

Meeting of:	<b>Governance and Audit Committee</b>
Date of Meeting:	<b>Monday, 15 September 2025</b>
Relevant Scrutiny Committee:	No Relevant Scrutiny Committee
Report Title:	Q1 2025/26 Progress Against External Regulatory Recommendations and End of Year Position for 2024/25.
Purpose of Report:	To present Q1 2025/26 to date in addressing existing recommendations from our external regulators and to seek the removal of completed actions covering the period April 2024 to date from the SIB regulatory tracker.
Report Owner:	Tom Bowring, Director of Corporate Resources
Responsible Officer:	Tom Bowring, Director of Corporate Resources
Elected Member and Officer Consultation:	All Members via previous Scrutiny Committee arrangements and the new Joint Scrutiny Committee for Performance and Cabinet consider performance monitoring reports which incorporate progress against key external regulatory recommendations. The Strategic Insight Board (SIB) via its quarterly monitored Insight Tracker provides the Strategic Leadership Team with regular updates on progress with external regulatory actions. Governance and Audit Committee has regular oversight of progress with external regulatory recommendations throughout the year.
Policy Framework:	This is a matter for Executive decision by Cabinet.
<p>Executive Summary:</p> <ul style="list-style-type: none"> <li>The report (and <b>Strategic Insight Board (SIB) Insight Tracker appended to the background papers to this report as Appendix 1</b>) outline our progress to date (August 2025) against all our existing external regulatory recommendations.</li> <li>At Q1 2025/26, there are currently 19 actions ongoing in the Insight Tracker. Positive progress has been made in responding to our regulatory improvement areas with 95% of actions (18) attributed a Green performance (RAG) status and 5% (1) an Amber status.</li> <li>Of the 14 actions relating to <b>local</b> regulatory recommendations, 13 have been attributed a Green RAG status, and 1 an Amber status. The action attributed an Amber performance status relates to the 'Welsh Housing Quality Standard review including Council housing tenants.'</li> <li>There are currently 5 on-going actions in the SIB Insight Tracker relating to <b>national</b> regulatory recommendations of which all 5 have been attributed a Green RAG status.</li> </ul>	

- During Q1 2025/26, a further 4 actions relating to **local** regulatory work have been completed, these actions relate to the 'Audit Wales - Urgent & Emergency Care: Flow out of hospital Cardiff & Vale Region' report. It must be noted that whilst our response to these recommendations have been addressed jointly with key partners, these actions are long term in nature and work will remain ongoing in a business-as-usual capacity to further embed the required changes in response to the audit recommendations.
- Following consideration by the Strategic Insight Board and Strategic Leadership Team, the SIB Regulatory Tracker Q1 2025/26 position is now being reported to Governance and Audit Committee and thereafter, Cabinet for final oversight.
- A positive end of year position in relation to our external regulatory recommendations for the period 2024/25 has been reported as part of the Council's Draft Annual Self-Assessment (ASA) 2024/5. A Joint Scrutiny Committee for Performance has considered the Draft ASA on 15<sup>th</sup> July 2025 as has the Governance and Audit Committee on 21<sup>st</sup> July 2025. This reported the completion of 58 actions (22 national and 36 local regulatory actions) with 17 actions ongoing. Of the 17 actions that were ongoing at end of year, 65% of actions (11 actions) were attributed a Green performance (RAG) status, 29% (5) an Amber status and 6% (1) a Red status. Additionally, prior to the new scrutiny arrangements established as part of Vale 2030, all Scrutiny Committees have had oversight throughout the year of the progress with our regulatory actions via the SIB Insight Tracker which was incorporated within our corporate quarterly performance monitoring arrangements.
- In line with its remit, Governance and Audit Committee is asked to review the Council's progress to date in addressing the recommendations made by our external regulators as outlined in the Q1 2025/26 SIB Insight Tracker (**appended to the background papers to this report as Appendix 1**) including the removal of completed actions, with their views referred to Cabinet for consideration.
- Additionally, for completeness, Governance and Audit Committee is requested to review and endorse the reported progress for the period 2024/25 against our regulatory recommendations (**as detailed in the Council's Draft ASA and appended to the background papers to this report as Appendix 2**) including the removal of completed actions, with their views referred to Cabinet for consideration.

## Recommendations

1. That Governance and Audit Committee review the Council's progress to date in addressing existing recommendations made by our external regulators as outlined in the appended Strategic Insight Board Insight Trackers for the periods Q1 2025/26 and Q4 2024/25 respectively.
2. That Governance and Audit Committee refer any views and recommendations to Cabinet (including endorsing the removal of completed actions from the SIB Insight Tracker).

## Reasons for Recommendations

1. To ensure the Council implements its regulatory recommendations and responds appropriately to the recommendations identified through the Audit Wales' programme of local reviews and national Local Government Studies.
2. To ensure that the Council's SIB Insight Tracker reflects the most up to date position on our regulatory recommendations.

### 1. Background




- 1.1 As part of the on-going audit work by the Council's regulators, a series of recommendations are made as a result of audit studies (locally and nationally). The Council is required to ensure that these improvement areas are appropriately progressed, and the results reported.
- 1.2 The SIB Insight Tracker (**appended to the background papers to this report**) contains the most up to date record of all our regulatory recommendations and outlines progress to date against these. This is updated all year round to reflect the audit work programme, including all local reviews and national Local Government Studies to ensure actions are completed, reported and closed down in a timely manner.
- 1.3 The Insight Tracker also provides a snapshot of overall progress across the Council, a progress snapshot by Directorate, and identifies completed actions to be removed from the tracker as well as remedial actions to address areas where limited progress has been made.
- 1.4 This approach ensures progress remains under review enabling us to provide our regulators with an up-to-date position on all our related work in line with our statutory duties.
- 1.5 The Governance and Audit Committee has a key role in maintaining oversight of the Council's response to issues raised by our external regulators and receive progress updates against all regulatory recommendations when initially received, and via a mid-year update report which is then supplemented with an annual review of progress as part of the Council's Annual Self-Assessment.




## 2. Key Issues for Consideration

### Q1 SIB Insight Tracker 2025/26

- 2.1 The SIB Insight Tracker: Q1, 2025/26 (**appended to the background papers to this report as Appendix 1**) outlines our progress against existing regulatory recommendations in response to local reviews and national Local Government Studies and audit work undertaken to date.
- 2.2 In line with corporate performance management arrangements, consideration is given by relevant council services to the findings contained within both local and national reports as they are published, and actions have been incorporated within the Council's SIB Insight Tracker throughout the year as appropriate. These actions are monitored quarterly by the Strategic Insight Board, Strategic Leadership Team and reported to Governance and Audit Committee and Cabinet as work to address them progresses. Progress is also monitored by Audit Wales colleagues throughout the year as part of the Council's Annual Regulatory Plan.
- 2.3 At Q1 2025/26, positive progress has been made in responding to our regulatory improvement areas. Of the 19 actions on-going in the SIB Insight Tracker, 95% of actions (18) have been attributed a Green performance (RAG) status, and 5% (1) an Amber status.
- 2.4 Of the 14 actions relating to local regulatory recommendations, 93% (13) have been attributed a Green RAG status and 7% (1) action attributed an Amber status. The action attributed an Amber status relates to the Welsh Housing Quality Standard review including Council housing tenants. Recent evaluation has identified an online resource would assist tenants in directly reporting and booking appointments, reducing the need to call 'Call One Vale.' A solution is now being delivered through the Housing software update. Delays early in the implementation phase mean this project has fallen behind the original planned release date, but actions are now in place to deliver the first stage of this project in the quarter 3 of this year. The release of the self-reporting software is therefore likely to be the first quarter of the next financial year.
- 2.5 There are currently 5 on-going actions in the SIB Insight Tracker relating to national regulatory recommendations of which all 5 have been attributed a Green RAG status.
- 2.6 During the quarter, a further 4 actions relating to **local** regulatory work have been completed, these actions relate to the 'Audit Wales - Urgent & Emergency Care: Flow out of hospital Cardiff & Vale Region' report. It must be noted that whilst our response to these recommendations have been addressed jointly with key partners, these actions are long term in nature and work will remain ongoing in a business-as-usual capacity to further embed the required changes in response to the audit recommendations.

- 2.7** Detailed below is a snapshot of overall progress to date against our 19 ongoing regulatory improvement priorities. This reflects the priority ratings <sup>1</sup>assigned to the Council's response to all external regulatory audit recommendations (national and local) in order to assist in their implementation and progress monitoring.

National			
RAG status	Regulatory Audit Action Priority		
	H	M	L
	2	3	0
	0	0	0
	0	0	0
5			

Local			
RAG status	Regulatory Audit Action Priority		
	H	M	L
	8	5	0
	0	0	1
	0	0	0
14			

- 2.8** Of the 14 local regulatory actions, 8 have been assigned a high priority rating with all 8 attributed a Green RAG status. Of the 5 medium priority rated local regulatory actions, all 5 have been attributed a Green RAG status. There is 1 low priority rated local regulatory action which has been attributed an Amber RAG status. (Welsh Housing Quality Standard review including Council housing tenants).
- 2.9** Of the 5 national regulatory actions, 2 actions are rated high priority and have been attributed a Green status, all 3 medium priority rated national regulatory actions have been attributed a Green RAG status. There are no national regulatory actions attributed a low priority status.
- 2.10** Following consideration by the Strategic Insight Board, and the Strategic Leadership Team, the Insight Tracker quarter 1 position statement is now being reported to Governance and Audit Committee and thereafter, to Cabinet for final oversight.
- 2.11** In line with its remit, Governance and Audit Committee is asked to review the Council's progress to date in addressing the recommendations made by our external regulators as outlined in the Q1 2025/26 SIB Insight Tracker (**appended to the background papers to this report as Appendix 1**) including the removal of completed actions, with their views referred to Cabinet for consideration.

<sup>1</sup> The priority ratings of High, Medium or Low (as described in the appended Strategic Board Insight Tracker) are based on assessment of the risks that the recommendations pose to the Council. For example, assigning a priority rating of 'High' requires immediate management response/action to mitigate or reduce the level of risk exposure (political and legislative, resources, service delivery and well-being and reputational) to the Council. Identified management response/actions should be implemented as soon as possible and within 1 year of agreeing the recommendation(s). 'Medium' priority rated recommendations require a management response/ action to be implemented within the short term (1-2 years), while recommendations assigned a 'Low' priority require a response within 1-3 years.

## **Q4/End of year Insight Tracker 2024/25**

- 2.12** A positive end of year position in relation to our external regulatory recommendations for the period 2024/25 has been reported as part of the Council's Draft Annual Self-Assessment (ASA) 2024/5. A Joint Scrutiny Committee for Performance has considered the Draft ASA on 15th July 2025 as has the Governance and Audit Committee on 21st July 2025 as part of the consultation on the Draft ASA 2024/25. This reported the completion of 58 actions (22 national and 36 local regulatory actions) with 17 actions ongoing. Of the 17 actions that were ongoing at end of year, 65% of actions (11 actions) were attributed a Green performance (RAG) status, 29% (5) an Amber status and 6% (1) a Red status.

