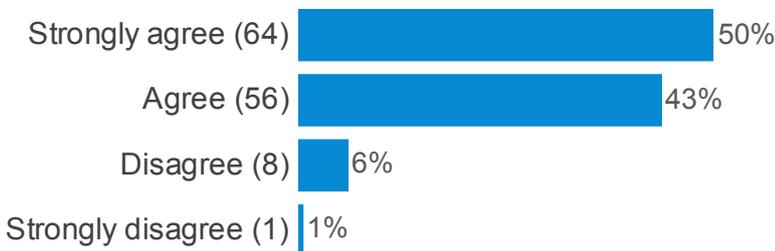
We will take a number of actions over the next five years to deliver this objective.

Please tell us whether you agree or disagree with the actions we have listed under this objective. (Develop our strong culture of good customer service aligned to the Council's values of being ambitious, open, together and proud.)



We will take a number of actions over the next five years to deliver this objective.

Please tell us whether you agree or disagree with the actions we have listed under this objective. (Promote equality of opportunity and work with the community to ensure we are responsive to the diverse needs of our customers.)



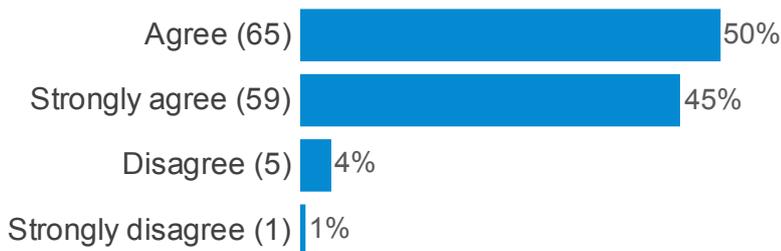
We will take a number of actions over the next five years to deliver this objective.

Please tell us whether you agree or disagree with the actions we have listed under this objective. (Promote the use of the Welsh Language and contribute to the Welsh Government target of 1 million Welsh speakers by 2050.)



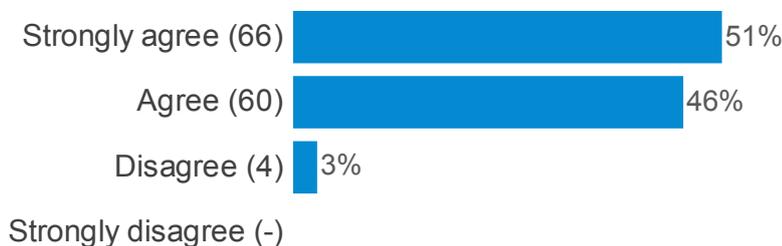
We will take a number of actions over the next five years to deliver this objective.

Please tell us whether you agree or disagree with the actions we have listed under this objective. (Support the development and wellbeing of our staff and recognise their contribution to the work of the Council.)

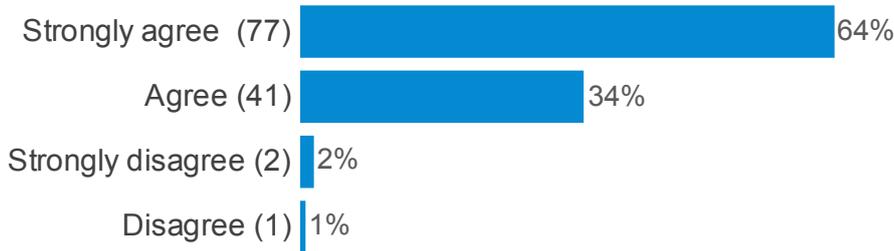


We will take a number of actions over the next five years to deliver this objective.

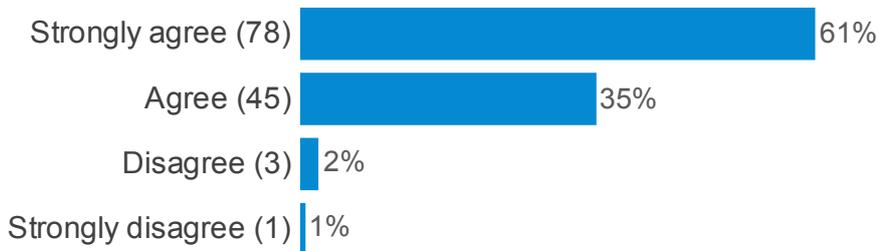
Please tell us whether you agree or disagree with the actions we have listed under this objective. (Ensure we have robust governance and scrutiny arrangements in place and support our elected members to fulfil their roles.)



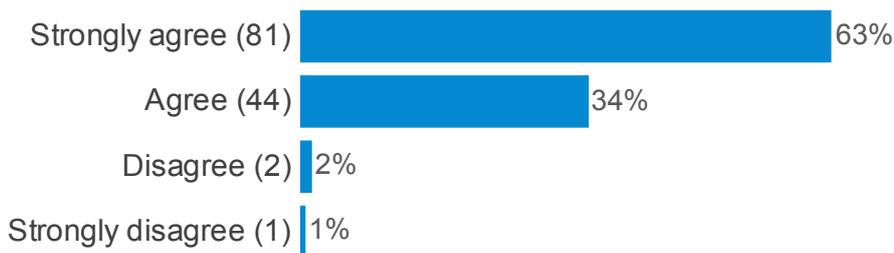
We want to make sure that all children have the opportunity to learn in modern environments. . We want to give people and businesses support, advice and opportunities to help with jobs, money and skills. We want to make the Vale a better place to live, work and travel. (Do you agree with this objective?)



Please tell us whether you agree or disagree with the actions we have listed under this objective. (Ensure there is appropriate access to quality early years, nursery and education provision enabling people to achieve their best possible outcomes whatever their age.)

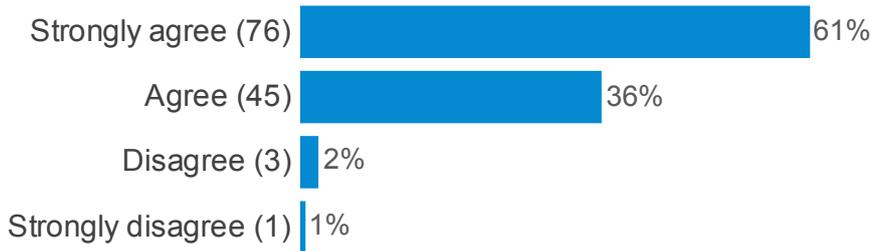


Please tell us whether you agree or disagree with the actions we have listed under this objective. (Invest in our schools to provide the right learning environment for the 21st century and facilities which benefit the wider community.)

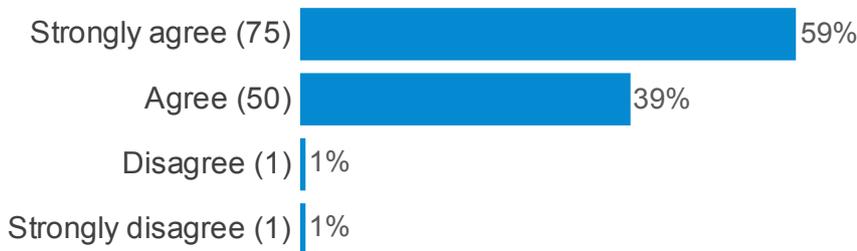


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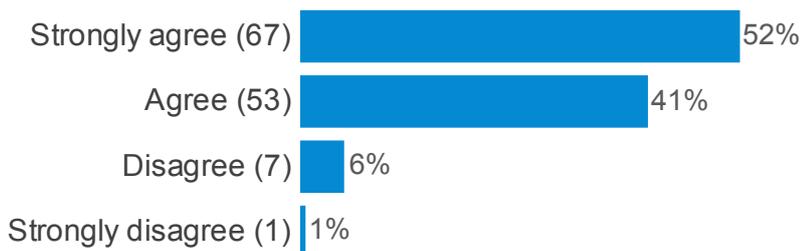
Please tell us whether you agree or disagree with the actions we have listed under this objective. (Work with schools, families and others to improve the services and support for those with additional learning needs.)



Please tell us whether you agree or disagree with the actions we have listed under this objective. (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.)

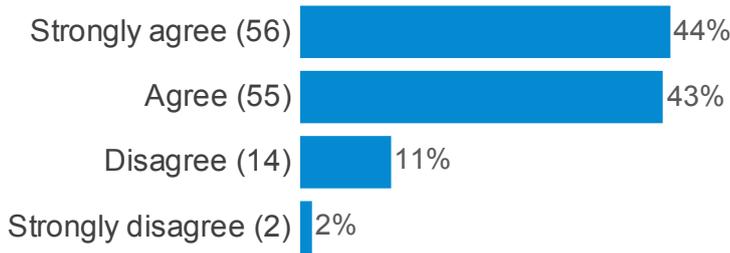


Please tell us whether you agree or disagree with the actions we have listed under this objective. (Work with partners to ensure people can access appropriate money advice, information and debt support relating to housing, benefits, education, training and employment.)

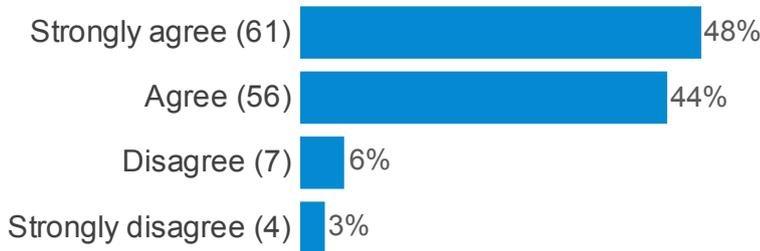


Corporate Plan 2020-25

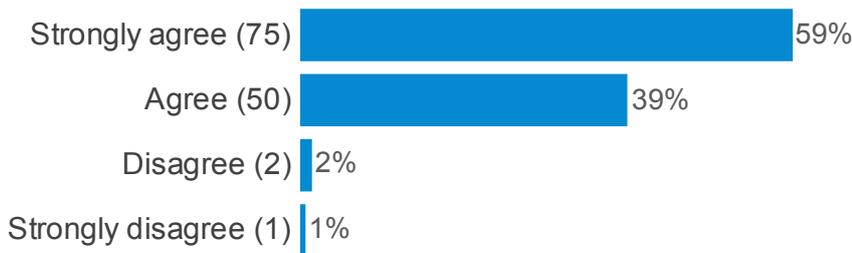
Please tell us whether you agree or disagree with the actions we have listed under this objective. (Support and promote volunteering and community learning recognising the range of benefits to individuals and the community.)



Please tell us whether you agree or disagree with the actions we have listed under this objective. (Work as part of the Cardiff Capital Region to progress strategic planning and transport initiatives and promote sustainable economic growth and employment.)

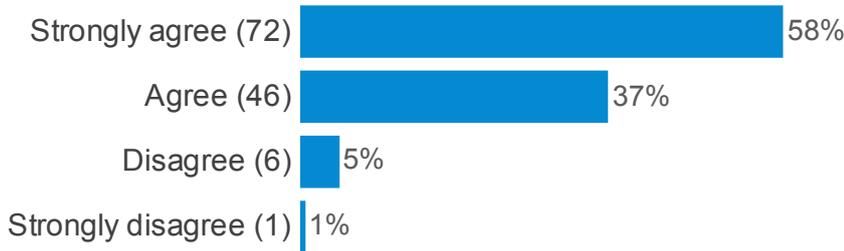


Please tell us whether you agree or disagree with the actions we have listed under this objective. (Support economic growth through regeneration, improved infrastructure and support for town centres, tourism and industry.)

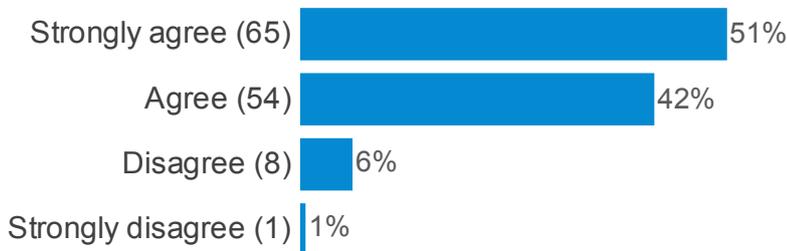


Corporate Plan 2020-25

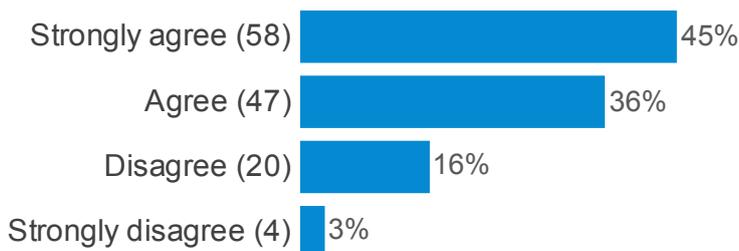
We want everyone to have a healthy and active lifestyle and encourage walking and cycling. We want to make sure that everybody gets the care and support that they need. We want to keep people safe at home and in their community and to have access to quality housing. (Do you agree with this objective?)



Please tell us whether you agree or disagree with the actions we have listed under this objective. (Encourage people of all ages to have active and healthy lifestyles to promote better physical and mental well-being.)

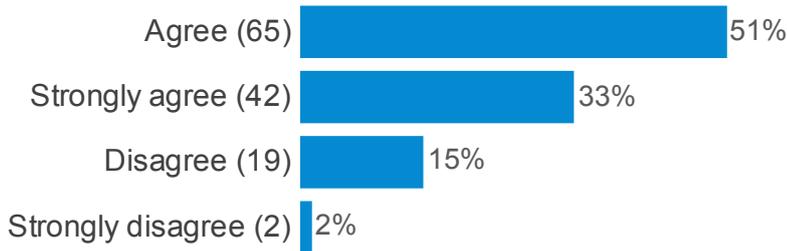


Please tell us whether you agree or disagree with the actions we have listed under this objective. (Provide more opportunities for cycling and walking and develop a range of travel options to encourage people out of their cars.)