Additionally, prior to the new scrutiny arrangements established as part of Vale 2030, all Scrutiny Committees have had oversight throughout the year of the progress with our regulatory actions via the SIB Insight Tracker which was incorporated within our corporate quarterly performance monitoring arrangements.

- 2.13** For completeness, Governance and Audit Committee is requested to review and endorse the reported progress for the period 2024/25 against our regulatory recommendations (**as detailed in the Council's Draft ASA and appended to the background papers to this report as Appendix 2**) including the removal of completed actions, with their views referred to Cabinet for consideration.

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

- 3.1** Performance Management is an intrinsic part of corporate governance and integrated business planning which underpins the delivery of the Council's Well-being Objectives and associated commitments in its Corporate Plan and the Annual Statement. The Council's Annual Performance Calendar is our key means of demonstrating how we are meeting the new performance requirements whilst contributing to the national well-being goals.
- 3.2** External Regulation is an important vehicle for driving continuous improvement across our services. Progressing the improvement areas identified by our regulators not only enables us to demonstrate our commitment to continuous service improvement but also contributes to further strengthening our impact on the national well-being goals through the achievement of our well-being objectives.
- 3.3** The areas of improvement identified by our external regulators and the associated action plans produced by officers have been developed with the five ways of working in mind. The focus of these is on developing innovative ways of working that better integrate services, whilst enabling us to work more collaboratively with our partners and citizens to involve them in improving service delivery. These improvement actions also focus on preventative actions that will enable us to sustain and future proof our services into the longer term.

- 3.4** All external regulatory recommendations are reflected in the Council's Strategic Insight Board Insight tracker and progress monitored regularly to ensure they are addressed.

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

- 4.1** Our Corporate Plan and associated enabling strategies all have regard to the effects of climate change and nature implications and inform decisions around resource use that help to mitigate climate change and nature implications in the use of those resources.

## **5. Resources and Legal Considerations**

### **Financial**

- 5.1** There are no additional budgetary implications directly arising from this report, although failure to progress the improvement areas outlined in the report could have a negative impact on any future external regulatory assessments of the Council which could in turn put funding opportunities at risk.

### **Employment**

- 5.2** There are no direct workforce related implications associated with this report. However, there are a number of issues contained within the report that if not effectively managed have the potential to impact on our staff establishment and performance overall. This may in turn impact adversely on progressing our improvement areas and achievement of our well-being Objectives.

### **Legal (Including Equalities)**

- 5.3** There are no implications directly arising from this report, although failure to progress the relevant improvement areas outlined in the report could have a negative impact on any future external regulatory assessments and could result in a special inspection by the Auditor General for Wales if deemed that the Council is not meeting the performance requirements as a result.
- 5.4** The Well-being of Future Generations (Wales) Act 2015 (WBFG) and the Local Government & Elections (Wales) Act 2021 (LG&E) require the Council to publish annual Well-being Objectives, keep performance under review and consult and report on our performance through an annual self-assessment relating to the previous financial year.
- 5.5** The Auditor General for Wales is statutorily required under the Well-being of Future Generations (Wales) Act 2015, to examine public bodies to assess the

extent to which they have acted in accordance with the sustainable development principle when setting their well-being objectives and taking steps to meet them.

- 5.6** Under the LG&E Act, a special inspection of the Council may be undertaken if the Auditor General for Wales considers that the council is not, or may not be meeting, the performance requirements. This inspection is to assess the extent to which the Council is meeting the performance requirements, in exercising its functions effectively; using its resources economically, efficiently and effectively; and in ensuring its governance is effective for securing the above.

## **6. Background Papers**










[Q1 2025/26 SIB Insight Tracker \(App 1\)](#)

[Q4 /End of Year 2024/25 SIB Insight Tracker \(App 2\)](#)









## Quarter 1 (1st April 2025 - 31st June 2025) 2025/26 SIB Insight Tracker Progress Snapshot

Snapshot of progress at Q1 against our ongoing regulatory improvement areas

National Recs/ PFIs	RAG status	Local Recs/ PFIs	RAG status	All Regulatory Recs/ PFIs	RAG status
5		13		18	
0		1		1	
0		0		0	
5		14		19	

Snapshot of progress at Q1 by Regulatory Audit Action Priority

National				Local			
RAG status	Regulatory Audit Action Priority Action			RAG status	Regulatory Audit Action Priority Action		
	H	M	L		H	M	L
	2	3	0		8	5	0
	0	0	0		0	0	1
	0	0	0		0	0	0
5				14			

Priority	Description
High	Management response/ action is considered imperative to ensure that the Council is not exposed to high risks (Political and Legislative, Resources, Service Delivery & Well-being and Reputational). Action to be implemented as soon as possible (within 1 year).
Medium	Action/ management response is considered necessary to avoid exposure to considerable risks (Political and Legislative, Resources, Service Delivery & Well-being and Reputational). Action to be implemented within the short term (within 1-2 years).
Low	Management response/ action is considered desirable or good practice and would result in enhanced control, good governance and better value for money (Political and Legislative, Resources, Service Delivery & Well-being and Reputational). Action to be implemented within the short to medium term (within 1-3 years).

Local Regulatory Actions										
Reference	Report	Responsible Officer	Regulatory Recommendation	Priority (H/M/L)	Update	Status	Target Date	Date of Last Update	Scrutiny Committee	Rationale for Revised Target Date
LR17	Welsh Housing Quality Standard review including Council housing tenants	Andrew Treweek	P1 – The Council should evaluate how effective the process is for tenants to report housing repairs via the Customer Contact Centre (Call One Vale)	L	Evaluation has identified an on-line resource would assist tenant’s in directly reporting and booking appointments, without calling C1V. A solution is being delivered through the Housing software update. Delays in the implementation mean this project has fallen behind the planned release date, but actions are now in place to deliver the first stage of this project in the third quarter of this financial year. The release of the self-reporting software is therefore likely to be the first quarter of next financial year.	Amber	Mar-26	Aug-25	PC	This is being delivered as part of the wider Housing tenant web portal and is dependent upon a wider project to provide electronic service to our tenants.
LR45	Application of the sustainable development principle in service areas – Vale of Glamorgan Council	Tom Bowring	The Council should develop its project management toolkit to ensure that those documents help officers to apply the sustainable development principle from the outset.	H	Digital and service teams have been actively piloting agile project management approaches — including techniques, methodologies, and key artefacts — to assess their suitability for wider adoption across the council. The insights and feedback gathered from these pilots will play a crucial role in shaping the design and direction of a new, fit-for-purpose project delivery model. A new SharePoint site is due for release in Q2.	Green	Mar-26	Aug-25	RC	This work remains ongoing
LR53	Digital Strategy Review	Nickki Johns	R4: To help the Council monitor the value for money of its digital strategy it should: - identify any savings it is aiming to make from the strategy. - ensure that performance information used to monitor its digital strategy enables it to fully understand the impact of the Council’s investment in digital.	H	Savings targets linked to key digital projects have been agreed and now underpin the Digital Strategy Roadmap. To ensure effective oversight, a dedicated Digital Board has been established to monitor delivery against these targets. In parallel, a project evaluation framework is being developed to assess the full value of digital initiatives — including financial benefits. This work places greater emphasis on the systematic collection of performance metrics and service cost data to support accurate benefits realization. To support this, investment has been made in the Engage process mapping platform, enabling the capture and comparison of value-related data tied to process improvements	Green	Mar-26	Aug-25	RC	This work remains ongoing
LR66	Use of Performance Information: Service User Perspective and Outcomes Review - Vale of Glamorgan Council	Tom Bowring/ Helen Moses	R2: Outcomes information - The Council should strengthen the information provided to senior leaders to help them evaluate whether the Council is delivering its objectives and intended outcomes.	H	Work is underway to develop the performance reports for Vale 2030 to ensure there is a stronger focus on outcomes. Q1 information will be considered by SLT to assess both progress but also what further information will be needed for Q2 reports to the Joint Performance Committee bringing together information on resources, performance and outcomes.	Green	Jan-26	Aug-25	RC	
LR72	Panel Performance Assessment November 2024	Tom Bowring	R1: Planning for Place: The Council would benefit from developing and effectively communicating a narrative that articulates a positive vision for the future, which is relatable to multiple audiences and has a call to action. In doing so it could be a catalyst for change for the Vale of Glamorgan as a County, drawing together partners, stakeholders, the business sector, and communities.	H	Vale 2030 has been published together with an Annual Statement setting out priorities for the next five years and the next 12 months. Work is continuing to communicate and take forward the vision including meetings with partners to discuss the commitments in Vale 2030 and work being undertaken through Placemaking and Reshaping. The next Let’s Talk survey will provide further insights to help shape conversations with partners.	Green	Mar-26	Aug-25	RC	
LR73	Panel Performance Assessment November 2024	Tom Bowring	R2: Signaling Change: The Council should consider how it signals and amplifies its changing approach both within the organisation and across the Vale.	H	A Signaling Change Plan has been developed in response to the Panel Performance Assessment. This plan sets out a number of projects to be undertaken within Corporate Resources. Primarily by HR, Democratic Services, and the Communications teams. For example, a new Communications Strategy for the Council will be produced.	Green	Mar-26	Aug-25	RC	
LR74	Panel Performance Assessment November 2024	Tom Bowring	R3: Building on existing, strong partnerships: • Recognising the democratic convening role that the Council has in leading partnerships, whilst recognising when to lead and when to support wider partnerships to take the lead in the provision of services. • Taking the opportunity to create the time and space to strategically assess and review the partnership landscape, strengthening relationships and assessing where resource and energy is best spent for the wider benefit of the place in order to make the biggest difference. • Working with stakeholders on getting the “brilliant basics” right that reflects the needs of the local community. • Leverage the collective capacity of the Vale of Glamorgan and continue to build innovative joint working arrangements with neighbouring Councils.	M	Work has commenced to map strategic partnerships and their potential to contribute to the delivery of Vale 2030. Work has also been undertaken to promote the partnership statement within Vale 2030. This was integral to the recent Management Development Sessions and work is being undertaken as part of the Strengthening Communities theme within Reshaping and as part of the Signaling Change work. As part of the launch of Vale 2030 the Leader and Chief Executive hosted an online meeting with partners to discuss Vale 2030 and opportunities for joint working. This was well received with a number of partners welcoming the vision in Vale 2030 and alignment with their priorities.	Green	Mar-26	Aug-25	RC	

Reference	Report	Responsible Officer	Regulatory Recommendation	Priority (H/M/L)	Update	Status	Target Date	Date of Last Update	Scrutiny Committee	Rationale for Revised Target Date
LR75	Panel Performance Assessment November 2024	Tom Bowring	R4: Governance and using resource effectively <ul style="list-style-type: none"> <li>Reviewing and revising the cycle of formal democratic meetings and formal reporting requirements, exploring ways to better engage members in more proactive and cross chamber collaboration – in both formal and informal ways including reviewing the effectiveness of online meetings.</li> <li>Reviewing the balance between the internal corporate demands placed on members and their role as representatives of their constituents to deliver the Council's vision of place.</li> <li>Using the strong local politics as a force for good, whilst ensuring civility in public life is promoted and kept front and centre to encourage respectful and constructive debate including online and in-person meetings.</li> <li>Enhancing the effectiveness of the Council's scrutiny arrangements, specifically meetings, by assessing current practices to identify opportunities for improvement to make them more effective.</li> </ul>	M	In Quarter 1, work has commenced to review the Council's Democratic and Governance arrangements, building upon work previously undertaken, which will continue for the upcoming year.  During the quarter, the proposals surrounding Reshaping Scrutiny (changes to Scrutiny Committee's size, structures and ways of working), were agreed at Council, with seats appointed to at the Council's Annual Meeting. The first Committee meetings were held during the quarter, with Task and Finish topics identified by each Committee, to commence during the following quarter. A range of enabling actions to support these changes were also undertaken, including changes to the way information only items are shared with Members. Officers were also briefed surrounding these changes at the Council's Chief Officer sessions, Senior Leadership Team and individual Directorate Management Team meetings. Alongside these changes to Scrutiny meetings, preparations were undertaken alongside the Strategy and Insight team to undertake the first Joint Performance Scrutiny, reviewing the Council's Annual Self-Assessment report, in July. A revised Recommendations Tracker and supporting guidance for Members and Officers was also developed, to be implemented in Quarter Two. The Scrutiny Chair and Vice-Chairs Group was also reconvened with it's revised Membership, and have started to consider elements such as learning from other Council's, reviewing the Scrutiny changes, reflective practices, and ways of working including meeting arrangements. Work has also commenced to explore how to diversify voices in decision making, including consideration with Youth Services and Housing colleagues as to how best involve them in this work moving forward.	Green	Mar-26	Aug-25	RC	
LR/55	Estyn Review - Cardiff & Vale Adult Learning in the Community Partnership review	Trevor Baker/Mark Davies	R1 - Evaluate learners' progression into, through and on from the provision	M	Strategic partnership is meeting in October to discuss.	Green	Mar-26	Aug-25	LW	
LR56	Estyn Review - Cardiff & Vale Adult Learning in the Community Partnership review	Trevor Baker/Mark Davies	R2 - Improve the extent to which learners contribute to self-evaluation and the work of the partnership	M	Discussion at National level about a single self evaluation and will again be discussed in Strategic partnership in October.	Green	Mar-26	Aug-25	LW	
LR57	Estyn Review - Cardiff & Vale Adult Learning in the Community Partnership review	Trevor Baker/Mark Davies	R3 - Explore opportunities to increase provision or access to provision through the medium of Welsh	M	Working in partnership with Learn Welsh the Vale and Menter y Fro, ACL have designed a programme of Welsh medium learning opportunities across Get Back on Track (GBOT) and Vale Courses. A staff survey has identified suitable tutors who can deliver a mixture of leisure, employability and skills for Welsh speakers and learners. Courses will include a menu for parents in Welsh medium schools, courses based in Palmerston Centre on the GBOT programme as well as courses in Cowbridge, Barry and Penarth offered through Vale Courses. A task and finish group, chaired by Mark Davies, and attended by members of the CVCLP partnership has met regularly to discuss Welsh medium provision and piloted some provision in both Cardiff and Barry. This has informed the curriculum offer for the new academic year.	Green	Mar-26	Aug-25	LW	
LR76	Audit Wales- Arrangements for Commissioning Services	Matt Bowmer	R1 - To enable the Council to assess and report on value for money of commissioned services, it should ensure that: 1.1 comprehensive options appraisals are routinely undertaken when commissioning services and these include each option's full costs and benefits; 1.2 commissioning decisions: <ul style="list-style-type: none"> <li>are supported by appropriate records;</li> <li>consider short, medium and long-term factors;</li> <li>are informed by the views of those impacted by the commissioned service; and</li> <li>include an assessment of risk</li> </ul> 1.3 contract monitoring routinely assesses and monitors value for money .	H	The Audit Wales report has been presented to Governance & Audit Committee. This is scheduled to go to SLT and then communicated to all chief officers.	Green	Jun-26	Aug-25	RC	This work remains ongoing
LR77	Audit Wales- Arrangements for Commissioning Services	Matt Bowmer	R2 - To avoid duplication and identify opportunities to secure multiple benefits, the council should take account of its own well-being objectives, partners' well-being objectives and the national well-being goals when commissioning services.	H	This will be covered in the communications above, and a reminder to all to complete all sections in the Cabinet/Committee templates.	Green	Jun-26	Aug-25	RC	This work remains ongoing
LR78	Audit Wales- Arrangements for Commissioning Services	Matt Bowmer	R3 - To ensure that the Council identifies opportunities to improve value for money and outcomes it should: 3.1 routinely and consistently evaluate the effectiveness of its commissioning arrangements across the organisation; and 3.2 share learning from commissioning activity across the Council.	H	Commissioning and contract management are included in the 2025/26 Annual Audit Plan and there will be a rolling annual review.	Green	Jul-26	Aug-25	RC	This work remains ongoing



National Regulatory Actions										
Reference	Report	Responsible Officer	Regulatory Recommendation	Priority (H/M/L)	Update	Status	Target Date	Date of Last Update	Scrutiny Committee	Rationale for Revised target Date
NR7	Local Government Services to Rural Communities	Tom Bowring	R4- To help sustain rural communities, public services need to act differently in the future. We recommend councils do more to develop community resilience and self-help by: - working with relevant bodies such as the Wales Cooperative Centre to support social enterprise and more collaborative business models; - providing tailored community outreach for those who face multiple barriers to accessing public services and work; - enhancing and recognising the role of town and community councils by capitalising on their local knowledge and supporting them to do more; -encouraging a more integrated approach to service delivery in rural areas by establishing pan-public service community hubs, networks of expertise, and clusters of advice and prevention services; - enabling local action by supporting community asset transfer identifying which assets are suitable to transfer, and having the right systems in place to make things happen; and - improving community-based leadership by developing networks of interest, training and coaching, and encouraging volunteering.	M	Work to progress the social enterprise aspect of this work is continuing with the work underpinned by the Cwmpas commission last year. Services to support people in rural areas who are experiencing poverty are being supported, for example through the Wick Food Farmacy, Llantwit Major More than Food Hub and the outreach into St Athan. More strategic work is commencing regarding the relationship with town councils under Reshaping.	Green	Mar-26	Aug-25	CP&R	Further work forms part of the PSBs work programme.
NR8	Local Government Services to Rural Communities	Tom Bowring	R1 - Local authorities need to do more to make CATs (Community Asset Transfers) simpler and more appealing, help build the capacity of community and town councils, give them more guidance in raising finance, and look to support other community development models such as social enterprises  the support social value and citizen involvement. In addition, we recommend that local authorities monitor and publish CAT numbers and measure the social impact of CATs.	M	The Reshaping Assets Board are proactively looking at priority assets that could be operated by other organisations in the future, including via CAT as well as other arrangements. The Welsh Government inquiry into CATs is concluding and a report is expected in the coming months. In addition, the Future Generations Commissioner's five year report calls for a change in how communities can become involved in assets and a workshop is scheduled for 2nd September to consider this recommendation (amongst others from there report).	Green	Mar-26	Aug-25	CP&R	This work remains ongoing.
NR9	Local Government Services to Rural Communities	Tom Bowring	R2 - Local authorities have significant scope to provide better and more visible help and support before, during, and after the community asset transfer process. We conclude that there is considerable scope to improve the business planning, preparation, and aftercare for community asset transfer. We recommend that local authorities: - identify community assets transfer's role in establishing community hubs, networks of expertise and clusters of advice and prevention services; - work with town and community councils to develop their ability to take on more CATs; - identify which assets are suitable to transfer, and clarify what the authority needs to do to enable their transfer; - ensure their CAT policy adequately covers aftercare, long term support, post transfer support, signposting access to finance, and sharing the learning about works well; and - support community-based leadership by developing networks of interest, training and coaching, and encouraging volunteering.	M	The Reshaping Assets Board are proactively looking at priority assets that could be operated by other organisations in the future, including via CAT as well as other arrangements. The Welsh Government inquiry into CATs is concluding and a report is expected in the coming months. In addition, the Future Generations Commissioner's five year report calls for a change in how communities can become involved in assets and a workshop is scheduled for 2nd September to consider this recommendation (amongst others from there report). SLT have also recently approved the creation of a post to support community groups in the operation of assets in the future, including the CAT process.	Green	Mar-26	Aug-25	CP&R	This work remains ongoing.

Reference	Report	Responsible Officer	Regulatory Recommendation	Priority (H/M/L)	Update	Status	Target Date	Date of Last Update	Scrutiny Committee	Rationale for Revised target Date
NR28	Equality Impact Assessments: more than a tick box exercise?	Tom Bowring	Reviewing public bodies’ current approach for conducting EIAs - R4 While there are examples of good practice related to distinct stages of the EIA process, all public bodies have lessons to learn about their overall approach. Public bodies should review their overall approach to EIAs considering the findings of this report and the detailed guidance available from the EHRC and the Practice Hub. We recognise that developments in response to our other recommendations and the Welsh Government’s review of the PSED Wales specific regulations may have implications for current guidance in due course.	H	We have an Equality Impact Assessment (EIA) process which helps us to consider the impact of our work on citizens with protected characteristics. The EIA process has been simplified and digitised. EIAs will now be undertaken using Microsoft Forms and all completed returns will be hosted in a SharePoint site. As well as an effective utilisation of our digital tools we anticipate this will enable and encourage more colleagues to complete EIAs. The new digital process will also make all EIAs available to chief officers. Providing these examples should also help with completion. This will also enable the organisation to analyse the cumulative impact. Using this new approach EIAs will be completed as part of the <del>budget setting process</del> .	Green	Mar-26	Aug-25	L&C	This work remains ongoing.
NR33	‘Time for Change’ – Poverty in Wales	Tom Bowring	R7 Streamlining and improving application and information services for people in poverty • We recommend that councils: establish corporate data standards and coding that all services use for their core data; undertake an audit to determine what data is held by services and identify any duplicated records and information requests; create a central integrated customer account as a gateway to services; undertake a data audit to provide refresher training to service managers to ensure they know when and what data they can and cannot share; and review and update data sharing protocols to ensure they support services to deliver their data sharing responsibilities.	H	This work is being progressed by a cross-directorate group working with Citizens Advice to identify and map the different types of provision being offered by the Council both centrally and via outreach. A recent workshop with council tax has also highlighted opportunities to streamline the sharing of data and exploring the perceived and actual parameters that may limit this, with the potential to remove some barriers.	Green	Mar-26	Aug-25	CP&R/ L&C/ H&SC	This work remains ongoing.