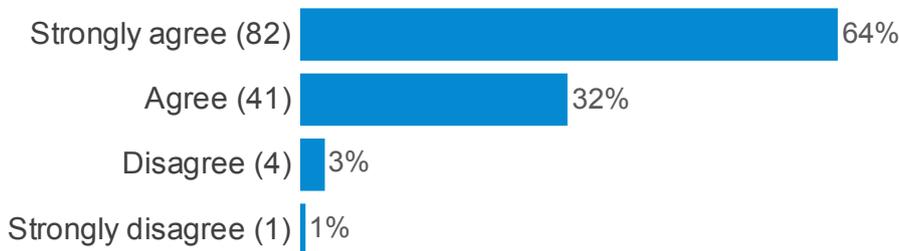


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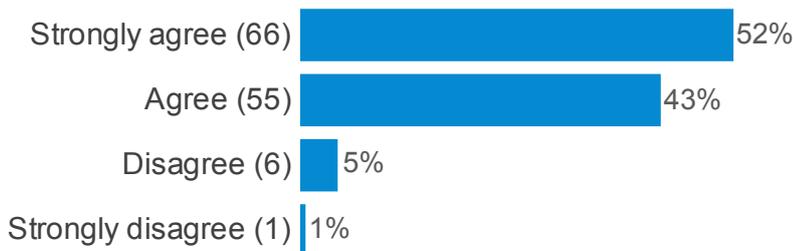
Please tell us whether you agree or disagree with the actions we have listed under this objective. (Promote leisure, art and cultural activities which meet a diverse range of needs.)



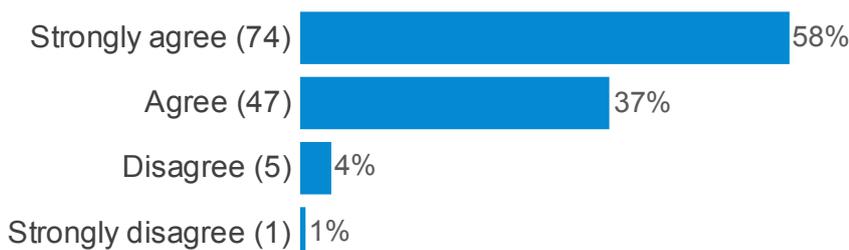
Please tell us whether you agree or disagree with the actions we have listed under this objective. (Work in partnership to provide more seamless health and social care services.)



Please tell us whether you agree or disagree with the actions we have listed under this objective. (Provide care and support to children and families in need which reflects their individual strengths and circumstances.)

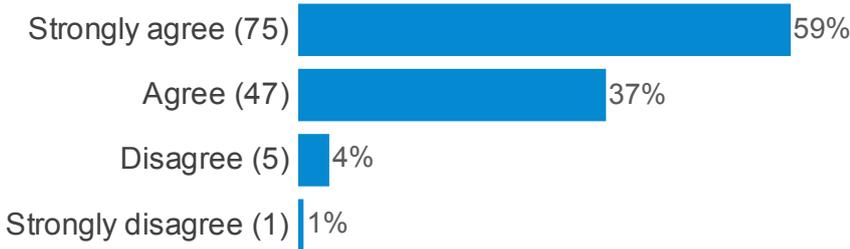


Please tell us whether you agree or disagree with the actions we have listed under this objective. (Provide person centred care and support to adults in need.)

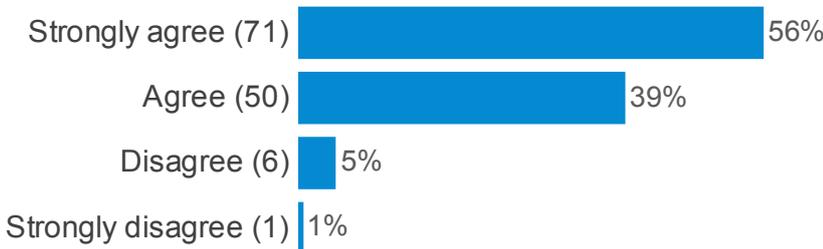


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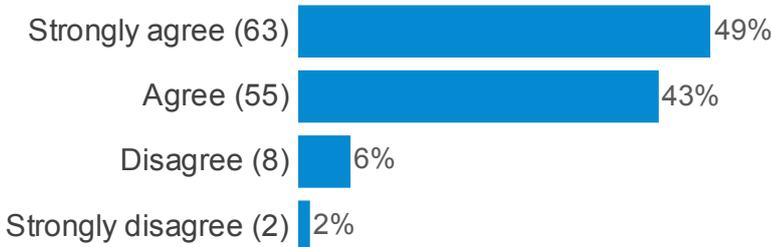
Please tell us whether you agree or disagree with the actions we have listed under this objective. (Work with our partners to ensure timely and appropriate mental health and emotional well-being support.)



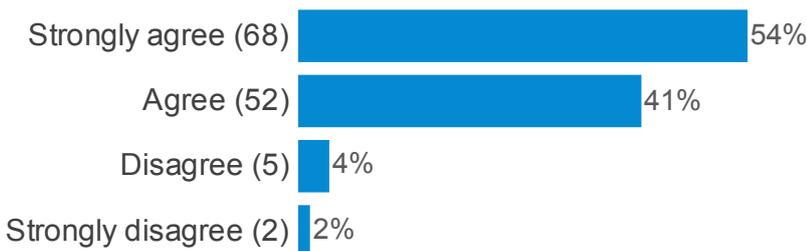
Please tell us whether you agree or disagree with the actions we have listed under this objective. (Undertake our safeguarding duties to protect people from harm.)



Please tell us whether you agree or disagree with the actions we have listed under this objective. (Work in partnership to develop cohesive communities and promote community safety.)

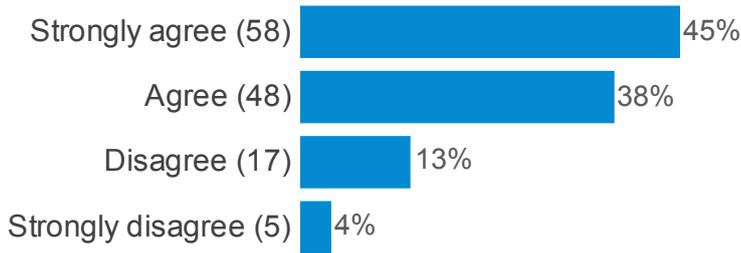


Please tell us whether you agree or disagree with the actions we have listed under this objective. (Keep people safe through strong and resilient emergency planning and regulatory services which protect the public, consumers and business.)

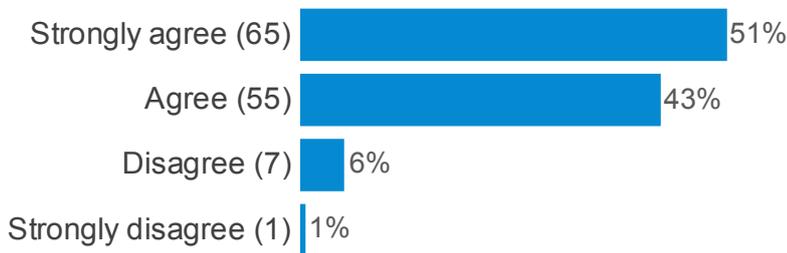


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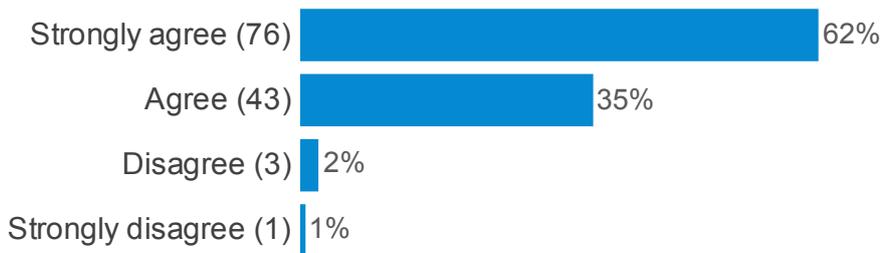
Please tell us whether you agree or disagree with the actions we have listed under this objective. (Increase the supply of good quality, accessible and affordable housing by working in partnership to address housing need.)



Please tell us whether you agree or disagree with the actions we have listed under this objective. (Provide housing advice and support to prevent homelessness.)

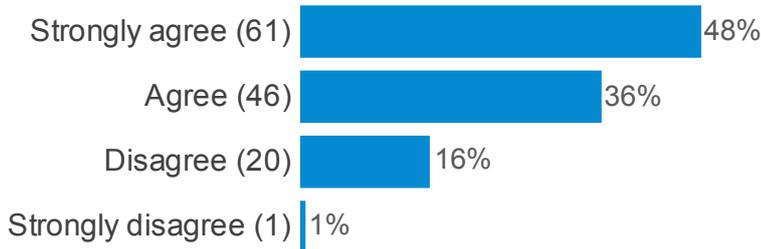


We want to look after and protect our environment for now and the future. We will reduce waste and lower our carbon emissions and minimise negative impacts on the environment. We will work with others to sustain local facilities such as public toilets, parks and play areas. (Do you agree with this objective?)

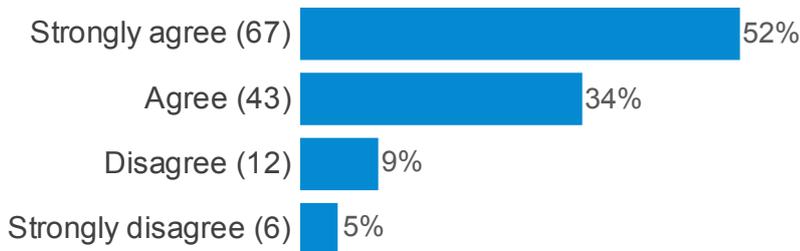


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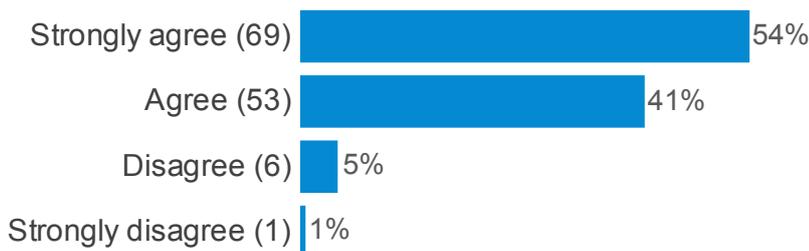
Please tell us whether you agree or disagree with the actions we have listed under this objective. (Work to reduce the organisation’s carbon emissions to net zero before 2030 and encourage others to follow our lead as part of minimising the negative impact of our activities on the environment.)



Please tell us whether you agree or disagree with the actions we have listed under this objective. (Work with and empower community groups and other partners to sustain local facilities including public toilets, libraries, parks, play areas and community centres.)

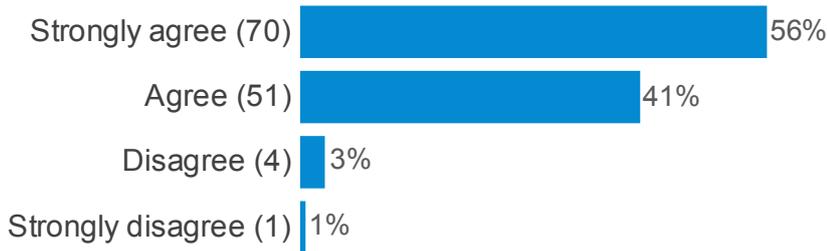


Please tell us whether you agree or disagree with the actions we have listed under this objective. (Protect, preserve and where possible enhance our natural and built environment and cultural heritage.)

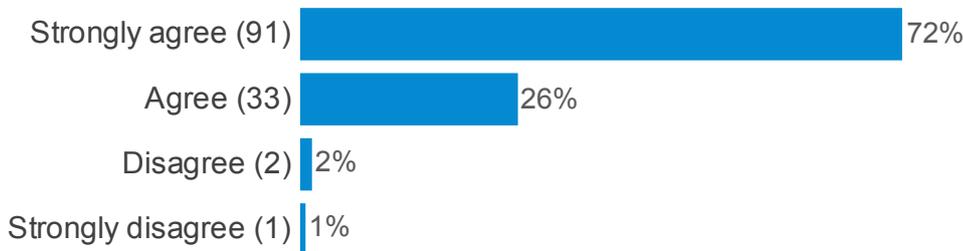


Corporate Plan 2020-25

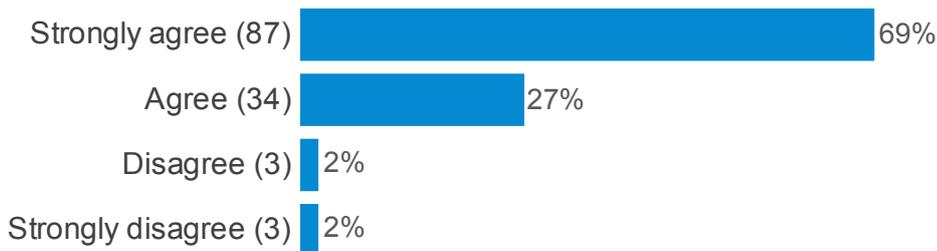
Please tell us whether you agree or disagree with the actions we have listed under this objective. (Work with the community and partners to ensure the local environment is clean, attractive and well managed.)



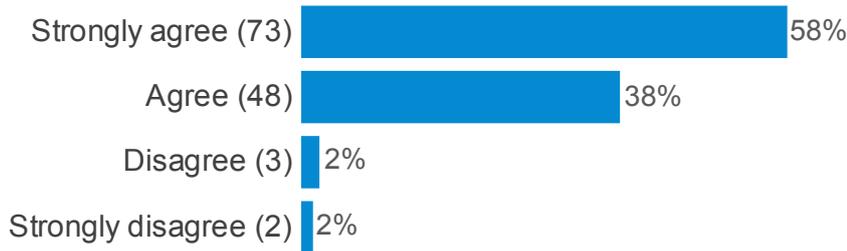
Please tell us whether you agree or disagree with the actions we have listed under this objective. (Work with the community, developers and others to ensure that new developments are sustainable and that developers mitigate their impacts, integrate with local communities and provide necessary infrastructure.)