Completed Local Regulatory Actions									
Reference	Report	Responsible Officer	Regulatory Recommendation	Update	Priority (H/M/L)	Status	Target Date	Date of Last Update	Scrutiny Committee
LR79	Audit Wales- Urgent & Emergency Care: Flow out of	Lance Carver/ Jason Bennett	R1 - To help inform discussions around discharge, the local authorities should capture the risks associated with social care	A monthly "check point" data report is submitted to Welsh government which includes a risk rating for both assessment and care capacity.	H	Green - Completed and ongoing	Apr-25	Aug-25	LW
LR80	Audit Wales- Urgent & Emergency Care: Flow out of hospital Cardiff & Vale Region	Lance Carver/ Jason Bennett	R2 - The Health Board, working with local authorities, should update its discharge policy and associated policies, including the choice of accommodation policy, to provide clarity to all	National policy was updated and the UHB have updated their policy accordingly including patient information leaflets and staff information.	H	Green - Completed and ongoing	Apr-25	Aug-25	LW
LR81	Audit Wales- Urgent & Emergency Care: Flow out of	Lance Carver/ Jason Bennett	R5 - The Health Board, in partnership with its local authorities, should ensure it has the necessary	The UHB is yet to fully adopt a full system of 7 day working for consultants, Allied Health professionals, and their discharge team. Local Authority arranged care providers and	H	Green - Completed and ongoing	Apr-25	Aug-25	LW
LR82	Audit Wales- Urgent & Emergency Care: Flow out of	Lance Carver/ Jason Bennett	R7 -To help inform decision-making and discussions, the Health Board and local authorities should ensure that	Already in place and has been for a long time, in addition all regions have a monthly meeting with Welsh Government to discuss Pathways of Care data.	H	Green - Completed and ongoing	Apr-25	Aug-25	LW







Completed National Regulatory Actions									
Reference	Report	Responsible Officer	Regulatory Recommendation	Update	Priority (H/M/L)	Status	Target Date	Date of Last Update	Scrutiny Committee

## Quarter 4 (1st April 2024 - 31st March 2025) 2024/25 SIB Insight Tracker Progress Snapshot

Snapshot of progress at Q4 against our ongoing regulatory improvement areas

National Recs/PFIs	RAG status	Local Recs/PFIs	RAG status	All Regulatory Recs/ PFIs	RAG status
2		9		13	
3		2		5	
1		0		1	
6		11		17	

Snapshot of progress at Q4 by Regulatory Audit Action Priority

National				Local			
RAG status	Regulatory Audit Action Priority			RAG status	Regulatory Audit Action Priority		
	Action				Action		
	H	M	L		H	M	L
	1	1	0		4	5	0
	0	3	0		1	0	1
	1	0	0		0	0	0
6				11			

Priority	Description
High	Management response/ action is considered imperative to ensure that the Council is not exposed to high risks (Political and Legislative, Resources, Service Delivery & Well-being and Reputational). Action to be implemented as soon as possible (within 1 year).
Medium	Action/ management response is considered necessary to avoid exposure to considerable risks (Political and Legislative, Resources, Service Delivery & Well-being and Reputational). Action to be implemented within the short term (within 1-2 years).
Low	Management response/ action is considered desirable or good practice and would result in enhanced control, good governance and better value for money (Political and Legislative, Resources, Service Delivery & Well-being and Reputational). Action to be implemented within the short to medium term (within 1-3 years).



Local Regulatory Actions											
Reference	Report	Responsible Officer	Regulatory Recommendation	Priority (H/M/L)	Update	Status	Target Date	Date of Last Update	Scrutiny Committee	Rationale for Revised Target Date	
LR17	Welsh Housing Quality Standard review including Council housing tenants	Andrew Treweek	P1 – The Council should evaluate how effective the process is for tenants to report housing repairs via the Customer Contact Centre (Call One Vale)	L	Evaluation has identified an on-line resource would assist tenant’s in directly reporting and booking appointments, without calling C1V. A solution is being delivered through the Housing software update. Delays in the implementation mean this project has fallen behind the planned release date, but actions are now in place to deliver the first stage of this project in the second quarter of the financial year.	Amber	Mar-26	Apr-25	H&SC	This is being delivered as part of the wider Housing tenant web portal and is dependant upon a wider project to provide electronic service to our tenants.	
LR45	Application of the sustainable development principle in service areas – Vale of Glamorgan Council	Tom Bowring	The Council should develop its project management toolkit to ensure that those documents help officers to apply the sustainable development principle from the outset.	H	We are in the final stages of development of the Project Toolkit with a release of the new artefacts, guides and corresponding Sharepoint site to support colleagues across the council to take this up, ready for release in the first half of Q1 2025/26.	Amber	Mar-26	Apr-25	CP&R	This work remains ongoing	
LR53	Digital Strategy Review	Nickki Johns	R4: To help the Council monitor the value for money of its digital strategy it should: - identify any savings it is aiming to make from the strategy. - ensure that performance information used to monitor its digital strategy enables it to fully understand the impact of the Council’s investment in digital.	H	We are in the final stages of a benefits realisation dashboard to deliver statistics on the financial impact of Digital on the organisation.  It remains a challenge to capture every element due to the successful embedding of Modern Workplace tools across the organisation however we are working to identify how we can identify this value.	Green	Mar-26	Apr-25	CP&R	This work remains ongoing	
LR66	Use of Performance Information: Service User Perspective and Outcomes Review - Vale of Glamorgan Council	Tom Bowring/ Helen Moses	R2: Outcomes information - The Council should strengthen the information provided to senior leaders to help them evaluate whether the Council is delivering its objectives and intended outcomes.	H	Work is progressing as part of the performance management arrangements for Vale 2030 which together with the new Directorate Plans has a greater focus on outcomes. This work is not yet complete as the first reports have not yet been produced.	Green	Jan-26	Apr-25	CP&R		
LR72	Panel Performance Assessment November 2024	Tom Bowring	R1: Planning for Place: The Council would benefit from developing and effectively communicating a narrative that articulates a positive vision for the future, which is relatable to multiple audiences and has a call to action. In doing so it could be a catalyst for change for the Vale of Glamorgan as a County, drawing together partners, stakeholders, the business sector, and communities.	H	The content of Vale 2030 has been reviewed to reflect that it is a plan for place. A signalling change plan has been developed by the Director of Corporate Resources to draw together a series of activities to support the promotion of Vale 2030. The signalling change plan includes important communications work including a new corporate narrative, accompanying tone of voice guidance, new branding and a series of assets to promote the Plan and new objectives.	Green	Mar-26	Apr-25	CP&R		
LR73	Panel Performance Assessment November 2024	Tom Bowring	R2: Signalling Change: The Council should consider how it signals and amplifies its changing approach both within the organisation and across the Vale.	H	A signalling change plan has been developed by the Director of Corporate Resources to draw together a series of activities to support the promotion of Vale 2030. The signalling change plan encompasses aspects of work including our internal and external communications, involvement of Members (including new scrutiny arrangements) and how we will engage with partners.	Green	Mar-26	Apr-25	CP&R		
LR74	Panel Performance Assessment November 2024	Tom Bowring	R3: Building on existing, strong partnerships: <ul style="list-style-type: none"><li>• Recognising the democratic convening role that the Council has in leading partnerships, whilst recognising when to lead and when to support wider partnerships to take the lead in the provision of services.</li><li>• Taking the opportunity to create the time and space to strategically assess and review the partnership landscape, strengthening relationships and assessing where resource and energy is best spent for the wider benefit of the place in order to make the biggest difference.</li><li>• Working with stakeholders on getting the “brilliant basics” right that reflects the needs of the local community.<ul style="list-style-type: none"><li>• Leverage the collective capacity of the Vale of Glamorgan and continue to build innovative joint working arrangements with neighbouring Councils.</li></ul></li></ul>	M	Work has begun on mapping the strategic partnerships in which the Council is involved. The Strategic Partnership Group has met and discussed key partnerships, alignment to Vale 2030, impact and resources and discussions are ongoing regarding the partnership landscape. lead officers involved in these partnerships have met to consider the linkages between these partnerships and the work being taken forward. These discussions have fed-into a high level mapping exercise to identify the synergies between the partnerships in which the Council is involved, the commitments set-out in Vale 2030, and the opportunities for further collaboration and integration between partnerships to support the delivery of these commitments. Progress on this strategic mapping work will be reported to Cabinet in due course.	Green	Mar-26	Apr-25	CP&R		
LR75	Panel Performance Assessment November 2024	Tom Bowring	R4: Governance and using resource effectively <ul style="list-style-type: none"><li>• Reviewing and revising the cycle of formal democratic meetings and formal reporting requirements, exploring ways to better engage members in more proactive and cross chamber collaboration – in both formal and informal ways including reviewing the effectiveness of online meetings.</li><li>• Reviewing the balance between the internal corporate demands placed on members and their role as representatives of their constituents to deliver the Council’s vision of place.</li><li>• Using the strong local politics as a force for good, whilst ensuring civility in public life is promoted and kept front and centre to encourage respectful and constructive debate including online and in-person meetings.</li><li>• Enhancing the effectiveness of the Council’s scrutiny arrangements, specifically meetings, by assessing current practices to identify opportunities for improvement to make them more effective</li></ul>	M	Engagement with elected members has been ongoing since October 2024 which has culminated in proposals for a new approach to scrutiny, including a revised number and frequency of committees, the introduction of task & finish investigative scrutiny and informal member briefings. Following approval by Council in April 2025, these changes will be brought in over the coming months.	Green	Mar-26	Apr-25	CP&R		
LR/55	Estyn Review - Cardiff & Vale Adult Learning in the Community Partnership review	Trevor Baker/Mark Davies	R1 - Evaluate learners’ progression into, through and on from the provision	M	Vale ACL have contributed to the CVCLP partnership Learner Progression week activities at the end of each term. In addition to provision at both CAVC campus some tasters have been offered at Palmerston centre including Learn Welsh, Mindfulness Creative Writing and AI. As part of Progression Week, current learners have contributed to Learner Focus groups. The CVCLP Learner Involvement Group met in January and discussed the Learner Voice Survey results. We also finalised the Learner Involvement Strategy and sent it to the Strategy group for approval. The next LIG meeting is in May and we will be reviewing the Health and Wellbeing Survey. ACL Managers and coordinators have met to develop accreditation pathways for Digital workshops.	Green	Mar-26	Apr-25	L&C		
LR56	Estyn Review - Cardiff & Vale Adult Learning in the Community Partnership review	Trevor Baker/Mark Davies	R2 - Improve the extent to which learners contribute to self-evaluation and the work of the partnership	M	The Strategy group have yet to meet and therefore haven't approved the Learner Involvement Strategy but will do in due course. Another Course Representative course was run by CAVC - feedback from this will be discussed at the next LIG meeting in May. GBOT and VLC joined in with the latest progression week as documented above. Further Learner forum discussions are planned for Term 3.	Green	Mar-26	Apr-25	L&C		
LR57	Estyn Review - Cardiff & Vale Adult Learning in the Community Partnership review	Trevor Baker/Mark Davies	R3 - Explore opportunities to increase provision or access to provision through the medium of Welsh	M	The CVCLP Partnership Welsh Medium Subgroup has continued to meet and evaluate provision offered in Cardiff ACL by Menter Caerdydd. In the Vale three courses have been piloted in March and April at local Welsh medium and non Welsh medium primary schools as part of the multiply Project. This will be evaluated by the CVCLP partnership as well as ACL Managers to identify opportunities and develop further provision. This will continue to be a priority area for the CVCLP partnership and an emerging thematic line of enquiry for Estyn responding to local needs and responding to Welsh Government policies.	Green	Mar-26	Apr-25	L&C		

National Regulatory Actions										
Reference	Report	Responsible Officer	Regulatory Recommendation	Priority (H/M/L)	Update	Status	Target Date	Date of Last Update	Scrutiny Committee	Rationale for Revised target Date
NR7	Local Government Services to Rural Communities	Tom Bowring	R4- To help sustain rural communities, public services need to act differently in the future. We recommend councils do more to develop community resilience and self-help by: - working with relevant bodies such as the Wales Cooperative Centre to support social enterprise and more collaborative business models; - providing tailored community outreach for those who face multiple barriers to accessing public services and work; - enhancing and recognising the role of town and community councils by capitalising on their local knowledge and supporting them to do more; -encouraging a more integrated approach to service delivery in rural areas by establishing pan-public service community hubs, networks of expertise, and clusters of advice and prevention services; - enabling local action by supporting community asset transfer identifying which assets are suitable to transfer, and having the right systems in place to make things happen; and - improving community-based leadership by developing networks of interest, training and coaching, and encouraging volunteering.	M	The recommendations from the Cwmpas work together with the new Corporate Plan will set the direction for future work, together with activities around reshaping and engagement. Following approval of Vale 2030, this work will now progress in the new financial yea, reflected in the Corporate Resources Directorate Plan action regarding the relationship statement in Vale 2030.	Amber	Mar-26	Apr-25	CP&R	Further work forms part of the PSBs work programme.
NR8	Local Government Services to Rural Communities	Tom Bowring	R1 - Local authorities need to do more to make CATs (Community Asset Transfers) simpler and more appealing, help build the capacity of community and town councils, give them more guidance in raising finance, and look to support other community development models such as social enterprises the support social value and citizen involvement. In addition, we recommend that local authorities monitor and publish CAT numbers and measure the social impact of CATs.	M	The Cwmpas work undertaken during the last few months has sought the opinion of a range of stakeholders on various matters. The issue of CATs was raised by stakeholders as an area for further development, to reflect lessons learnt and also cognisant of the time and resources required to undertake applications. The Council is considering a range of approaches, including CAT but also bespoke lease/licence arrangements dependent upon the nature of the asset/service and organisation. This will be progressed via the Assets board under the Target Operating Model theme of Reshaping.	Amber	Mar-26	Apr-25	CP&R	This work remains ongoing.
NR9	Local Government Services to Rural Communities	Tom Bowring	R2 - Local authorities have significant scope to provide better and more visible help and support before, during, and after the community asset transfer process. We conclude that there is considerable scope to improve the business planning, preparation, and aftercare for community asset transfer. We recommend that local authorities: - identify community assets transfer’s role in establishing community hubs, networks of expertise and clusters of advice and prevention services; - work with town and community councils to develop their ability to take on more CATs; - identify which assets are suitable to transfer, and clarify what the authority needs to do to enable their transfer; - ensure their CAT policy adequately covers aftercare, long term support, post transfer support, signposting access to finance, and sharing the learning about works well; and - support community-based leadership by developing networks of interest, training and coaching, and encouraging volunteering.	M	The Cwmpas work undertaken during the last few months has sought the opinion of a range of stakeholders on various matters. The issue of CATs was raised by stakeholders as an area for further development, to reflect lessons learnt and also cognisant of the time and resources required to undertake applications. The Council is considering a range of approaches, including CAT but also bespoke lease/licence arrangements dependent upon the nature of the asset/service and organisation. This will be progressed via the Assets board under the Target Operating Model theme of Reshaping.	Amber	Mar-26	Apr-25	CP&R	This work remains ongoing.
NR28	Equality Impact Assessments: more than a tick box exercise?	Tom Bowring	Reviewing public bodies’ current approach for conducting EIAs - R4 While there are examples of good practice related to distinct stages of the EIA process, all public bodies have lessons to learn about their overall approach. Public bodies should review their overall approach to EIAs considering the findings of this report and the detailed guidance available from the EHRC and the Practice Hub. We recognise that developments in response to our other recommendations and the Welsh Government’s review of the PSED Wales specific regulations may have implications for current guidance in due course.	H	A more focused EIA approach was trialled as part of the budget setting process in Q4. This was successful and identified further improvements that could be made to the digital EIA form. These are now being implemented ahead of finalising and launching the new process in Q1 of 2025/26.	Green	Mar-26	Apr-25	L&C	This work remains ongoing.
NR37	Estyn Thematic Review - We don’t tell our teachers - Experiences of peer-on-peer sexual harassment among secondary school pupils in Wales	David Davies	Local authorities should: R7 Provide school staff with the necessary professional learning to adopt a proactive approach to peer-on-peer sexual harassment, including homophobic, biphobic and transphobic bullying and harassment.	M	The Vale of Glamorgan finalised and ratified its Trans Inclusion guidance which has now been published and has been shared with all schools. The focus going forward will be on identifying, scoping and sourcing professional learning for staff. Work will also progress with devising and delivering a 'protected characteristics' inclusion training in conjunction with the Learning Links Team to all schools.	Green	Mar-25	Apr-24	L&C	This work remains ongoing.
NR33	‘Time for Change’ – Poverty in Wales	Tom Bowring	R7 Streamlining and improving application and information services for people in poverty • We recommend that councils: establish corporate data standards and coding that all services use for their core data; undertake an audit to determine what data is held by services and identify any duplicated records and information requests; create a central integrated customer account as a gateway to services; undertake a data audit to provide refresher training to service managers to ensure they know when and what data they can and cannot share; and review and update data sharing protocols to ensure they support services to deliver their data sharing responsibilities.	H	The Council's data strategy was approved earlier in the year and this will provide a foundation to progress this work. Work is also underway within Digital Services to look at data warehousing and how information is held and joined-up for different purposes. This work will be further progressed during the coming months to =make connections with the work underway within Digital to expand the reach of the GIS team to create other data repositories and resource considerations are being identified as part of the restructuring proposals for the service which will conclude during Q1 of 2025/26.	Red	Mar-26	Apr-25	CP&R/ L&C/ H&SC	This work remains ongoing.

Completed Local Regulatory Actions									
Reference	Report	Responsible Officer	Regulatory Recommendation	Update	Priority (H/M/L)	Status	Target Date	Date of Last Update	Scrutiny Committee
LR41	An inspection of youth offending services in Vale of Glamorgan	Rachel Evans	3. Adopt a disproportionality policy with attendant action plans within the next 12 months.	Policy approved by Board.	H	Completed	Mar-24	Apr-24	HL&SC
LR42	An inspection of youth offending services in Vale of Glamorgan	Rachel Evans	4. Develop methods of incorporating the perspectives of children and their parents or carers into the board's development of the YOT's work over the next 12 months.	Will remain subject to oversight as business as usual in relation to the YJESS Strategic Management Board.	M	Completed and ongoing as BAU	Apr-24	Apr-24	HL&SC
LR43	An inspection of youth offending services in Vale of Glamorgan	Rachel Evans	5. Develop methods of engaging staff members in the development of policy and services within the next 12 months.	Completed, actions agreed to support engagement.	M	Completed and ongoing as BAU	Mar-25	Apr-24	HL&SC
LR40	An inspection of youth offending services in Vale of Glamorgan	Rachel Evans	2. Ratify and effectively implement a resettlement policy within the next 12 months.	Action completed following ratification and implementation of the policy.	M	Completed	Mar-25	Oct-24	HL&SC
LR44	An inspection of youth offending services in Vale of Glamorgan	Rachel Evans	6. Improve the quality of management oversight of cases to address shortcomings in the management of the safety and wellbeing of the children and the risk of harm to others.	Action completed. We now have full management capacity to provide required oversight.	L	Completed and ongoing as BAU	Mar-25	Oct-24	HL&SC
LR31	Reshaping Services Programme review	Tom Bowring	PFI 2 - As the Council intends for the Reshaping Services Programme to move away from being primarily associated with savings, it should review the criteria used to determine which projects are included, and the measures used to monitor the progress of projects.	The entry criteria for the Reshaping Programme was agreed during Q2 and has informed the prospectus of projects that will be progressed as part of the Programme's delivery. The criteria were outlined in a report to Cabinet in October 2024 and have underpinned the development of the initial budget proposals.	H	Completed and ongoing	01/03/2025	Jan-25	CP&R
LR35	Third Sector Partnership Working - Vale of Glamorgan Council	Tom Bowring	P1 The Council should reconsider the checklist for local authorities effectively engaging and working with the third sector, in particular the following sections: Vision, Compact, Strategy, Understanding engagement with the third sector, Designing Services, Training, Performance Review.	The checklists have helped inform the work undertaken with cwmpas and as part of the new Corporate Plan. The PPA undertaken in November also included recommendations about partnership working and this will be taken forward with the recommendations from the cwmpas work and as part of the new Corporate Plan.	M	Completed	01/03/2025	Apr-25	CP&R