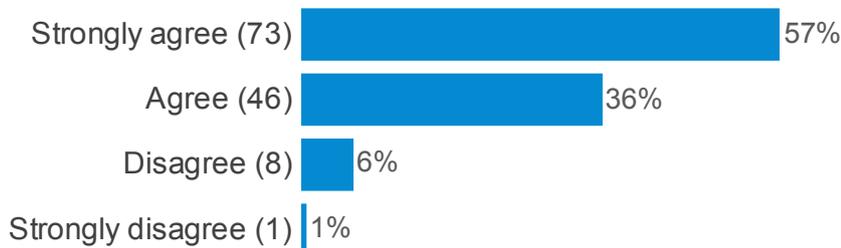
Please tell us whether you agree or disagree with the actions we have listed under this objective. (Provide effective waste management services and work with our residents, partners and business to minimise waste and its impact on the environment.)



Please tell us whether you agree or disagree with the actions we have listed under this objective. (Minimise pollution recognising the detrimental impact it may have on the environment and people’s wellbeing.)



Please tell us whether you agree or disagree with the actions we have listed under this objective. (Work to reduce the impact of erosion, flooding and pollution on our coastal areas and watercourses.)



Do you think there is anything that we haven't included in our plan that we should be focusing on over the next five years?

Reduce waste by asking residents if they want communications in Welsh or English to reduce printing costs, pollution from excessive printing ink usage created by bi lingual leaflets, posters, letters etc.

Enforcement of rules robustly including dog fouling, litter dropping and how the council itself will do all it can to minimise expensive non essential spending. I refer to the 'chair buying fiasco'.

Council tax not increasing by loads. Dog fouling and owners not having control of dogs Improve communication e.g recycling changes Avoid unnecessary road works e. Plassey street roundabout Reduce empty shops and derelict buildings

Generally happy with the high level objectives proposed. The actions broadly reflect the objectives proposed but I would be more interested in seeing a draft delivery plan/ with proposed specifics i.e. what will actually be delivered each year and be involved in how this is prioritised especially within the context of reducing resources. Also, for accountability it would be good to provide a description of what success would look like so that one can reflect on whether or not my

Provide site and encourage positive new livestock market within The Vale of Glamorgan boundary before the existing Cowbridge Market closes ,thus giving hope and support for farmers and youngsters coming into farming and reduce impact on the wider rural Vale Economy.

No.

Put your residents first! Communicate on a timely basis and respond to contact with yourselves. Stop directing everything to CV1 with a 5 working day day SLA and actually reply to keep your residents a priority and not an inconvenience

Make sure there is access to a local hospital in BARRY. The Sam Davis ward must stay open.

Cost efficiencies to council taxpayers.

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Do you think there is anything that we haven't included in our plan that we should be focusing on over the next five years?

We should not be relying on volunteers to keep public services viable. This could be done by increasing council tax contribution. When taking action to encourage walking & cycling please consider these through the various lenses (eg a woman walking at night in poorly lit areas or a physically disabled person may not be able or want to ditch a car as a preferred form of transport) Diversity in its broadest sense needs to be considered when making decisions.

Too much emphasis on learning Welsh and not enough on elderly care in care homes. Balance is wrong.

Road improvements to facilitate commuting and that minimise emissions and health problems from traffic jams

Improving our roads in the Vale due to so many new housing estates and more Health Centres and Enlarging the schools to accommodate the much needed places due to more families with children now coming into the Vale

The LA need to be tackling manufacturers of plastic containers/bags on food or any other item sold. All packaging should be recyclable. You need to be more transparent with people in the area of waste management, ie sending letters stating that we will be told of changes in due course and stop penalising the residents of the VOG for unrecyclable waste provided by manufacturers. Why not set a trend, increase employment and deal with waste in house. ie state of the art recycling

Please please end the scandal of freehold in The Vale, where new homes are sold as freehold but have punitive restrictive covenants on them. Unregulated estate companies charge whatever they like for looking after public spaces which should simply be adopted by the council, as these homeowners are paying full council tax as well. The estate management companies also charge exorbitant amounts whenever a home is re-mortgaged or sold. How can you justify this blatant inequa

Ensuring that new house & estate building companies complete the agreed schedules & complementary services /infrastructure . Too many get away with unacceptable standards and delivery .

Need to make sure that any development is proportionate and sympathetic to the area. over development is threatening to spoil the area and actually make it less attractive to visitors and in my working over 30yrs I am seeing my day to day journey getting harder and more stressful which is unwelcome in an increasingly busy professional role. I find I have to leave for work earlier and earlier to get there on time and the journey itself is more difficult. There are not acceptable

No mention the fact residents in the newer waterfront area pay the same council tax but receive less benefit than others. Effectively the freehold issue. Also, further consultation required on the Welsh medium school as new residents to the area were not consulted on this and are providing significant investment to the Barry area.

No budget costs for each individual aspiration is shown , before making an informed decision one needs to know this

Make sure that our rural areas and open spaces are kept free from the threat of development to ensure that food production is maximised and pollution is controlled by maintaining green spaces. Reduce the number of councillors and also reduce their allowances to save money.

More services in rural vale, more front line services like social services/support services/ access to internet across the vale and support to access this is key with people maintaining benefits, better roads, better youth provisions/prevention services across the vale, more affordable housing, more/better transport links. I think you need to ask people about how much money they want to invest in each area and if they were given an option of money here or there that would be good

Repair of roads and pavements

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Do you think there is anything that we haven't included in our plan that we should be focusing on over the next five years?

Stop charging huge council tax bills to property's Owned by people who have to pay management service charges for things like street lights, parks etc .for example new builds by Asda Barry. Take control over builders/new build developments where by promises not kept eg not finishing roads and starting more houses. Miss selling and not informing buyers of all the restrictions in place on their property through the management properties (again new builds by Asda barry)

As part of the proposals suggested by Vale Council infrastructure plan, it has been noted that no mention has been made to improve public transportation i.e. buses and trains. I am aware that the Council are not ultimately responsible for such transport. That said Cardiff Council are responsible for delivering such service as "Cardiff Bus" But an improvement in train frequency is sorely needed by Transport for Wales eg. one hour service during rush hour is deplorable. And another

More roads to reduce traffic, Dinas Powys wenvoe and Penarth are too busy, create dual carriageway between Barry and Junction 34 on the M4 for a start.

More detail needed on business development support, roads and public transport More detail needed on access to GPs and health service resources

Monopolisation of retail areas in the town is why it doesn't prosper. Address the matter and the town would flourish.

Rail transport to be expanded and utilise the new tram/trains to extend the Penarth branch south all the way to sully. This would be electric/battery and would shift a massive number of cars off the road to a zero carbon alternative especially given the 1100+ houses currently being developed/planned in sully and cosmeston.

Can't think of anything other than toilets & parking.

Stop asset stripping. Invest in countryside sites.

"work to, work with, support' are not measurable actions. The language is imprecise and does not suggest a tight focus, driven agenda

Something needs to be done about the gridlocked roads in and out of Barry every day. New roads need to be created to accommodate all the new homes being built around the town and the proposed new business park on Port Road. The 2 main roads in and out of Barry are not sufficient to cope with the huge volume of traffic every morning and evening (Port Road and Cardiff Road through to Dinas). I read daily comments from commuters on social media and feel thankful that I'm one of the

N/A

Avoid the need for Council Tax increases - it is already too expensive. Empower and reward local residents to participate in projects and services.

You should improve the roads into/out of Barry to reduce the current congestion, this impacts investment and visitors to the town.

What will be funding all of these objectives?

We should become a zero waste county. The council should put in place policies that make employers more responsible about their waste and make it more financially viable to choose paper or compostable alternatives.

increasing emergency service's personal I may be old fashioned and out of date with the way of the world. But I can remember when instead of providing a dole system that is abused by a high number of people. There was a labour exchange where you would present yourself for work. you would be given a job if you didn't work you didn't get paid. This insured that people were not able to spend their days relying on government handouts and doing work on the side, being able to go on

1. Make road repairs and resurfacing a specific strategy. Being included in infrastructure isn't going to cut it anymore. 2. How will you tap into Welsh govt funding? 3. How do VoG objectives meet Welsh Govt objectives?

Corporate Plan 2020-25

Do you think there is anything that we haven't included in our plan that we should be focusing on over the next five years?

Transport links to Cardiff and the M4. Dinas Bypass, A48 to M4 road. Remove roundabouts from top road or make dual where possible. Add a flyover to A4232 bypassing Culverhouse X roundabout. Conditional planning permission based upon paying back to provide parks cycle paths. The Quays development is abhorrent. Ditch ABP. develop the old harbour with a tidal lagoon and line it with eating places, 2 night limited mobile home spots and our own marina. Imagine the vibrant area it would be.

It would be nice to build more affordable homes for families

promote the town centre to attract businesses to Barry. a better town centre =les people travelling to cardiff

More affordable housing needed

It would also be good to understand at what cost these services are to be provided and who you think is going to pay for it all. Unless you actively attract and encourage more affluence to the area there will not be enough resource to support your initiatives. More consideration needs to be given to the percentages and numbers you quote in terms of declining school numbers and aging population, why build more schools when the resources should be going into retaining and maintain

Think that will keep you busy enough! If you manage all the above then you are doing very well!

If you intended to "respect and enhance" the environment, you wouldn't be planning to concrete over huge stretches of land for airport expansion and access roads.

Improving the roads

The council its self needs to recycle. to much waste going to burn or whole in the ground. so much recycled waste goes in with other rubbish!

More about promotion of under represented groups on the stagf

It will be impossible to do everything on budget so perhaps a mention of budget management review and diligent review of suppliers costs

A fully accessible document.

Bracing for the impacts of Chalará / Ash Dieback both in a safety sense along highways, town and country parks and residential properties and also the financial implications to both homeowners/landowners and the Council. Highway maintenance and pot holing needs more rapid response.

For all your commitment and ambition to carry out this plan I suspect some objectives will fail to be met. You should be implementing some of those objectives now...especially objective 3 . However in my experience you are woefully short of the mark. I have no confidence you'll meet these objectives. It's a wish list

Remove the 5G towers because of radiation and harm to biological life.

Remove all 5G towers from the Vale of Glamorgan. 5G emits radiation and is harmful to all biological life.

Support younger people, with money or education, to improve their mental health all together and give them money to make them feel more like an adult.

Increase pay to young adults.

None

The how or accessing services at the council - be mindful of the needs of the older generations for whom access to a human contact is paramount. Ensure you don't pay lip service to transport needs. Address traffic issues before building cycle paths no one uses (Ffordd Y Mileniwm being an example - cyclists still clog up the road). Focus on roadworks being undertaken mindfully with consideration to existing works, impact on road users and running them at less busy times. Example

People shouldn't have a language forced upon them if they have never spoken it; have any interest in speaking it. Similarly, people should not have cycling thrust upon them.

Do you think there is anything that we haven't included in our plan that we should be focusing on over the next five years?

Decreasing poverty - help those that need it. Make sure all information is easily accessible. Provide help to those who are struggling -with and without dependants.

Better Public transport for rural vale

Ensuring roads are suitable for traffic. No useless bus lanes that could be better utilised as an additional lane in peak traffic conditions. Segregated bike lanes. Develop electric car charging infrastructure.

Repairing defective road surfaces to make them suitable to cycle on, and join up the nonsensical cycle paths that have been wastefully built (eg A48 by Darren Farm development) that go nowhere.

I agree with the objectives but the language / actions on some of them could be strengthened: - Work as part of the Cardiff Capital Region to progress strategic planning and transport initiatives and promote sustainable economic growth [change to "sustainable development"] and employment - Support [sustainable] economic growth through regeneration, improved infrastructure and support for town centres, tourism and industry. - We want to look after and protect our environment

Infrastructure. Maintenance of the roads. Improving transport links to Cardiff - 5 mile commute should not take 45 mins to over an hour. Make public parking, especially in beauty spots, free. Improve public transport, not just routes but frequency of busses. Frequency of trains. Increasing please block transport times. Last bus from Cardiff to Barry is 22:35, last train 22:30. My friend can get a train at past 2 am to Swansea!

New roads - houses but no new roads in or out of towns. Parking to sustain small town business. Amend some statements very ambiguous

There should be a bus between the A48/Bonvilston/Culverhouse Cross and Barry/Cardiff Airport. To not have one is shocking. Thousands of journeys every year that could be taken by bus are taken by car. When I go to London I want to catch a bus to the station. When I go on holiday I want to catch a bus to the airport. I already use the new 5-mile lane cycleway. Make it easy for me to be green.

A greater focus is needed on funding for schools. The household waste arrangements have a poor reputation and seem very inefficient compared to Cardiff. Can any lessons be learnt from other councils?

I note that you have not mentioned religious/cultural issues exactly. This makes the survey look very left wing/socialist and will therefore reflect a good light upon that mantra. It doesn't represent very much in the way of the issues I feel strongly about and therefore I don't and won't probably fit into your sense of 'community' (as you put it).

Emphasize the need for developers to provide the necessary infrastructure as promised in their planning applications together with more robust control from planning dept . Waste management should be planned in conjunction with residents and not just foisted onto them with little adequate planning or departmental ability .

Better road infrastructure and transport links

Provide effective waste management services and work with our residents, partners and business to minimise waste and its impact on the environment, and stop giving out the harmful, coloured plastic bags and containers for the recycling collections. Share the supply chain information for the pathway of the residents recycling i.e. where does the recycling go after the Vale has sold it on.

DEVELOP THE DOCKS, INVOLVE ABP MORE, USE THE WATER FOR HOUSING, LEISURE - TOURISM - TRANSPORT. DINAS POWIS BY PASS - WHY HAS THIS NOT BEEN BUILT YET ? - AN ABSOLUTE JOKE TO KEEP CREATING STUDIES. GET IT DONE.

I agree with all above points but think there should be more in the area for young people/ teenagers. Things like new community centres etc places for them to go to and stay out of trouble or off our streets late at night they are Grafting our buildings and ruining things that we have had in our community for years or new buildings that have been destroyed already. I noticed a few months ago Gladstone park was attacked by teenagers twice. and the recently planted trees/ plans

Corporate Plan 2020-25

Do you think there is anything that we haven't included in our plan that we should be focusing on over the next five years?