Reference	Report	Responsible Officer	Regulatory Recommendation	Update	Priority (H/M/L)	Status	Target Date	Date of Last Update	Scrutiny Committee
LR38	Third Sector Partnership Working - Vale of Glamorgan Council	Tom Bowring	P4 The Council should consider what actions it can take to help the third sector adjust to a more collaborative way of working.	This work is embedded in Vale 2030 and the Reshaping programme.	M	Completed	01/03/2025	Apr-25	CP&R
LR36	Third Sector Partnership Working - Vale of Glamorgan Council	Tom Bowring	P2 As part of the review of the compact, the Council should reflect how it wants to work with the third sector to help deliver its strategic recovery priorities, how it can build on the positive work during the pandemic, and consider how it can strengthen its application of the sustainable development principle.	The new partnership statement has been agreed as part of Vale 2030 and work is being undertaken to promote it across the Council and with partners. This work is considered complete as we move to delivering Vale 2030 and Reshaping with a strong emphasis on partnership working embedded in both.	M	Completed	01/03/2025	Apr-25	CP&R
LR46	Application of the sustainable development principle in service areas – Vale of Glamorgan Council	Tom Bowring	The Council should develop its learning and development offer to help to ensure that staff across the organisation understand the Well-being of Future Generations Act (Wales) 2015 and are able to apply the sustainable development principle as needed in their roles.	Vale 2030 and the new Well-being Objectives provided a framework for Management Development sessions, Chief Officer sessions and form part of the corporate induction programme. The new objectives also provide the framework for performance plans including Its About Me. Learning cafes have also focused on Vale 2030 and the importance of the legislation which is woven into a range of staff communications.	H	Completed	Mar-25	Apr-25	CP&R
LR47	Springing Forward: Workforce Planning	Tracy Dickinson	R1 - Strengthen the application of the sustainable development principle in relation to workforce planning. Planning: <ul style="list-style-type: none"> <li>• develop a clear picture of the Council's future workforce needs;</li> <li>• further improve external collaboration in relation to workforce planning;</li> <li>• ensure that when developing service level workforce plans, consideration of the sustainable development principle is consistently applied;</li> <li>• ensure strategic alignment between Council strategies such as decarbonisation, assets and digital; and</li> <li>• determine future resource implications to deliver the final Strategic Workforce Development Plan.</li> </ul>	Workforce planning is now embedding across the organisation and will become business as usual. HR dashboards have been created which will continue to evolve depending on Environment Factors, and will be presented by HRBP in Directorate DMTs. Consultation on Recruitment and Retention Strategy with feedback incorporated in policy where relevant. LGA will attend a future SLT.	H	Completed and ongoing as BAU	Mar-25	Apr-25	CP&R



Reference	Report	Responsible Officer	Regulatory Recommendation	Update	Priority (H/M/L)	Status	Target Date	Date of Last Update	Scrutiny Committee
LR48	Springing Forward: Workforce Planning	Tracy Dickinson	<p>R2 - Strengthening the application of the sustainable development principle in relation to workforce planning.</p> <p>Monitoring:</p> <ul style="list-style-type: none"> <li>• formalise the purpose, role and responsibility of the workforce planning working group in the development, management, monitoring and review of the Strategic Development Workforce Plan;</li> <li>• formalise the future monitoring arrangements and success criteria of the Strategic Workforce Development Plan;</li> <li>• consider the role of members in the future monitoring of progress against the Strategic Workforce Development Plan; and</li> <li>• further embed succession planning and clarify timescales for review; and</li> <li>• ensure a more consistent exit interview process and that any lessons are learnt in relation to workforce planning.</li> </ul>	<p>This next scheduled workforce planning update is scheduled for May 2025 in the Insight meeting.</p> <p>The next re-iteration of the people strategy will be developed and consulted on, this will include a mapping exercise against the target operating model which will further enhance the work undertaken from a strategic workforce standpoint - new objective will be drafted to track this.</p>	H	Completed and ongoing as BAU	Mar-25	Apr-25	CP&R
LR49	Springing Forward: Assets	Matt Bowmer/ Lorna Cross	<p>R1 - The Council should more fully apply the sustainable development principle in its strategic asset management, including:</p> <ul style="list-style-type: none"> <li>• taking account of longer-term trends and future service demand that may affect service provision and the efficient use of its built assets;</li> <li>• taking an integrated approach ensuring its strategic approach to asset management helps deliver its wider plans, such as decarbonisation, workforce and digital; and</li> <li>• involving service users in the design of future service delivery which may impact on its assets.</li> </ul>	<p>Progress against the actions of the carbon management plan are due to be reported during Q2 2025/6. All asset related activity such as the work of the reshaping assets Group have been reported to the Strategic Insight Board to ensure integrated activity across all property owning directorates.</p>	L	Completed and ongoing as BAU	Mar-25	Apr-25	CP&R
LR51	Digital Strategy Review	Nickki Johns	<p>R2 - To avoid duplication and identify opportunities to deliver multiple benefits, the Council should review how its strategic approach to digital impacts on the objectives of other public bodies.</p>	<p>Utilising insight from CDPS to understand other projects across the Public Sector where collaboration occurs, we ensure that we consider our impact and opportunities to share resources, deliverables and discovery work can be achieved.</p>	H	Completed and ongoing as BAU	Mar-25	Apr-25	CP&R

Reference	Report	Responsible Officer	Regulatory Recommendation	Update	Priority (H/M/L)	Status	Target Date	Date of Last Update	Scrutiny Committee
LR50	Digital Strategy Review	Nickki Johns	R1 - To ensure that its digital strategy takes account of current and future trends and issues the Council should ensure its horizon scanning to inform its strategic approach to digital is well informed by external sources, including future trends (see our audit criteria for Q1.1 and Q1.2 in appendix A for some examples of what this might include).	The Digital team work collaboratively across the other LA's, with the support of the WLGA, CDPS and other groups involved in Digital Public Sectors to understand and optimise against opportunities. In addition, we work with external vendors to scan the market, take advantage of industry papers & webinars, and attend conferences to understand the emerging trends in Digital.	H	Completed and ongoing as BAU	Mar-25	Apr-25	CP&R
LR52	Digital Strategy Review	Nickki Johns	R3- The Council should ensure it has considered opportunities to collaborate in the delivery of its digital strategy to identify opportunities to share knowledge, expertise and/or resources that may improve value for money.	Investigations are taking place into closer collaboration with other LA's. In addition, WLGA Digital Subgroups are providing opportunities to share and together, progress on initiatives.  We work on a number of WLGA initiatives including Benefits & Social Care as well as engaging in knowledge sharing and joint collaboration work. We have also recently started to host a collaboration group for users of our core CRM with 5 other councils.	H	Completed and ongoing as BAU	Mar-25	Apr-25	CP&R
LR54	Digital Strategy Review	Nickki Johns	R5 - The Council should develop arrangements for identifying and sharing lessons learned from its approach to its digital strategy.	We proactively engage with other LAs across Connecting Wales, WLGA Digital and as part of Vale Alliance and Connecting Care. We share case studies of work and are working with WLGA on how we can develop this capability even further. We have presented at Solace on our recent achievements as well as sharing our longer term vision.	H	Completed and ongoing as BAU	Jul-24	Apr-25	CP&R

Reference	Report	Responsible Officer	Regulatory Recommendation	Update	Priority (H/M/L)	Status	Target Date	Date of Last Update	Scrutiny Committee
LR30	Reshaping Services Programme review	Tom Bowring	PFI 1 - The Council should consider what more it can do to work with partner organisations in order to help deliver the partnership objective of the Reshaping Services Programme.	Vale 2030 was approved by Council on the 10th March including the partnership statement which sets out what partners can expect when working with the Council. This also formed a key part of the recent Chief Officer and Management Development sessions. Partnership working is embedded within reshaping across all 5 themes and in particular within the Strengthening Communities theme. Following the PPA there has been an additional focus on the commitment to partnership working and a mapping exercise is currently being undertaken through the strategic partnership group. As part of the promotion of Vale 2030 a meeting has been organised for early May to enable the Leader and the Chief Executive to talk to partners about the evasion and opportunities to work together. A separate more focused meeting with Town and Community Councils is also being arranged. This action is considered completed as the emphasis on partnership working has been embedded and this work will be ongoing throughout the Reshaping Programme and Vale 2030 and progress considered through performance reporting, the Reshaping Board and the Strategic Partnership Group.	M	Completed and ongoing as BAU	Mar-25	Apr-25	CP&R
LR65	Use of Performance Information: Service User Perspective and Outcomes Review - Vale of Glamorgan Council	Tom Bowring/ Helen Moses	R1: Information on the perspective of the service user - The Council should strengthen the information it provides to its senior leaders to enable them to understand how well services and policies are meeting the needs of service users.	Vale 2030 and the supporting Directorate Plans have a strong emphasis on engagement and the perspective of the service user. There are a range of actions and measures that will support this. Work is ongoing to develop the new performance reports for 2025/26 and to build service user perspective into the Annual Self Assessment 2024-25. Work has also progressed to report on the Annual Engagement Calendar. This work is not yet complete as the first set of reporting has not yet taken place.	H	Completed and ongoing as BAU	March 2025 and ongoing	Apr-25	CP&R
LR69	GRO Certificate Stock Reconciliation Audit	James Langridge-Thomas	Establish a documented 'certificate spoil retention and destruction protocol' process, whilst it is accepted that an appropriate process is established, including 'third party checks' this should be formally documented, signed off by LA internal auditors with copies provided to each statutory post holder.	A document has been produced based on best practice GRO guidance, signed off by internal audit and shared with the appropriate staff.	M	Completed	Jun-26	Apr-25	CP&R

Reference	Report	Responsible Officer	Regulatory Recommendation	Update	Priority (H/M/L)	Status	Target Date	Date of Last Update	Scrutiny Committee
LR70	Financial Sustainability Review – Vale of Glamorgan Council	Tom Bowring/ Matt Bowmer	R1: We have identified some weaknesses in how the Council plans its approach to financial sustainability in the medium to long-term. To address this, the Council should improve its long-term planning to determine how it will address its funding gap for the length of its plan to support service transformation and promote long-term financial sustainability.	The Council has continued the work set out in Qtr3 and taken on further in response to the Audit Wales Financial Sustainability report. The Medium Term Financial Plan 2025/26 to 2029/30 approved by Council on 10 March sets out a more comprehensive approach to balancing the finances across the medium term. As well as the usual assessment of the cost pressures and Council Tax and grant assumptions driving the gap there is a framework of individual initiatives from across the reshaping programme to meet the shortfall.	M	Completed and ongoing	Mar 2026 and ongoing	Apr-25	CP&R
LR71	Financial Sustainability Review – Vale of Glamorgan Council	Matt Bowmer/ Helen Moses	R2: To report on the impact of its financial approach, the Council should develop reporting arrangements to provide members with the impact of its financial position and MTFP on local communities and delivery of its well-being objectives.	The Council has improved its approach to Equality Impact Assessments in the development of its 2025/25 Budget and 2025/26 to 2029/30 MTFP. These were all in place in early January 2025 and availed as part of the information to support the budget proposals for public consultation and review by the Council's Scrutiny Committees. Additionally, non financial data is being presented alongside the financial in the quarterly revenue monitoring reports to Cabinet and Scrutiny. This enhances the quarterly monitoring by reflecting the impact as well as cost. This also meets a commitment given following the Audit Wales work on financial sustainability in 2024.	M	Completed and ongoing	Mar 2026 and ongoing	Apr-25	CP&R
LR58	Estyn Review - Learn Welsh The Vale	Trevor Baker/Mark Davies	R1 - Strengthen leadership and internal scrutiny processes to ensure a culture of meaningful self-evaluation to prioritise and drive improvements at a strategic level.	The spring term report on the performance of Learn Welsh the Vale against the objectives set out in the National Centre for Learning Welsh National Quality Framework was submitted to the Centre in March 2025. In the monitoring meeting held with the National Centre on 31 March representatives of the Centre indicated that they were content with the progress which LWtV has made, and its plans to ensure, that it achieves 100% of the objectives in the National Quality Framework by the end of the 2024-25 academic year. Progress against that action plan will continue to be monitored on a weekly basis at the LWtV leadership teams meetings until the end of the 2024-25 academic year. Progress will be reported to the National Centre for Learning Welsh and in the annual report in July 2025.	H	Completed and ongoing as BAU	Mar-26	Apr-25	L&C