Help shift the focus from car ownership and commuting by car to supporting shared models (like nextbike but with hybrid/electric cars). Plan and build safe linked cycle routes from Barry to towns throughout the Vale (not isolated bits that don't work). Look to get commercial sponsorship for bus routes. Help residents find reliable contractors (accreditation, sample contracts, advice) that will mean they can retrofit their homes to be more heat efficient. Promote recycling proj

1) Ensure that new housing and other developments have Welsh place names that reflect the cultural heritage and personality / character of the area and are not the generic 'middle England' names that developers frequently select (e.g. Tinkinswood Green; Clare Garden Village; The Paddock's etc) which detract from the historic and cultural uniqueness of this area and erodes our own heritage and fails to conserve our culture. The frequent introduction of middle England place names

this questionnaire actually a load of tosh. A load of questions which are designed that everyone will say agree to everything because that is the only possible answer. There was nothing specific. it could be about any town in any county of the UK. And is probably the same questionnaire being used in every town in the UK.

Road congestion, potholes and parking issues

Technology and digital literacy (including personal security) for all

Shut down the biomass plant they haven't got full planing

Not so much that objectives are not included. This plan reads like a 'wish list' and there is much to applaud, though I think the way it is implemented will determine whether the objectives are met in full or if lip service is paid to them. For example, the objective on ALN is welcome. The reality at present is the rate of appeals to SENTW has increased threefold. Implementation of ALN reforms is imminent, and yet there appears to be no document outlining the Council's approach

Just further robust protection of current and future green spaces land that could never have been built on has been because it was green wedge or had other protection and is having a massive impact on local flora and fauna. Not to mention flooding, traffic and people's overall health and wellbeing. It is very stressful to watch your local areas transform without any say, despite active peaceful protesting, demonstrations or petitions. Much of the damage that has been done has b

We will publish what we are going to do each year in our Annual Delivery Plan, what do you think the priorities are for year one?

Reduce costs to minimise council charges by shared operations with other councils, devolve more responsibility to community councils to reduce the role of the centre.

Reduction of council tax by lowering cash reserves.

Dog owners behaviour will encourage more people to be active and go walking

It is a huge agenda which is further complicated by reducing resources and uncertain funding in some instances, especially in regards to non statutory services. The council cannot do everything, that is why I think it is imperative that it is more proactive in its engagement and involvement of partners, residents and communities in decision making. This applies at the start when setting its annual priorities. Proposed priorities for year 1 are: 1. Be more proactive in involving

Better Support for Rural Vale Agriculture and communities.

Education and environmental issues. Also, employment and housing.

Transport, refuse collection and communication

Improve access to ambulances and health care LOCALLY

Plan to implement targets within the parameters of the current local tax rates. Local tax rate increases over the last few years are punitive and unsustainable.

To ensure equality impact assessments are published alongside any delivery plans.

Transport out of Barry through dinas and wenvoe. Elderly care

Corporate Plan 2020-25

We will publish what we are going to do each year in our Annual Delivery Plan, what do you think the priorities are for year one?

Improve roads to reduce congestion (particularly Millenium Way and Port Road to Culverhouse Cross)

Ensuring infrastructure of sufficient roads, doctor and dentist surgery places, school places etc are in place following the huge increase in building development in the Vale. Affordable housing is more than just cheap rent for the residents - is the housing development affordable to the community it is within, in terms of swamping and over-running already hard-pressed services.

Enlarging or providing more school places

make sure all residents receive information on what you are spending our money on.

End the discriminatory practice of 'fleecehold' as described above

1) Quality of life for residences including natural and built environment/cleanliness of the area. 2) Need a period of no building or road work development and disruption which is having an impact on residents quality of life at the moment and adding stress to journeys.

Get the house in order. New to the area from Cardiff and things like waste management and community issues don't seem as well managed as Cardiff.

Sort out your recycling system The system now introduced has transferred the cost of sorting from a trained and effective team of your employees to an amateur team, us . The total cost of our time must be enormous hence people will not recycle . Perhaps a "Brown" bag for things that might be doubtful to recycle but not landfill ie soft plastic . black plastic so we , the lay public are given the opportunity to offer it to you the experts to recycle it . Road link fro

Affordable housing both for rental and purchase to reduce homelessness.

Making people feel safe after Brexit. I.e ensuring everyone has a stable home.

More bike paths, what I've mentioned above, fairer council tax, speed issues in Barry along ffordd y millennium.

Reduce Traffic in Penarth, Dinas Powys sully and Barry

Improving transport infrastructure and business support

List who is in charge of each area of the plan and what are their qualities /qualifications for having the position.

Education, health and the environment

Show how you are going to achieve in each of the objectives. Then each year add what you have done & how you did it.

Maximise delivery of affordable homes; recycling and waste collection to reduce landfill; working with partners such as Network Rail and TFW to deliver a comprehensive sustainable transport network to reduce vehicular movements.

Reduce develop policies which allow people to need to travel less for work and recreation. Provide services in local areas rather than requiring travel to access. Improve infrastructure to make walking/cycling to seem a safer option.

The enviroment.

To decide on the priorities, what can be afforded and in what order. Send a message that the Council cannot be all things to all people, decide on 10 priorities, costed them and deliver in year one.

Education and social care need to be our main priorities

Community, Learning & the Ecomony, Supporting People and the Environment

Coastal and fluvial protection

N/A

Education, infrastructure and social care.

Public Transport solutions to reduce the effect of single car journey etc. Community Action Groups - give responsibility to local groups that are provided funding/equipment to carry out their roles.

We will publish what we are going to do each year in our Annual Delivery Plan, what do you think the priorities are for year one?

Supporting people in their homes and community

Safeguarding staff and ensure health and well-being. Reducing carbon emissions

you need to put in places activities as you mentioned in objective 3 and get people out of there cars. let's have water sports on the mole put in place and ebikes available or bike hire. we need to change what people chose to do in Barry. we don't just live here we should want to enjoy being here.

to support learning, employment and economic growth. also to support people in their community and at home.

Roads

Employ retired volunteers from financial and senior management roles to help identify without prejudice where to cut back. People such as *some people* have been there too long to make decisions without emotion. Its human nature. There are many former leaders of industry who could give their experience to help and would gladly.

Affordable homes

Improved infrastructure including far better road surface maintenance and a better public transport to encourage people out of their cars

Be honest and recognise what you do really well and continue to do so. Listen to public opinion and maybe hold a few more consultation groups and publicise them so that members of the public can attend - very often you refer to public consultation and opinion but I have never been consulted or seen events where the public are invited. Be more transparent with what these proposed services are going to cost or have cost and make it clear where the funds to meet all these objecti

Public transport

Education

Minimise pollution recognising the detrimental impact it may have on the environment and people's wellbeing. Work with and empower community groups and other partners to sustain local facilities including public toilets, libraries, parks, play areas and community centres. 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

More cycle routes, Ash dieback plan and information for vale residents, Watercourse pollution prevention.

removal of all 5G towers

I dont know

Objective 4

Keeping people safe at home.

Be more engaging. Be more transparent. Be less bureaucratic Be less reliant on process Be more ethical Be less confrontational

All should be worked on equally over the next five years with set achievable targets each year.

Environment

Repair the roads properly

Identify areas which are carbon intensive and carbon sink - i.e. energy demand across council assets and mapping of natural resources to assess balance of greenhouse gases.

Transportation

Stop making ridiculous decisions. Stop building on green sites. Listen to your residents. Improve roads.

?

Funding for schools.

We will publish what we are going to do each year in our Annual Delivery Plan, what do you think the priorities are for year one?

1. Sort out the current waste management fiasco preferably with decisions being made by a committee to include resident representation 2. Much money is being spent on cycle paths . Establish byelaws to ensure that cyclists use them . Too many still cause traffic problems by ignoring the facility . 3. Reject this absurd WA requirement for x nos of Welsh speakers . Everyone who speaks Welsh can also speak & understand English . I have no problem with the language itself or those

To encourage businesses to invest in Barry and perhaps build more social housing in other parts of vale.

Improved public transport services; more suitable housing for all persons in the areas in which they have their support groups; safer streets; improved education for school age persons; regeneration of Holton Road's shopping area including more variety of outlets and a reconstruction of the Waitrose site in Cadoxton (this site needs to attract people to visit...i.e. a cafe, and several small outlets selling different items from fresh foods to gifts).

AVOID ANYTHING SUB STANDARD NO MATTER WHAT IT IS. HAVE "QUALITY" AS YOU BY WORD

I agree with the question

- Supporting communities to be active and engaged - Improving active travel and through that, having an impact on the environment and health By far the biggest priorities

Employ another planner to work with developers and communities. Engagement is difficult when the resource is spread so thinly. Build a governance toolkit for community projects to adopt so that they can engage fairly and responsibly. Offer support that empowers keen volunteer boards to supplement the councils work in local asset management. Offer more in county spaces for looked after children and widen engagement with people who can offer support as befrienders and advocates.

Target the poorer areas of the Vale as impacts here will increase and improve overall performance levels across the authority. The Vale has far fewer areas of highest deprivation than many other local authorities in Wales and has the advantage of being able to spearpoint service impacts for these neighbourhoods. It is a national indictment that people are living in poverty and it is reasonable for the authority to work hardest in areas of highest deprivation to make significant c

Sort out the traffic out of Barry, Wenvoe and Dinas Powis. I cannot be difficult.

Education

Waste and recycling

Community engagement

To meet statutory requirements in full. Not just those which will be implemented soon (e.g. ALN), actually reviewing existing practice to ensure it meets current statutory requirements (e.g. in current SEN system that ALN will replace, in social care practice, etc.).

any Projects should be considered from an environmental point of view first and foremost. This includes the health and wellbeing of us all, humans, animals, plants, we are all interdependent on each other to survive and I really feel the Vale has some amazing and unique points to our environment that could attract more tourism and those who wish to relocate. Once this is seen as the first priority it will then inform the rest of project. Things such as super schools are creating

Are there any other comments you would like to make about the draft Corporate Plan?

A simple way to reduce costs with no impact on services or representation would be to reduce the number of council members, all of whom receive a salary. There is no mention of cost reduction and limited comment on what services it is proposed will be undertaken by the city region, allowing economies of scale.

Corporate Plan 2020-25

Are there any other comments you would like to make about the draft Corporate Plan?

What a complete waste of time and money, how can anyone not answer strongly agree or agree to 95% of the survey! You can't even get the switching of rubbish collection day right. Surely it's the same work to be done only on a different day. On another point, why if I phone the council do I have to listen to options in Welsh when I don't speak it, just give me the option of choice. Why can't I contact the department within the council I want directly without having to waste ages

As above

Sounds good but it's all in the delivery. You need to listen to your residents and report on the progress for each area. Set up KPIs so we can see progress or not

We need better LOCAL services. Everything is centralised which is hopeless.

Improvements through efficiency and savings NOT local tax increases.

There should be much more emphasis on infrastructure now that the population and housing stock has expanded in Barry and beyond. There should be a moratorium until solutions are in place.

It is simple to ask yes or no but there is no discussion about the issues and services which we consider should be protected and not changed within these sweeping statements. For example if ensuring schools are fit for 21st century means closing stand-alone nurseries or smaller rural vale schools, then the answer should be NO. There is no indication of what we will have to give up or forego in order that these statements will be delivered, and very little opportunity of TRUE c

Not at the moment

The aims are grand but you cannot justify allowing Fleecehold to continue while hiding behind grand overarching aims. Wake up to the discrimination you are supporting through your refusal to take action. Where in your aims does it say that some communities should receive less services for their council tax than others? The situation is truly disgraceful and discriminatory and the council should be ashamed that it is happening under your governance.

Stop this idiotic insistence of providing more education through the medium of Welsh. The national language in Britain is English and children should be taught to use it correctly rather than a conglomeration of text, email & other insignificant variations. Welsh will never be more than a community language spoken regularly in specific communities - not a problem but why oh why must the WA supported by sanctimonious councils insist on its usage. The cost is horrendous which c

I generally support the plan but please don't overdevelop the area, change needs to be sympathetic and progressive.

Whilst its very hard to disagree with the intentions stated I believe that behind some of the statements is the intent to hive out more local services to the voluntary sector thereby reducing the councils costs.

More emphasis on affordable housing. For a strong community to exist local people need to be able to live the places they grew up. At the moment normal families are priced out of Penarth and only the either very rich can afford houses or the jobless can get social housing. The inbetweens get pushed out and this creates a divide.

All communities should be treated equally not the favoured few as at present.

Identify what you are going to stop doing to make better use of available resources.

Please check why it is so important to promote the Welsh language. It's apparent our language is a family language and in all honesty it doesn't do any good outside of a minority.

Rail transport to be expanded and utilise the new tram/trains to extend the Penarth branch south all the way to Sully. This would be electric/battery and would shift a massive number of cars off the road to a zero carbon alternative especially given the 1100+ houses currently being developed/planned in Sully and Cosmeston.

It would be difficult to disagree with any of these aspirations, but surely that is all they are. The real question is, how determined are the Council members to deliver, and whether they can do it within available funds?

Thank you for asking.

Corporate Plan 2020-25

Are there any other comments you would like to make about the draft Corporate Plan?

As it stands the plan is obvious and obtuse - it needs to communicate reality and a clear split between revenue funded (presume, with austerity, diverted funding priorities) and capital projects.

Legislation/Laws to do with Cyclist actually being forced to use Cycle paths etc needs to be put in place before any more cycle paths are created and NOT used. Disjointed cycle paths do not help the cause join more up and make them more usable. The council does have a responsibility to maintain local facilities including public toilets, libraries, parks, play areas and community centres, passing this solely to the community is not acceptable. Asking the community to help is mor

N/A

When planning services etc. treat people as responsible adults and avoid becoming a "nanny state" provider. Encourage, empower and reward participation.

Changes to the rubbish and recycling could be better managed, be clear about what can/cannot be included in recycling as there's currently too much confusion. Elderly and disabled residents find the waste management services very difficult, think about how you can help them.

This survey does not seem particularly useful. There are a lot of clearly positive statements made that a person would be very unlikely to disagree with, thus creating a heavily weighted result towards full-agreement. There is no option to neither agree nor disagree. It may have also been beneficial to have people prioritise objectives rather than simply agree with them.