Reference	Report	Responsible Officer	Regulatory Recommendation	Update	Priority (H/M/L)	Status	Target Date	Date of Last Update	Scrutiny Committee
LR/59	Estyn Review - Learn Welsh The Vale	Trevor Baker/Mark Davies	R2 - Work with the National Centre for Learning Welsh to use data as a basis for forward planning and planning for strategic improvement.	Learn Welsh the Vale (LWtV) has continued to improve its use of data, and the National Centre indicated in the monitoring meeting which it held with LWtV on 31 March indicated that LWtV was on target to achieve its targets against the NQF in 2024-25. The annual report will be presented to the National Centre in July 2025. . LWtV continues to review and refresh internal systems to improve performance and has indicated to the National Centre's satisfaction how it will achieve 100% of the objectives in the National Quality Framework by the end of the 2024-25 academic year. LWtV will continue to review and monitor the performance data and make recommendation to adjust provision in areas of need progress against that action plan on a weekly basis at the LWtV leadership team's meetings throughout the remainder of the 2024-25 academic year. It is expected that there will be a growing the number those opportunities in the second half of 2025 arising from a new partnership with Menter bro Morgannwg which will include offering several additional monthly events for Welsh speakers to socialise through the medium of Welsh at several locations in the Vale, appropriate to Welsh speakers of all levels of fluency.	M	Completed and ongoing as BAU	Mar-26	Apr-25	L&C
LR60	Estyn Review - Learn Welsh The Vale	Trevor Baker/Mark Davies	R3 - Develop a continuous professional development programme that addresses areas for improvement in teaching.	The annual cycle of tutor observation is underway and, as observations take place, individual development plans are being designed for each LWtV tutor. The observations are also being used to remould the training offer of LWtV for its tutors. LWtV tutors are also encouraged to take advantage of training offered by the National Centre for Learning Welsh and by the Cardiff and Vale College Learning Partnership.	M	Completed and ongoing as BAU	Mar-26	Apr-25	L&C
LR61	Estyn Review - Learn Welsh The Vale	Trevor Baker/Mark Davies	R4 - Develop the offer for learners to practise their Welsh outside formal lessons to ensure that more of them take advantage of opportunities to develop as active speakers.	The final report to the National Centre for Learning Welsh on progress in implementing the recommendations of the Estyn Report of its inspection of LWtV was submitted in May 2024. Any outstanding issues have been incorporated into the NQF objectives for LWtV and progress upon implanting these will be reported upon in each termly report to the National Centre for Learning Welsh.	M	Completed and ongoing as BAU	Mar-26	Apr-25	L&C

Reference	Report	Responsible Officer	Regulatory Recommendation	Update	Priority (H/M/L)	Status	Target Date	Date of Last Update	Scrutiny Committee
LR62	Estyn Review - Education services in Vale of Glamorgan Council	Morwen Hudson/ Trevor Baker (All HoS)	R1 - Sharpen the focus of evaluation and improvement processes.	New model for Performance DMT meetings has been developed that will focus on sharpening our approach to self evaluation for key issues pertinent to the directorate. A performance and challenge framework has been developed to support how we evaluate key issues/themes collectively as a DMT. This framework is now embedded practice Performance DMT meeting and is fully operational. Key topics discussed using this framework to date have included school budget fragility, SEMH demand, resource bases, specialist provision. This framework has enabled DMT to take a more evaluatory approach to service delivery, led to identification of new actions and has facilitated discussions on identifying new opportunities to transform our service delivery models.	M	Completed but ongoing as part of the development of the SIP model	Mar-26	Apr-25	L&C
LR63	Estyn Review - Education services in Vale of Glamorgan Council	Morwen Hudson/ Carys Pritchard	R2 - Improve the quality and use of information about learning and teaching in schools to enable the local authority to best direct its resources towards areas for improvement.	<ul style="list-style-type: none"> <li>The regional professional learning (PL) offer for 14-19 education continues to be refined to align closely to local authority and national priorities, school improvement priorities as well as the terms of the Local Authority Education Grant. The Central South Consortium (CSC) summer term PL offer was communicated to schools during March 2025.</li> <li>There continues to be positive and meaningful engagement with a range of PL opportunities: <ul style="list-style-type: none"> <li>Ysgol Y Deri and Ysgol Bro Morgannwg are engaged in the 14-16 Qualifications Reform funded project</li> <li>The Director of Sixth Form from Llantwit Major school has been undertaking the Welsh consortia Post-16 Leadership Development programme</li> <li>St Cyres, Stanwell and Ysgol Bro Morgannwg are engaging in the National Professional Enquiry Project (NPEP) and their enquires are focussed on the 14-19 age group. Stanwell is now an established enquiry school</li> <li>Ysgol Bro Morgannwg staff have received training from Mental health UK Bloom programme associates to embed and deliver the Bloom wellbeing programme at 14-19 to support learner wellbeing, build resilience and learn strategies to manage their time and studies</li> <li>Ysgol Y Deri attended the CSC Post-16 Leaders autumn network meeting</li> <li>Llantwit Major school are engaging with the Advanced Skills Baccalaureate Wales/ Skills Challenge Certificate network meetings and project focus days</li> </ul> </li> <li>Work is ongoing in the development of a Business Directory for schools and the creation of the Vale Employee Pledge.</li> </ul>	M	Completed but ongoing as part of the development of the SIP model	Mar-26	Apr-25	L&C

Reference	Report	Responsible Officer	Regulatory Recommendation	Update	Priority (H/M/L)	Status	Target Date	Date of Last Update	Scrutiny Committee
LR64	Estyn Review - Vale of Glamorgan Youth Service	Morwen Hudson/martin Dacey	R1 - Develop opportunities for Welsh medium and bilingual youth work provision	The Youth Service continues to work with the Urdd who have engaged with 406 individuals and have had 1,158 contacts in this period, through youth club sessions, lunchtime and afterschool clubs in both Ysgol Bro Morgannwg and English-medium schools, as well as residential and trip opportunities. Volunteer opportunities continued with the year 12 student noted in previous quarters increasing their total hours by 27 in this quarter and three other volunteers achieving seven hours at the Cardiff and Vale Urdd Eisteddfod. Each volunteer is recognised with a certificate for every five hours they volunteer. Two young people achieved accreditations in first aid, food hygiene, suicide awareness, and an Urdd leadership course where they did a course on data protection, child protection, and risk assessment. Young people from year 9 and 10 have met to discuss the upcoming Taith-funded trip to Catalonia in the Easter holidays, which is being organised for young people in the Vale of Glamorgan.	M	Completed and ongoing as BAU	Mar-26	Apr-25	L&C
LR67	Review of the Planning Service's Governance Arrangements	Ian Robinson/Marcus Goldsworthy	<ul style="list-style-type: none"> <li>1: The Council should strengthen its Planning Service's governance arrangements by: <ul style="list-style-type: none"> <li>- Agreeing a Terms of Reference for the Council's Planning Committee to clearly state its purpose, role and responsibilities. The Council should regularly review this Terms of Reference;</li> <li>- Developing a plain language Planning Protocol and include it in the constitution and on the Planning Service Council webpage so that it is easily accessible to members and the public. The Council should ensure members and officers understand and act in accordance with the Planning Protocol;</li> <li>- Undertaking its planned review of the Scheme of Delegation to ensure the Planning Committee is focussed on the most strategically important planning applications; and</li> <li>- Ensuring planning applications submitted by, or on behalf of, the officers in the Planning service and supporting services are considered by the Planning Committee and not under officer delegated powers to safeguard against any perceived conflicts of interest and to promote independence and transparency.</li> </ul> </li> </ul>	Planning protocol, Terms of Ref and amendments to scheme of delegation prepared, reported to Cabinet and the Governance & Audit and back to Cabinet. In Q1 of 2025/2026 it will be reported to Full Council.	H	Completed and ongoing as BAU	Mar-25	Apr-25	E&R

Reference	Report	Responsible Officer	Regulatory Recommendation	Update	Priority (H/M/L)	Status	Target Date	Date of Last Update	Scrutiny Committee
LR32	Reshaping Services Programme review	Tom Bowring	PFI 3 - The Council should identify further training and support to help staff develop the skills necessary to respond to transformational change.	As part of developing the initial prospectus for the Reshaping Programme, work has been undertaken to identify the resources required to support its effective delivery. Part of this includes understanding training needs. In Q4 the management development programme focused on the skills and requirements needed for staff to deliver the Reshaping Programme and the Corporate Plan, with an emphasis on cultural change and the Brilliant Basics. This was supplemented by an all chief officer session.	M	Completed	Mar-25	Apr-25	CP&R
LR34	Reshaping Services Programme review	Tom Bowring	PFI 5 - If there is to be a focus on more genuinely transformational projects, the Council should ensure lessons are learned from earlier projects and put in place mechanisms to strengthen any identified areas of weakness.	The development of the initial prospectus of projects has been undertaken over a number of months through a series of workshops and discussions with SLT colleagues. As part of this, a reflection on lessons learnt has been undertaken to inform planning. This work will continue throughout the life of the programme.	H	Completed and ongoing as BAU	Mar-25	Apr-25	CP&R
LR68	Review of the Planning Service's Governance Arrangements	Ian Robinson/ Marcus Goldsworthy	R2: The Council's Planning Service should clearly present its performance measures and targets in its service plan.	An updated suite of planning performance measures were introduced into the 24/25 Service Plan and incorporated in the 25/26 Directorate Plan.	H	Completed	Mar-25	Apr-25	E&R
LR33	Reshaping Services Programme review	Tom Bowring	PFI 4 - The Council should ensure that its forthcoming workforce plan supports the delivery of the Reshaping Services Programme and there is robust identification and consideration of workforce needs in project documentation	The workforce plan was adopted in 2023/24 and aligns with the needs of the Reshaping Programme. However, as work to delivery the programme and in light of the new Corporate Plan, Vale 2030, work to review the workforce plan alongside the People Strategy has commenced. During the quarter, further work on Reshaping was undertaken to begin to develop the medium term financial plan and key to this has been the consideration of workforce needs in the project documentation both in terms of implementation and in delivery. During the quarter, the People & Culture workstream of Reshaping has continued to report to SLT focusing on cultural and process based changes to support the delivery of Reshaping.	M	Completed and ongoing as BAU	Mar-26	Apr-25	CP&R