Good start but you have so much to do. your so far behind it at the moment.

I think it matches the ambitions of VoG Council and is fit for purpose. Realistic objectives. With good targets.

Put council tax up by all means. But ensure you fight the Senedd for our fair share of funding and stop accepting lower rates.

Many words, not sure that it actually says anything about action. What we want and what we get are different things

Make the Corporate Plan and its Objectives real, specific and measureable and hold people to account in the Vale and Local Councils - having worked in both the private, public and third sectors, these objectives are just words that could apply to any organisation! One of your objectives makes reference to equality of opportunity - please qualify that statement - its focus is very much on helping lots of minority groups - you also need to consider what the majority need otherwi

I've never seen a corporate plan that's so vague and so lacking in specific objectives.

Inclusion, involvement, consultation and clarity of information need to be of paramount importance when planning and implementing new schemes. The residents feel detached from many of the Council's ideas and don't feel heard about many things when their are new schemes put in place.

This questionnaire is designed so that any right minded person would answer positively i.e strongly agree or agree. It's a wish list giving the citizens of the Vale of Glamorgan the wrong impression about services they can expect. This is all dependent on money either through central government , welsh government and local taxes.

No.

no

None

None but thank you for consulting with the residents.

Speaking Welsh and cycling are subjects that do not interest me. Being forced to do so would be undemocratic and pointless.

There was no mention of how the public can rate the services that you provide us. From the customer service within the council tax department to the traffic planning department - I think it would be beneficial for us all!

Pie in the sky, as are all that have gone before!

Corporate Plan 2020-25

Are there any other comments you would like to make about the draft Corporate Plan?

I wneud rhain bydd rhaid newid agwedd eich staff yn fawr iawn

Easy to manipulate to fit anything you decide to do, very non specific and vague

Yes, it's not a plan, it's an unrealistic wishlist that most people would find it very hard to disagree with. It's like if I presented a life plan that said 'I plan to be rich and famous and everybody will love me and I'll save puppies and the planet... what do you think?' Who's going to disagree? But it's not actually a plan, is it? When you get a whole bunch of people agreeing with all the no-brainer questions you'll probably think you have some kind of mandate. Dumbest survey

Funding for schools. This survey was far too long to get a good response rate and therefore meaningful feedback.

as usual, not much in it for my consideration. You already know what you're going to do anyway. Looking at the list below...I notice you start asking pertinent questions that would have been relevant to my answers above. Therefore I feel no need to be categorised.

Much of the Plan will be fine if it comes to fruition with more detailed analysis and action rather than just another document full of rhetoric .

The draft corporate plan needs to be realistic and achievable. It needs to take in the safety, health and welfare of the residents. It also needs to give encouragement for diversity for both independent business and commercial business.

IT IS ALL HUFF AND PUFF, WRITTEN IN HUFF AND PUFF LANGUAGE. It doesn't actually say much just a load of waffle, that could be about any town. I suggest the company employed to write have written numerous more for other counties in England.

I would have a good impact on this as I am in the 'Young Person' Category

The questionnaire layout is like asking the respondent to vote for 'Mother's Apple Pie' - we are all going to say "yes" because who wouldn't want any of it? However, I feel we should have been made to make choices between priorities - so that we had more influence on where resources will actually go and which services should be prioritised. I feel health objectives should potentially have more of a responsibility under the health authorities (while recognising that we want servi

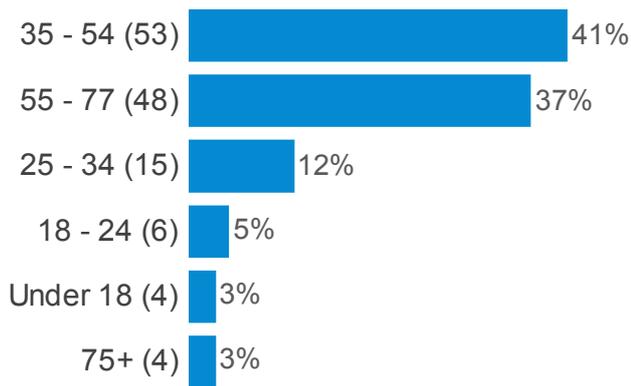
TOO VAGUE

Very ambitious hope you will have the finances in place

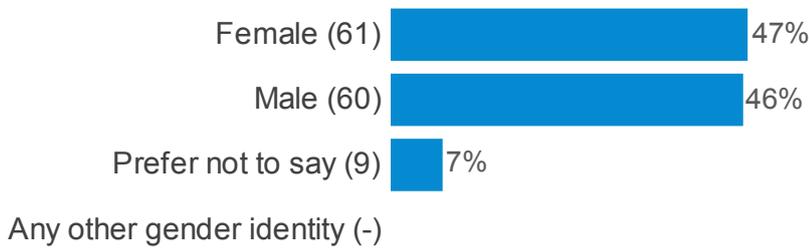
The questionnaire itself did not allow for neutral responses. This forces an agree or disagree response, when in fact there were some issues I actually did not want to comment on. It also did not allow any comments to qualify responses. Any conclusions drawn will therefore lack granularity and may also give misleading results, in my view. I hope you will follow this up with some more qualitative research, to allow triangulation of results with this questionnaire.

I would hope that the LDP is now reviewed in light of climate control issues that should now be the councils priority when approaching any projects particularly around the massive influx of houses being built without proper assessment to their impact collectively and insidiously. Z

How old are you?



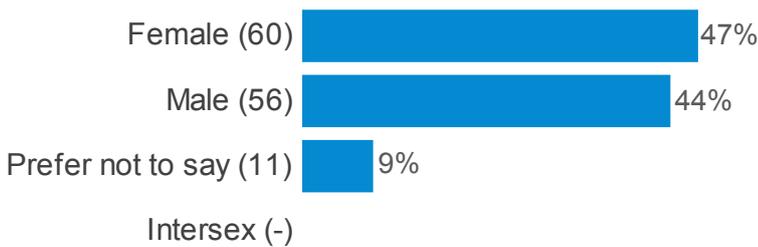
What is your gender?



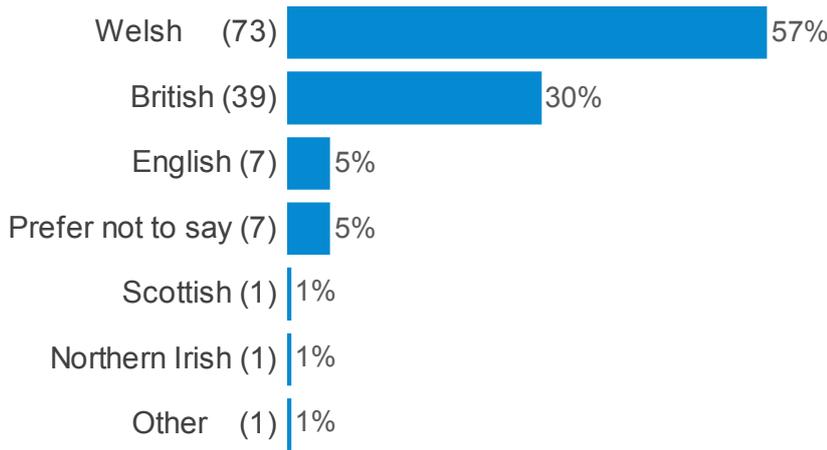
If other gender identity, please specify.

Penguin

At birth were you described as?



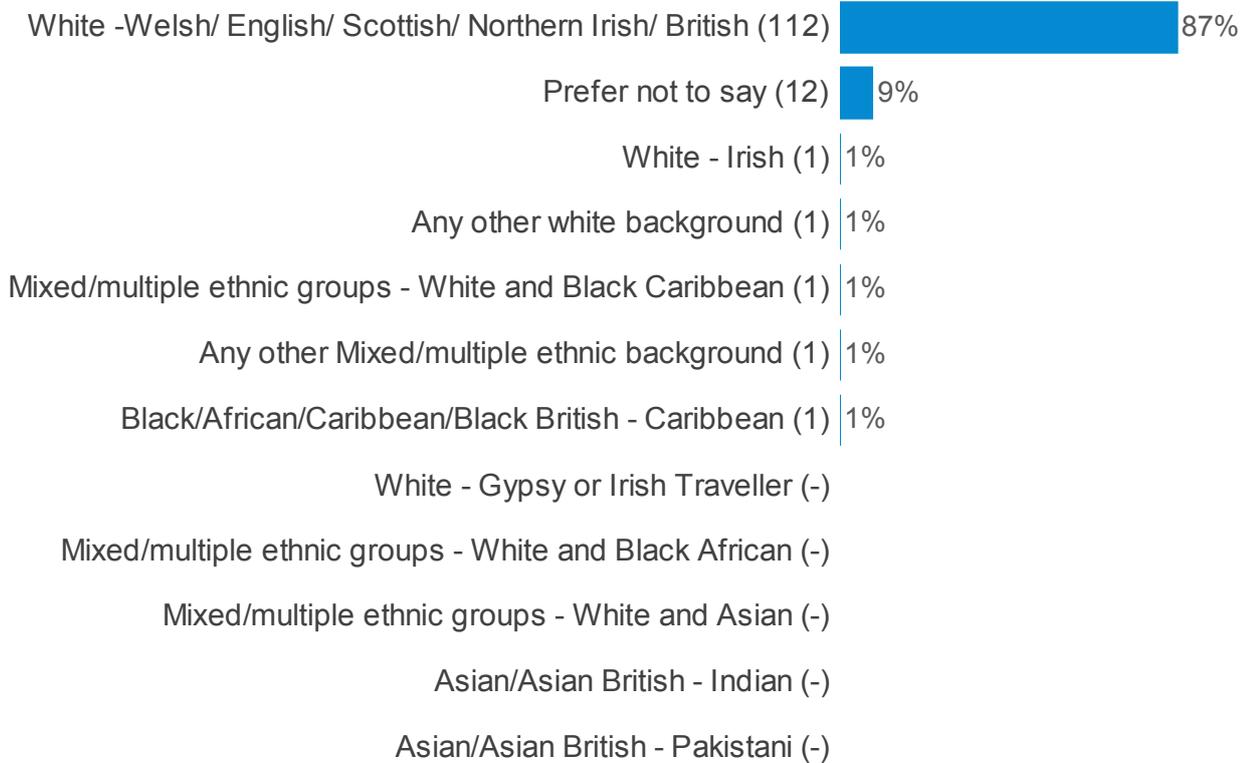
How would you describe your national identity?



If other please specify

- Irish
- British - Welsh
- European - Great British and British

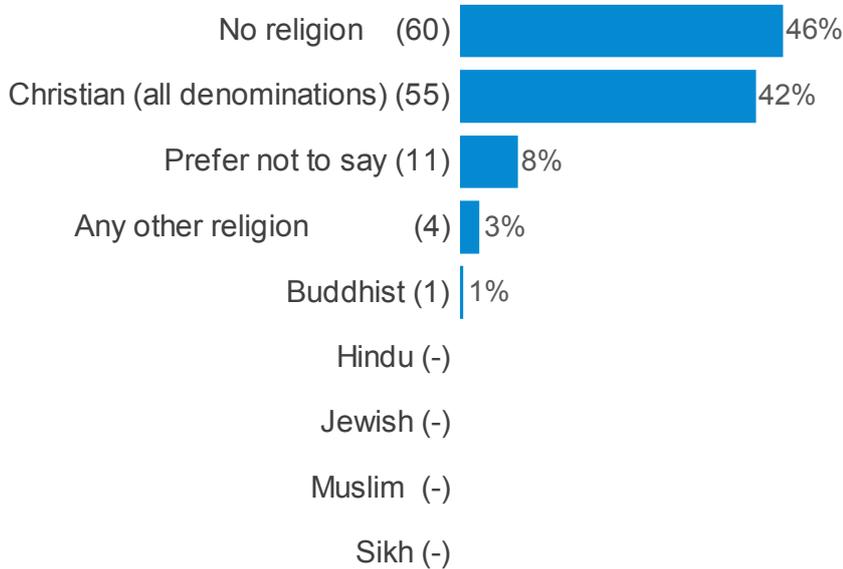
How would you describe your ethnic group?



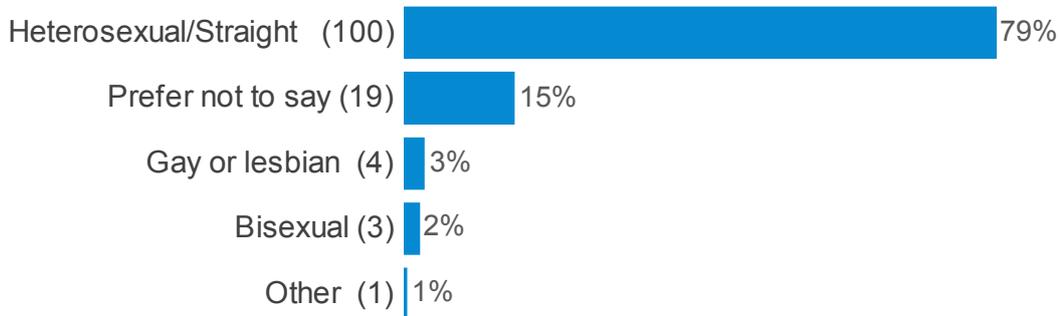
If other please specify

White British - European
 White British/European.

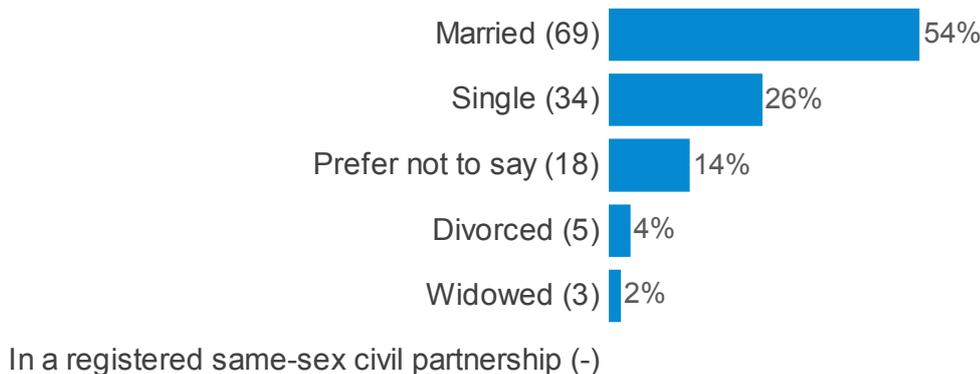
What is your religion?



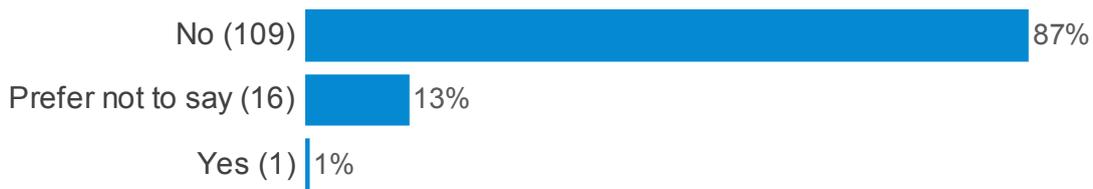
Which of the following options best describes how you think of yourself?



What is your legal marital status?



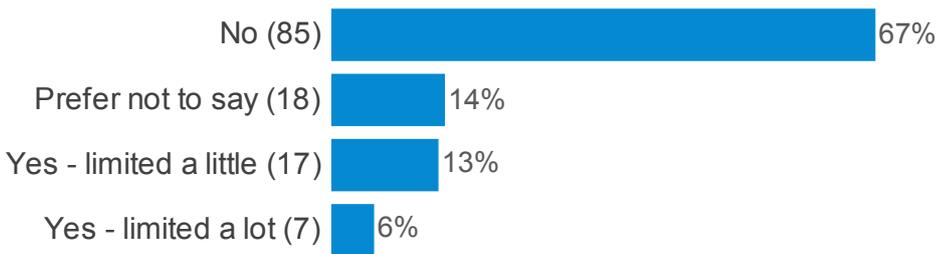
Are you currently pregnant or have you been pregnant within the last year?



Have you taken maternity leave within the past year?



Are your day-to-day activities limited because of a physical or mental health condition, illness or disability which has lasted, or is expected to last 12 months or more?



Working Together for a Brighter Future: The Vale of Glamorgan Council Corporate Plan 2020-2025

Consultation response: Cardiff and Vale UHB/Local Public Health Team

The Cardiff and Vale UHB/Public Health Team welcome the opportunity to comment on the draft Vale of Glamorgan Council Corporate Plan. We commend the Council for writing the document in an accessible and easy to read format. It is positive to see reference to health and wellbeing within the document, including staff wellbeing, along with the recognition of inequalities. It is also positive that promoting walking and cycling feature as specific actions. We would like to make suggestions for how the document might be further strengthened, particularly in relation to supporting improvements in population health and wellbeing. We have made comments page by page:

Page 2 – the four wellbeing objectives are broad and reasonable, but given its importance, it would be positive to see population health/wellbeing specifically mentioned within them.

Page 5 – Prevention is wider than housing alone, although the Council's specific role in this is acknowledged. Reference to the wider determinates of health might be helpful in providing this broader context.

Page 8 – An Active and Healthy Vale. This section could be strengthened as it does not include the wider work around lifestyle behaviours, dementia and falls. Specifically this includes Dementia Friendly Communities, Food Vale, Healthy Travel Charter and Healthy Schools (SHRN data)

Pages 10-15 – Other than dementia prevalence, no population health data is included in the description of Well-being in the Vale of Glamorgan. We would suggest that this section would benefit from including additional population health statistics, for example healthy weight and alcohol intake, both of which are of local concern.

Page 19 – should the Area Plan be specifically mentioned here? The strength of partnership working could be articulated more clearly.

Page 21 – as highlighted on page 2, it would be positive to see population health/wellbeing specifically mentioned within the new well-being objectives.

Page 22 – Objective 3 – We would suggest the wording here is more ambitious rather than people just considering the impact of their travel choices, – e.g. to:

‘The Council will continue to promote active and healthy choices through leisure and cultural activities, supporting and encouraging people to walk and cycle more, and take public transport, to have a positive impact on both their health and the environment.’

We would also suggest that there is reference to ensuring collaboration with the Move More, Eat Well Plan and the need to develop a positive food environment e.g. through supporting Food Vale.

Page 23 – Objective 4 would benefit from making stronger links to physical activity.

Page 26 - We would suggest removing the phrase ‘make choices’ from the headline statement, as not all will be such i.e. suggest change to ‘We are a pro-active Council that works in partnership to maximise people’s physical and mental wellbeing to ensure they are safe at home and in the community and live in an environment that supports their overall well-being’

In addition, for the individual actions under objective 3 we have the following comments:

- No 1 - Suggest changing wording to 'Support people of all ages to improve and maintain their physical and mental health and well-being through a range of actions, including collaborating to implement the Move More Eat Well Plan'
- No 2 - We would suggest that this could be more ambitious, e.g. 'Provide significantly more opportunities for everyday cycling and walking across the Vale of Glamorgan, and develop a range of travel options in conjunction with Cardiff City Region to encourage people out of their cars.'
- No 6 – a more specific focus on supporting older people to live independently may be beneficial; holistic, appropriate and timely support is important.

Page 27 - The framing of the role of the 'environment' (Objectives 3 +4) could be strengthened and expanded to view it as a 'resource for health and wellbeing'. For example, it supports physical activity in all forms (not just healthy travel) and eating well. It is also well recognised that access to green space is a resource for general wellbeing.

In reference to the specific actions under objective 4, we have the following comment:

- No 5 – Suggest a change of wording to reference health and wellbeing e.g. 'Work with the community, developers and partners to ensure that new developments enable people to have good health and wellbeing; including prioritising active travel (cycling and walking), having open space, enabling easy access to community facilities and services.'

Thank you again for this opportunity to comment on the draft Corporate Plan. We also look forward to seeing the more detailed action plan that will sit behind the Corporate Plan.

Vale of Glamorgan Council Draft Corporate Plan 2020-25 Consultation Stakeholder Workshop 26th November 2019

Attendees were given the opportunity to comment on the draft objectives and actions, how appropriate they were and whether there was anything missing or that could be made clearer, reworded etc. There was excellent participation from attendees who expressed a range of ideas for improving the draft Plan and to inform the Annual Delivery Plan for 2020-21. Detailed below are some of the key comments made during the discussion.

Objective 1: To work with and for our communities

General agreement for the actions under this Objective. The only issue raised was with regard to Welsh Language.

Engagement:

- Why are hard to reach groups hard to reach? Use a variety of methods.
- Can definitely improve.
- Need more feedback on decisions taken. Customer service link also.
- Join-up various engagement activities.
- How do people find out about what is going on? Ensure join-up.
- Role of schools in disseminating information to younger people and communities.

Welsh Language:

- Is it a priority, resources could be better spent, information flow is hindered because of it. Participants were advised of the Council's duties with regard to the Welsh Language and why it is so important.

Staff Well-being:

- Council should prioritise looking after staff.
- Also consider volunteer, partners and contracted staff.

Scrutiny Arrangements:

- Governance and scrutiny should be robust but also efficient.
- Accountability and conduct of members are important.

Equal Opportunities:

- Important but can be difficult to achieve.
- Need to speak to people to understand their needs.
- Loneliness and social interaction are important to well-being.
- Inequalities where some can access services, and some cannot.
- Accessibility of documents.

Transformation:

- Still need some face to face contact.
- School buildings should be used as community facilities.

- Role of third sector to facilitate change, sometimes a lack of trust for the authority.
- Don't forget people who don't have digital access – will still need hard copies e.g. surveys.
- Concern that contracted services may be of a lower standard.
- Role of partners to deliver services.

Customer Services:

- Could improve and could be more joined-up.

General Comments:

- Flexible and innovative.
- Arts and culture needs to be an objective.
-
- Deprived communities are still deprived, deprivation still an issue.

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

Agreement with all actions under this objective.

Volunteering and Community Learning:

- Volunteers should not be out of pocket.
- Need a better understanding of who received what funding.
- Review of soft learning opportunities rather than formal learning courses offer.
- Potential to act as conduit/broker between groups across the Vale.

Advice information and debt support:

- More initiatives needed in rural vale.

Capital Region:

- Better integration of transport across the region.

Education for all ages:

- Concern around funding for Additional Learning Needs (ALN).
- Importance to ensure right support for those with ALN.
- Opportunities for intergenerational contact through schools.

21st Century Schools:

- Needs a link to the development of new curriculum.

Economic Growth:

- Food tourism.
- Internet infrastructure.
- Music festivals.

General Comment:

- Role of arts and culture in this objective.

Objective 3: To support people at home and in their communities

Agreement with all actions. Recognition of the importance of statutory services, role of housing and community safety activity. Contribution to arts and culture should also be captured.

Children and Families:

- Intervention, prevention and funding.
- Family support services are critical.

Leisure, Arts and Culture:

- Should be its own objective.
- It's an economic driver with wide impact.
- Concern of threats to Council run facilities. E.g. Arts Central. Transfer to charities may place too much burden on these charities.
- Long-term planning.
- This includes a lot of volunteering activity.
- Needs to be more promotion of arts and cultural activities.
- Need for more culturally diverse activities in the Vale, so that people don't necessarily have to travel to Cardiff to engage in activity (Community Culture).

Housing Advice:

- Role of third sector, and links to food and fuel poverty.
- Proposals for a Housing Hub could be an ADP action.

Housing Supply:

- Importance of long-term planning and infrastructure.
- Needs to link to appropriate infrastructure e.g. transport.

Active Travel:

- Cycling schemes in school, and provision of cycling facilities.
- Encourage walking to school.
- Some concern for affordability of bikes – opportunity for bicycle recycling scheme.
- Secure bicycle racks provision.
- Support for next bikes.
- Support for cycle provision and courses in schools and for adults.

Active and Healthy Lifestyles:

- Importance of social prescribing – leisure and arts.
- Arts on prescription – links to social prescribing.
- Arts and leisure linked to GP referrals.
- Link to healthy schools.

Health and Social Care Integration:

- Well-being hubs. Potential to link up activities. e.g. arts and leisure activities.

Adults in Need:

- How do we support, and identify those in need in communities? How do services reach them?

Community Safety:

- Impact of planning on community safety issues.

General Comment:

- Is the wording of the objective correct – could include opportunities for engagement and access.
- Third sector organisations – are we making appropriate referrals to sustain them and necessary services.

Objective 4: To respect, enhance and enjoy the environment

Agreement with majority of actions under this objective.

Local Environment:

- link to time banking.

Local Facilities:

- Include reference to local arts centres and facilities.
- Support to develop business cases for community groups.
- Community gardens and allotments – link to volunteering.

Carbon Emissions:

- Council role must be clear.
- Need infrastructure and charging points for electric vehicles.
- Increase healthy and active travel opportunities.
- Promote solar panels and other alternative energy to businesses.
- Link to planning conditions.
- Community leadership role.
- Need to do more.
- New Council housing developments need to consider carbon impact.
- Sustainable travel options.

Erosion and Flooding:

- More integration between services.
- Concern of cost of dealing with coastal erosion.

Environment and Heritage:

- Emphasis on protection.
- Invest in the Barry Memo/gallery.
- Tourist attractions.

Pollution:

- Link to transport.

Waste Management:

- Improving but could do more, e.g. recycling.
- Work with food providers and others to reduce plastic waste.
- Awareness raising and education to reduce waste.

Sustainable Development:

- Lots of challenges, need to hold developers to account.
- Road infrastructure.
- Work with neighbouring authorities to link Local Development Plans.
- Do we have the right emphasis on the sustainable development action?

- Reuse of brownfield sites.

Heritage:

- Roll of arts and visual impact.

General Comments:

- Links to volunteering, social prescribing and well-being of the environment.
- The objectives feel more like aims.
- Role of arts.
- Importance on people's well-being.
- Lack of culture.
- Lots of reference to physical environment.

Equality Impact Assessment

Please click on headings to find [general guidance](#) or section guidance with an example. You will find supporting information in appendices at the end of the guidance.

When you start to assess your proposal, arrange to meet Tim Greaves, Equality Co-ordinator, for specific guidance. Send the completed form to him for a final check and so that he can publish it on our Vale of Glamorgan equality web pages.

Please also contact Tim Greaves if you need this equality impact assessment form in a different format.

1. [What are you assessing?](#)

The Council's draft Corporate Plan 2020-25
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2. [Who is responsible?](#)

Name	Tom Bowring	Job Title	Head of Policy and Business Transformation
Team	Policy and Business Transformation	Directorate	Managing Director and Resources

3. [When is the assessment being carried out?](#)

Date of start of assessment	August 2019
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4. [Describe the proposal?](#)

<p>What is the purpose of the proposal? A new Corporate Plan 2020-25 will set out new Well-being Objectives for the Council and detail how we will meet those objectives and contribute to the national well-being goals. The Plan details how we will deliver our vision and provides the framework for annual service plans.</p>

<p>Why do you need to put it in place? The current Corporate Plan ends in 2020 and engagement to date and data suggests that the Council needs to revise its well-being</p>
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Equality Impact Assessment

objectives and ensure that the new Plan reflects how the Council has changed since 2016 and how it will improve local well-being over the next five years.

Do we need to commit significant resources to it (such as money or staff time)

The Plan sets out the Council's priorities and will be supported by an Annual Delivery Plan. The development of a robust plan requires extensive engagement across the Council and with external stakeholders.

The Council's Corporate Plan reflects the Council's priorities for the next five years and this informs the way resources are allocated, whilst also taking account of the availability of resources to deliver it. The outcome of the Council's budget consultation and revenue settlement from the Welsh Government will inform the content and extent of delivery of the plan in coming years.

What are the intended outcomes of the proposal? The Plan will provide a clear set of priorities for the Council for the period 2020-25. The Plan will provide the framework for how we contribute to the national well-being goals and improve local well-being and services.

Who does the proposal affect? The plan affects all Vale residents and also those who visit and work in the Vale. The Plan is a high-level strategic document encompassing all council services. More detailed actions will be included in the Annual Delivery Plan and Service Plans. Any changes to services and policies across all Council Directorates will be the subject of more detailed equality impact assessments which will need to explore any potential impact.

Note: If the proposal affects lesbian, gay, homosexual, or transgender people, ensure you explicitly include same-sex couples and use gender neutral language.

Will the proposal affect how other organisations work? Many of the activities in the Corporate Plan will be delivered in partnership and the plan is aligned to the Public Services Boards Well-being Plan. The priorities in the Plan will also shape funding awarded to external organisations who will be expected to reflect the Council's priorities in their work. A key element of the consultation is to consider the views of partners.

Will the proposal affect how you deliver services? The Corporate Plan sets out the Council's priorities for the next five years which will influence and shape service delivery across the Council.

Equality Impact Assessment

Will the proposal impact on other policies or practices? The Corporate Plan sets out the Council's priorities for the next five years which will in turn influence policies and practices across the Council.

Can you change the proposal so that it further promotes equality of opportunity and fosters good relations? As part of the consultation on the draft Plan we will be seeking feedback on what changes are needed to the draft plan and what the priorities are for year one of the plan.

The draft plan includes commitments to improve engagement and customer service, to increase the use of the Welsh language, to improve community cohesion and to promote equality of opportunity. The draft plan also includes actions around access to education for all ages, support for those with additional learning needs, the provision of advice and support, physical and mental well-being, safeguarding and accessible and affordable housing. The draft Plan also recognises the importance of local facilities e.g. public toilets and to ensure the local environment is clean, attractive and well-managed. Whilst consulting on the draft Corporate Plan, development of the Council's Strategic Equality Objectives will be taking place and as such, there is an opportunity to use the outcome of the consultation to reflect in the Strategic Equality Objectives and Plan for the coming years.

How will you achieve the proposed changes? The Plan will be delivered by services across the Council working together and with the local community and other partners to ensure we deliver services that best meet the needs of the community.

Who will deliver the proposal? The Corporate Plan will be delivered by all Council Services.

How will you know whether you have achieved the proposal's purpose? The Corporate Plan will be monitored through the Council's Performance Management arrangements and will be reported regularly to Corporate Management Team, Cabinet and Scrutiny.

5. What evidence are you using?

Engagement (with internal and external stakeholders)

Engagement events were hosted and attended across the Vale over the course of 2019 to help develop the draft Corporate Plan. Engagement work started in January 2019 with an engagement workshop being held with key stakeholders to identify key areas of focus for the new Plan.

Equality Impact Assessment

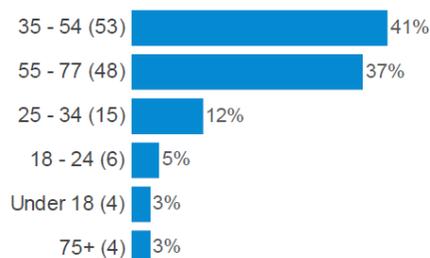
Between January and July 2019, the following events/activities were held to help develop the draft Plan;

- External Stakeholder Event (Barry Civic Offices)
- Questions in the 2018/19 Public Opinion Survey – Vale of Glamorgan January - February
- Internal Stakeholder Event with extended Corporate Management Team (Barry Civic Offices)
- Internal Senior Management Teams – (Council Offices)

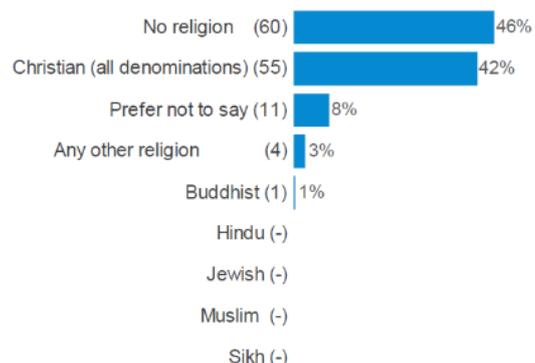
In the 2018/19 Public Opinion Survey 1,005 interviews were undertaken to provide a representative sample of the Vale of Glamorgan. The survey asked participants for their opinions on Council services, feeling safe, communication with the Council, the Council's budget and the Council's current objectives in the 2016-20 Corporate Plan. Respondents were given a list of the Council's current well-being objectives and were asked whether it should remain as an objective or not in the 2020-2025 Corporate Plan - 'Are the current objectives still relevant and should they be a priority for the Council?'. In addition, respondents were also given the opportunity to outline other issues they felt the Council should focus on in the next 5 years. The results and feedback from the Public Opinion Survey were analysed and helped shape the draft Plan.

Following the use of initial engagement findings to inform the development of the draft Corporate Plan the draft was produced in September 2019 and an 8 week statutory consultation period on the draft Corporate Plan was launched. A consultation survey and numerous engagement activities were undertaken to encourage feedback on the draft between September and December 2019. This engagement work was carried out to ensure the Plan is reflective of and responds to the priorities identified through the ongoing engagement activities that have been collected throughout the process. The survey was publicised in part through the Council's website and social media channels. The survey was made available both online on the Council consultation page and in hard copy at engagement events. The survey was launched on the 22nd October 2019 and closed on the 20th December 2019; in total 133 responses were received. Some protected characteristic data was gathered on the respondents to the survey, the graphs below show the breakdown of respondents by age, gender, gender at birth, ethnic group, religion, sexuality, marriage, pregnancy and disability.

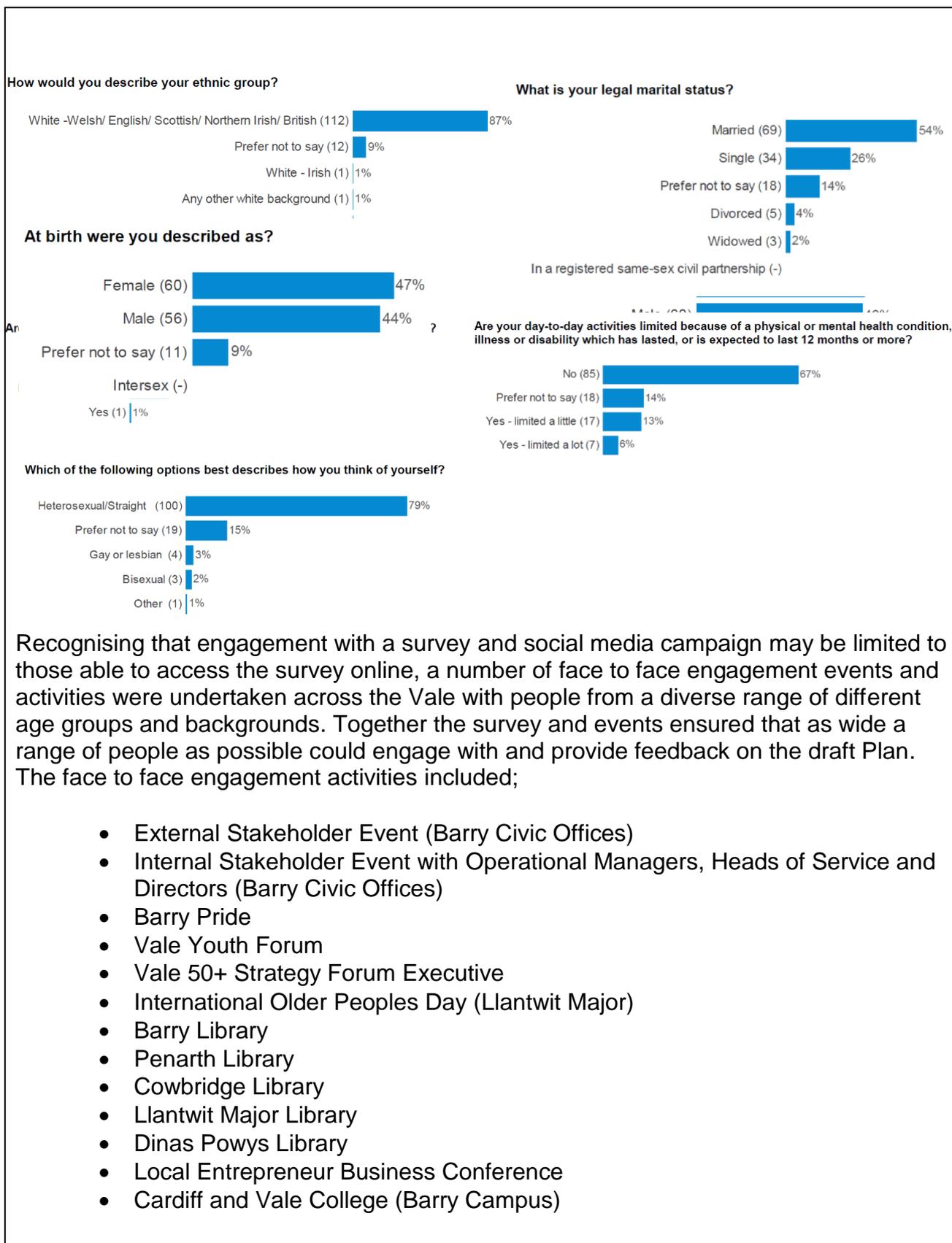
How old are you?



What is your religion?



Equality Impact Assessment



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The feedback and information gathered across our engagement activities has been reflected in the final version of the Corporate Plan 2020-2025.

Consultation (with internal and external stakeholders)

In preparing and finalising the draft Corporate Plan 2020-2025 a wide number of stakeholder networks were utilised to gather feedback on the Plan. The draft Plan was circulated to all Vale Public Service Board partners, all Town and Community Councils, all Vale 50+ Strategy Forum members, Arts and Culture networks/contacts, equality and diversity networks/contacts, housing service networks/contacts, community safety networks/contacts, school inclusion networks/contacts and rural creative communities networks/contacts. The formal feedback provided by consultees and organisations, and how this information has been taken into account and reflected in the final Plan has been captured through a consultation feedback log – [Link will be inserted once final feedback log has been approved.](#)

To further consult with the groups/networks above to ensure as much feedback as possible was provided on the draft Plan a stakeholder event was held in November 2019 with attendees from both public and third sector organisations.

To ensure that a diverse an array of people as possible were consulted on the draft Corporate Plan, consultation activities were also undertaken with both the Vale 50+ Strategy Forum and the Vale Youth Cabinet. In addition, briefing sessions were held with elected members to provide an overview of the draft Corporate Plan and the opportunity for members to engage and put forward their opinion on any amendments or developments needed before the draft Plan was finalised.

Throughout the process we have actively sought to ensure that those individuals with protected characteristics have had an opportunity to have their say on the draft Plan by attending and hosting events in all areas of the Vale including Barry and the rural Vale and with the Cardiff and Vale College.

National data and research

The Corporate Plan has been developed to be reflective of national data and research. Demographic trend data such as population estimates and population projections have been fully considered in the development of the Plan. We will continue to monitor these trends to ensure that work taken to deliver the Plan will be responsive to any new data or research relevant to the actions being taken forward.

Working in partnership with the Vale of Glamorgan Public Services Board an online Evidence Base has been developed which enables the review of demographic, economic, social and environmental data sets specific to the Vale of Glamorgan. Key indicator sets are monitored through the Evidence Base to enable the appropriate response to data

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trends. The evidence base can be seen at - www.valepsb.wales/en/Our-Evidence/Our-Evidence.aspx

The majority of data relevant to the protected characteristics is drawn from the national Census, as such the most up-to-date data that has informed the development of this Plan is from the 2011 Census. A new national Census will be undertaken in 2021, as such it will be necessary to review new data relevant to ethnicity, nationality, disability and religion and belief when this information is available and for this information to inform the implementation of this Plan as appropriate.

Local data and research

To inform the development of the Corporate Plan the results of the recent budget consultation, the Vale Make Your Mark campaign and a specific consultation survey on the Objectives and actions proposed for the Plan were undertaken. Engagement events and workshops were held with stakeholders in the Vale, the feedback received through these exercises has informed the development of the Corporate Plan. Engagement events were held across the Vale of Glamorgan to ensure input from a wide-range of people. The information gathered through consultation and engagement has been combined with data and research gathered on specific localities in the Vale of Glamorgan. This is inclusive of information at a 'Community Area' as defined by the Vale of Glamorgan Public Services Board Well-being Assessment 2017, at a Middle Layer Super Output Area Level (MSOA) and at a Lower Layer Super Output Area Level (LSOA). The Well-being Assessment can be found at - www.valepsb.wales/Documents/Wellbeing-Assessment/Well-being-Assessment-English.pdf

6. [How robust is the evidence?](#)

Does it show what the impact will be (positive and negative)?

The aim of the Council's work is to have a positive impact on all residents, visitors and workers in the Vale of Glamorgan. As the Corporate Plan sets out a clear set of priorities the Council will work towards, to ensure we improve local well-being over the next five years the impact will be positive.

To create this positive impact across the Vale of Glamorgan the Plan identifies a number of actions that will be undertaken over the next 5 years that are reflected across 4 well-being objectives;

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

Equality Impact Assessment

The Council is confident that in working in a more integrated approach towards these 4 objectives it can influence a wide range of activities and services across the Vale; making a positive difference to the well-being of residents and visitors. Working to achieve the 4 Objectives will also help maximise our contribution to delivering the national well-being goals.

What are the gaps?

The Corporate Plan contains 35 high level actions that outline how we will work to achieve the 4 Objectives. More detail on how the 35 actions will be achieved will be contained in an Annual Delivery Plan which will be published each Spring. The Annual Delivery Plan actions will be translated into actions detailed in Service and Team plans across the Council. The performance against actions in Service Plans are monitored, reported and scrutinised on a quarterly basis.

What will you do about this?

The Annual Delivery Plan will be developed to fill any gaps left by the high-level actions outlined in the Corporate Plan to clearly outline what specific work the Council will be doing for each year of the 5 year Plan to achieve the high level actions and objectives. As the Annual Delivery Plan is an annual document, each year the Annual Delivery Plan will reflect different areas of focus to ensure any gaps left by the previous years are explored ensuring actions are achieved by the end of the Plan in 2025. Areas of focus will be identified in part through the Service Planning process with Directors, Heads of Service and Operational Managers.

What monitoring data will you collect?

An Annual Delivery Plan will be produced on an annual basis to provide a breakdown of more detailed actions that will be undertaken throughout the year to help achieve the actions and objectives set out in the Corporate Plan. The actions identified in the Annual Delivery Plan will be linked to Service Plans which will include lower level strategic actions that outline how we are achieving the actions in the Annual Delivery Plan and Corporate Plan. The Service Plan actions are monitored and reported against each quarter through Corporate Performance reports. These reports will also include performance monitoring of a suite of related performance indicators to provide a comprehensive overview of the performance towards achieving the 4 well-being objectives.

How often will you analyse and report on this?

Actions identified within the Corporate Plan will have Annual Delivery Plan actions aligned to them. The Annual Delivery Plan actions will then be aligned to a Service Plan. Service

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Plans are annual documents that are signed off by Scrutiny, Cabinet and Full Council and appear on the Council's website -

https://www.valeofglamorgan.gov.uk/en/our_council/achieving_our_vision/Service-Plans.aspx . All actions and performance indicators within a Service Plan are monitored by the Corporate Performance Team and are analysed and reported on a quarterly basis. The performance of each Service Plan action and performance indicator is reported to the relevant Scrutiny Committee and then to Cabinet. All quarterly performance reports are published onto the Council's website -

https://www.valeofglamorgan.gov.uk/en/our_council/achieving_our_vision/Performance-Management.aspx . Each team within the Council is also required to create a Team Plan each year which encompasses lower team level actions related to each Service Plan action in their area for the year. These are monitored by the teams themselves.

Reporting on our performance on a quarterly basis will help ensure we continuously assess progress being made against the priorities aligned to the four Well-being Objectives throughout the year.

Where will you publish monitoring data and reports?

All data and reports in relation to the Corporate Plan 2020-2025 will be made available on the Council's website. In addition, hard copies of the Corporate Plan will be made available in public areas and Council buildings across the Vale.

7. Impact

Is there an impact?

The Corporate Plan 2020-2025 sets out the actions that will be taken to meet the Council's objectives and outcomes and support the Council's vision of 'Strong Communities with a bright future'. The Plan covers the wide breath of services the Council provides and aims to improve the well-being of all those who reside in, work in or visit the Vale of Glamorgan. The impact from the actions and objectives outlined in the Plan will not only help to deliver our local well-being outcomes, but also contribute towards the 7 national well-being goals. There should be no negative impacts for individuals or groups with protected characteristics arising from the implementation of the new Corporate Plan.

If there is no impact, what is the justification for thinking this? Provide evidence.

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If there is likely to be an impact, what is it?

Although not negative, through the Corporate Plan, its well-being objectives and the long and shorter term actions, the work undertaken to progress and achieve the aspirations of the Plan is likely to have an impact on protected characteristics. A number of these likely impacts are the result of issues that have been highlighted through the consultation and engagement activities with representatives from organisations that support groups of protected characteristics, such as Diverse Cymru, that have helped inform the Plan. The Plan has also been developed in line with the Strategic Equalities Plan and its objectives.

Age – The Plan may have a positive impact on people of all ages through the focus on investing in schools, providing quality early years, nursery and education to enable people to achieve their best possible outcomes whatever their age in objective 2. Objective 3 may also have some affects on children with references to care and support provided to children and families in need and for adults with action 6 focusing on providing person centred care and support to adults in need.

Disability – The Corporate Plan has been developed in part to show the Council's contribution to the seven national Well-being Goals for Wales, one of these goals is to work towards a more equal Wales. Through the Corporate Plan we have set out a number actions through which will maximise the contribution to a more equal Wales. In addition, one of the Corporate Plan's actions is to 'support and promote volunteering and community learning recognising the range of benefits to individuals and the community.' This action will enable people from all backgrounds and of all ages to have the opportunity to get involved, participate in their local communities and shape local services. This is inclusive of those who may have any disability. This work is further supported by the action to 'promote equality of opportunity and work with communities to ensure we are responsive to the diverse needs of our customers.'

Gender reassignment, including gender identity – Through the Corporate Plan we will work to maximise the Council's contribution to delivering a more equal Wales. The Plan and the steps the Council will take in delivering the actions outlined in the Plan may have an impact upon all genders.

Marriage and civil partnership (discrimination only) – Through the Corporate Plan we will work to maximise the Council's contribution to delivering a more equal Wales. The Plan should not have a discriminatory affect.

Pregnancy and Maternity – Through continued work the Corporate Plan will have a positive effect on those who are pregnant, through programmes such as Flying Start and Families First the Council is providing support services and promoting the well-being of those who are pregnant in the Vale of Glamorgan.

Race – Through enabling people to get involved to participate in their local communities and shape local services it is hoped that the Corporate Plan reaches, and in its work is inclusive of, people from a variety of different backgrounds. This work will help ensure people from all backgrounds and of all ages have the opportunity to participate in community life and take part in designing and delivering solutions to local issues. In

Equality Impact Assessment

In addition, it is recognised that in some cases people from diverse backgrounds can live in some of our more deprived areas. The Plan under objective 2 outlines the actions that will help ensure education, training providers, business and other agencies provide support and opportunities to improve people's skills and readiness for work and ensure people can access appropriate money advice, information and debt support. This work will be undertaken and help to alleviate the potential impacts upon such vulnerable groups.

Religion and belief – Through the Corporate Plan the Council will work to maximise its contribution to the seven national well-being goals for Wales. One of the well-being goals is to work towards a Wales of cohesive communities; that is towards communities that are attractive, viable, safe and well-connected. This work can be linked to objective 3 action 9 to 'Work in partnership to develop cohesive communities and promote community safety.'

Sex – The Well-being Plan will work to maximise the Council's contribution to a more equal Wales. Through the Corporate Plan, and the actions the Council will take to deliver the Plan this may have an impact upon those of all sexual orientations.

Sexual orientation - The Corporate Plan will work to maximise the Council's contribution to a more equal Wales. Through the Corporate Plan, and the actions the Council will take to deliver the Plan this may have an impact upon those of all sexual orientations.

Welsh language – Another of the seven national well-being goals for Wales is to work towards a Wales of vibrant culture and thriving Welsh language. Through the Corporate Plan the Council will work to promote culture and heritage of the Vale of Glamorgan and to promote the Welsh language. Specific work to promote Welsh is reflected under objective 1 action 5 to 'Promote the use of the Welsh Language and contribute to the Welsh Government target of 1 million Welsh speakers by 2050.'

Human rights – The Corporate Plan will work to maximise the Council's contribution to a more equal Wales. Through the Plan we will ensure that work is undertaken in the interests of those from all backgrounds in order to ensure all peoples Human Rights are safeguarded.

How do you know?

Explain this for each of the relevant protected characteristics as identified above.

How the Corporate Plan may impact on those with protected characteristics has been outlined against each individual protected characteristics above.

What can be done to promote a positive impact?

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Explain this for each of the relevant protected characteristics as identified above.

The impact from any of the Council's work set out for the next 5 years in the Corporate Plan should be positive as the aim of the Plan is to improve well-being for all, across the Vale of Glamorgan. The actions identified under the 4 well-being objectives in the Plan and in the Annual Delivery Plan will help promote the positive impacts through them being progressed and achieved. The long-term actions outlined within the Corporate Plan and shorter-term actions identified in the Annual Delivery Plan and Service Plans show activities at a variety of lengths, the mixture of short and long term activities recognises that improving well-being will not be limited to an annual timescale but that some aspects may take longer.

Each year a self-assessment (Improvement Plan Part 2, Vale of Glamorgan Council Annual Report) of the Council's performance against the Corporate Plan is produced. This self-assessment along with a varied engagement timetable that includes numerous in depth discussions with senior management and team leaders has allowed the Plan to be developed to identify realistic, yet still challenging, actions. By ensuring the capabilities of services to deliver against the well-being objectives and their related actions the Council will be able to continue to work towards achieving improved well-being for individuals and groups across the Vale, including those with protected characteristics listed in the above sections.

What can be done to lessen the risk of a negative impact?

Explain this for each of the relevant protected characteristics as identified above.

There should be no negative impacts for individuals or groups with protected characteristics arising from the implementation of the Corporate Plan. There is no evidence that the Plan could discriminate against or have an adverse impact on people in any protected groups. The Plan has been developed with due regard to the Council's responsibilities and Equal Opportunities Policy those aspects of the policy which indicate any potential impact upon any of the protected characteristics will be subject to a full equality impact assessment including appropriate consultation.

Is there a need for more favourable treatment to achieve equal outcomes? (Disability only)

The process of developing the Corporate Plan has sought to be inclusive of all groups and individuals who live in, work in or visit the Vale. It should not be necessary for any groups to be treated more favourably in order to achieve equal outcomes from the Plan.

In promoting, engaging and consulting on the draft plan however, the Council has sought to ensure that measures have been taken to enable as many people as possible to be involved. To facilitate this inclusion, a simpler, easier to read summary 1 page version of the Plan was developed. Work to ensure Council's work is accessible in future is

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emphasised under objective 1 action 1 to 'Improve how we involve, engage and communicate with others about our work and decisions.'

Will the impact be positive, negative or neutral?

Explain this for each of the relevant protected characteristics as identified above.

In delivering its Corporate Plan, the Council will seek to improve well-being for all residents, workers and visitors across the Vale of Glamorgan. There should be no negative implications arising for any individuals or groups in the Vale as a result of the implementation of the Plan.

As has been set out in the previous sections of this impact assessment, the Council has sought to ensure that a diverse a range of people as possible have been given the opportunity to feed into, shape and influence the both the draft and final versions of the Corporate Plan. This process has involved a range of different individuals with protected characteristics. How the Plan might impact upon these different groups has been outlined in the previous sections. In implementing the Plan, the Council will seek to continue the conversations that have been started with the groups and individuals that have been involved through consultation and engagement, and will strive to specifically involve those with protected characteristics at every opportunity.

8. Monitoring ongoing impact

Date you will monitor progress

Progress against the Service Plan actions that are aligned to the Annual Delivery Plan which will outline the annual actions to help ensure the long term actions outlined in the Corporate Plan are achieved, and the related performance indicator data will be monitored and reported on a quarterly basis. In addition to the quarterly reporting an Annual Improvement Plan Part 1 report will be published in April highlighting the progress made against Corporate Plan actions in the previous year. The performance reports will outline areas of achievement, areas of slippage and actions that will be taken to overcome any delays to bring work back on track to achieve the actions outlined in the Plans. Each objective will be awarded a Red, Amber or Green status to easily show the progress made that quarter towards achieving the actions in the Plans. All quarterly performance reports are published onto the Performance Management section of Council's website - https://www.valeofglamorgan.gov.uk/en/our_council/achieving_our_vision/Performance-Management.aspx.

Measures that you will monitor

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Each year a suite of local and national performance indicators will be identified, agreed and monitored on a quarterly basis to allow for further analysis on progress made towards key actions in the Plan. Where applicable performance indicators will be attributed a target for the quarter/year. The performance indicators will also be awarded a Red, Amber or Green status to show performance against their targets each quarter. For national indicators a national comparison can be made analysing the Vale's performance against all other Welsh Local Authorities. Performance will be reported to the relevant Scrutiny Committees and Cabinet. A definitions library that outlines all the agreed performance indicators for the year and their calculations is published to the Performance Management section of Council's website - https://www.valeofglamorgan.gov.uk/en/our_council/achieving_our_vision/Performance-Management.aspx.

Date you will review implemented proposal and its impact

Work to achieve the objectives and actions set out in the Corporate Plan will be ongoing until April 2025 as actions have been written to last the lifespan of the Plan. The actions in the Corporate Plan will not be changed however actions within the Annual Delivery Plan will be amended on an annual basis based on the analysis of quarterly performance monitoring, service planning and ongoing engagement.

Performance and impact of the Corporate Plan, Annual Deliver Plan and Service Plans will be reviewed on a quarterly basis. A more in-depth review of progress and impact each year will be published every September as Part 2 of the Improvement Plan. The Corporate Plan will last until April 2025 when the 2020-2025 Plan and its objectives and actions identified for the 5 year period will be reviewed as part of the development process of the next Corporate Plan 2025-2030. All quarterly monitoring reports and Improvement Plan Parts 1 and 2 are published on the Council's website once approved by Cabinet and Full Council where applicable under the Achieving our Vision section - https://www.valeofglamorgan.gov.uk/en/our_council/achieving_our_vision/achieving_our_vision.aspx.

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9. Further action as a result of this equality impact assessment

Possible Outcomes	Say which applies
No major change	No major change applies
Adjust the policy	
Continue the policy	
Stop and remove the policy	

10. Outcomes and Actions

Recommend actions to senior management team

The content of the Corporate Plan will be relevant to all service areas across the Council. All staff should be made aware of the new plan and any direct actions they will contribute towards. This will in part be carried out through a communications campaign on the launch of the new Plan.

Outcome following formal consideration of proposal by senior management team

The Corporate Plan will be put into practice and Annual Delivery Plan finalised. All staff will be made aware of the new Corporate Plan and any actions they contribute towards. Progress will be reviewed on a quarterly basis.

11. Important Note

Where you have identified impacts, you must detail this in your Cabinet report when seeking approval for your proposal.

12. Publication

Where will you publish your approved proposal and equality impact assessment?

The current Corporate Plan webpage will be updated on the Vale of Glamorgan Council's website.

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https://www.valeofglamorgan.gov.uk/en/our_council/achieving_our_vision/Corporate-Plan.aspx

In addition to being available online hard copies of the Corporate Plan and the 1 page summary will be available in Council offices and public libraries throughout the Vale.

In addition to anywhere you intend to publish your approved proposal and equality impact assessment, you must send a copy to Tim Greaves, Equality Co-ordinator, to publish on the equality pages of the Vale of Glamorgan website.

13. Authorisation

Approved by (name)	Tom Bowring
Job Title (senior manager)	Head of Policy and Business Transformation
Date of approval	20 th January 2020
Date of review	20 th January 2021