Reference	Report	Responsible Officer	Regulatory Recommendation	Update	Priority (H/M/L)	Status	Target Date	Date of Last Update	Scrutiny Committee
LR37	Third Sector Partnership Working - Vale of Glamorgan Council	Tom Bowring	P3 The Council should consider the level of resources and investment required to achieve a more collaborative way of working with the third sector and reflect this in its Medium Term Financial Plan.	The Council's Medium Term Financial Strategy was refreshed and reported during Q2 2024/25, reflecting the proposed approaches to balancing the budget in the medium-term. Work has also been undertaken informed by the Cwmpass findings to finalise the budget proposals and consider the level of funding for third sector organisations. This is being taken forward under the Strengthening Communities Reshaping theme. This work is considered complete as we move to delivering Vale 2030 and Reshaping with a strong emphasis on partnership working embedded in both.	M	Completed	Mar-25	Apr-25	CP&R
LR29	Financial Sustainability Assessment	Gemma Jones	PFI 1 - Given the anticipated funding gaps in 2022-23 and 2023-24, the Council needs to determine how it will meet those gaps, including the extent to which savings will contribute to that.	We have achieved 88% of planned savings for 2023/24 with the remaining being taken forward into 2024/25. Funding gaps will continue to be monitored as part of the MTFP strategy, the new Reshaping programme and the Council's savings tracker.	H	Completed and ongoing as BAU	Mar-25	Aug-24	CP&R

Completed National Regulatory Actions									
Reference	Report	Responsible Officer	Regulatory Recommendation	Update	Priority (H/M/L)	Status	Target Date	Date of Last Update	Scrutiny Committee
NR35	Estyn Thematic Review - We don't tell our teachers - Experiences of peer-on-peer sexual harassment among secondary school pupils in Wales	David Davies	Local authorities should: R5 Work with schools to collect and categorise and analyse all bullying and harassment data correctly and comprehensively. In addition, support schools to analyse this information regularly to identify trends and put restorative arrangements in place.	Although we still await publication of WG action plan, bullying and one-off prejudice incident bullying data continues to be effectively scrutinised on termly basis as part of Wellbeing Improvement Board (WIB) within L&S Directorate to identify trends and any possible interventions that maybe required. We have continued to work with an external company and our schools to enhance the recording and reporting of this data through My Concern, through the refinement of recording categories.	M	Completed/ongoing as BAU	Mar-25	Apr-24	L&C
NR37	Estyn Thematic Review - We don't tell our teachers - Experiences of peer-on-peer sexual harassment among secondary school pupils in Wales	David Davies	Local authorities should: R7 Provide school staff with the necessary professional learning to adopt a proactive approach to peer-on-peer sexual harassment, including homophobic, biphobic and transphobic bullying and harassment.	The Vale of Glamorgan finalised and ratified its Trans Inclusion guidance which has now been published and has been shared with all schools. The focus going forward will be on identifying, scoping and sourcing professional learning for staff. Work will also progress with devising and delivering a 'protected characteristics' inclusion training in conjunction with the Learning Links Team to all schools.	M	Completed	Mar-25	Apr-24	L&C
NR43	Estyn Thematic Review - Improving attendance in secondary schools	Morwen Hudson	Local authorities should: Provide schools with regular and effective challenge and support to improve pupils' attendance and help evaluate the impact of their work. Ensure that local authority interventions build on work already carried out by schools. Work with schools to support them to work with parents/carers to understand the importance of good attendance.	<p>The Inclusion Service undertook a full review of its approach to improving attendance, by comparing strategies to learn from others. Meetings with school leaders in other local authorities looked at school strategies and engagement strategies in relation to specialist provisions. We also invited other LAs to conduct appreciative inquiry into Inclusion Service to inform improvements. Two six session pilot projects around parental voice and barriers to attendance and initial Emotional Based School Avoidance style work have been completed to inform a model of developed to train Family Engagement Officers in schools so that these sessions are cascaded on the basis of building capacity and expertise within schools themselves.</p> <p>School Attendance Officer Forums are now well established across the Vale that are well attended by school staff. Agenda for Forums are co-constructed with school colleagues and a face to face session and sharing good practice day is planned for summer term.</p> <p>Attendance Data visits and audits are regularly undertaken and is now embedded practice. FPN training was offered to all schools in January, with other attendance training being offered later in the term. Governor training for attendance was scheduled for February.</p> <p>Pastoral Support Plan pilot launched in October 2023 after pilot schools received training sessions. Evaluation is currently being carried out with the Portal to be launched across all Vale schools later in the year.</p> <p>The Inclusion Team continues to work with the One Team to enhance reporting as a key area of focus going forward.</p>	M	Completed	Mar-25	Apr-24	L&C

Reference	Report	Responsible Officer	Regulatory Recommendation	Update	Priority (H/M/L)	Status	Target Date	Date of Last Update	Scrutiny Committee
NR3	Annual Improvement Report (National report recommendations for 2016/17) - Third Sector Funding	Tom Bowring	R1 - To get the best from funding decisions, local authorities and third sector bodies need to ensure they have the right arrangements and systems in place to support their work with the third sector. To assist local authorities and third sector bodies in developing their working practices, we recommend that local authority and third sector officers use it to: - self-evaluate current third sector engagement, management, performance and practice; - identify where improvements in joint working is required; and - jointly draft and implement an action plan to address the gaps and weaknesses identified through the self-evaluation.	This work has been informed by the work with Cwmpas and the development of Vale 2030. This work will continue to be taken forward and will form part of the Strengthening Communities work within Reshaping. The Director of Corporate Resources also continues to meet monthly with the Chief Executive of GVS and to attend VSJLC to discuss relevant issues.	M	Completed/ongoing as BAU	Mar-25	Apr-25	CP&R
NR4	Annual Improvement Report (National report recommendations for 2016/17) - Third Sector Funding	Tom Bowring	R2 - Poor performance management arrangements are weakening accountability and limiting effective scrutiny of third sector activity and performance. To strengthen oversight of the third sector, we recommend that elected members scrutinise the review checklist completed by officers, and regularly challenge performance by officers and the local authority in addressing gaps and weaknesses.	This work is being taken forward through the implementation of Vale 2030, Reshaping and the VSJLC arrangements.	M	Completed/ongoing as BAU	Mar-25	Apr-25	CP&R
NR31	'Time for Change' – Poverty in Wales	Tom Bowring	R5 Experience mapping to create inclusive services for people in poverty • We recommend that councils improve their understanding of their residents' 'lived experience' through meaningful involvement in decision-making using 'experience mapping' and/or 'Poverty Truth Commissions' to review and improve accessibility to and use of council services.	This work has been embedded in the Your Place work and in March workshops were held on health and employment in partnership with New Local which were attended by the community. SPF funding will support the continuation of this work which will help inform work across the council, sharing learning and piloting approaches and with a strong emphasis on engagement. The Community Development Worker continues to explore innovative approaches to engagement and learning from elsewhere including projects in other areas e.g. Cardiff and Swansea.	H	Completed/ongoing as BAU	Mar-25	Apr-25	CP&R
NR32	'Time for Change' – Poverty in Wales	Tom Bowring	R6 Single web landing page for people seeking help • We recommend that councils optimise their digital services by creating a single landing page on their website that: is directly accessible on the home page; provides links to all services provided by the council that relate to poverty; and provides information on the work of partners that can assist people in poverty.	There exists a cost of living support hub on the Councils website that details all of the available support relating to poverty and rising cost of living. New information is added to this page as it becomes available and reviewing and updating the pages is now embedded as business as usual.	H	Completed/ongoing as BAU	Mar-25	Apr-25	CP&R



Reference	Report	Responsible Officer	Regulatory Recommendation	Update	Priority (H/M/L)	Status	Target Date	Date of Last Update	Scrutiny Committee
NR38	Together we can' Community resilience and self-reliance'	Tom Bowring	R1 To strengthen community resilience and support people to be more self-reliant, local authorities need to ensure they have the right arrangements and systems in place. We recommend that local authorities use the evaluation tool in Appendix 2 to: <ul style="list-style-type: none"> <li>• self-evaluate current engagement, management, performance and practice;</li> <li>• identify where improvement is needed; and</li> <li>• draft and implement an action plan with timeframes and responsibilities clearly set out to address the gaps and weaknesses identified in completing the evaluation tool.</li> </ul>	The recommendations from the work undertaken by Cwmpas have now been built into Vale 2030 (Corporate Plan) within the actions to prevent and tackle poverty as well as commitments to continued partnership working to strengthen Vale communities.	M	Completed/ongoing as BAU	Mar-25	Apr-25	CP&R
NR39	Together we can' Community resilience and self-reliance'	Tom Bowring	R2 To help local authorities address the gaps they identify following their self-evaluation, we recommend that they: <ul style="list-style-type: none"> <li>• formally approve the completed Action Plan arising from the evaluation exercise;</li> <li>• regularly report, monitor and evaluate performance at relevant scrutiny committees; and</li> <li>• revise actions and targets in light of the authority's evaluation and assessment of its performance</li> </ul>	The recommendations from the work undertaken by Cwmpas have now been built into Vale 2030 (Corporate Plan) within the actions to prevent and tackle poverty as well as commitments to continued partnership working to strengthen Vale communities. These will be monitored through the Councils performance monitoring arrangements of the Corporate Plan, and reviewed where necessary as part of annual Directorate Plans with directorate level actions.	M	Completed/ongoing as BAU	Mar-25	Apr-25	CP&R
NR40	'A missed opportunity' – Social Enterprises	Tom Bowring/ Phil Chappell	R1 To get the best from their work with and funding of Social Enterprises, local authorities need to ensure they have the right arrangements and systems in place. We recommend that local authority officers use the checklist in Appendix 2 to: <ul style="list-style-type: none"> <li>• self-evaluate current Social Enterprise engagement, management, performance and practice;</li> <li>• identify opportunities to improve joint working; and</li> <li>• jointly draft and implement an action plan with timeframes and responsibilities clearly set out to address the gaps and weaknesses identified through the self-evaluation</li> </ul>	The recommendations from the work undertaken by Cwmpas have now been built into Vale 2030 (Corporate Plan) within the 'Our commitment to those working with us' section which outlines what organisations including social enterprises can expect when working with the Council. This addresses the gaps identified through the Cwmpas evaluation and provides a framework for future working arrangements. Working with a range of partners including social enterprise will be pursued through reshaping.	M	Completed/ongoing as BAU	Mar-25	Apr-25	CP&R
NR41	'A missed opportunity' – Social Enterprises	Tom Bowring/ Phil Chappell	R2 To drive improvement we recommend that the local authority: <ul style="list-style-type: none"> <li>• formally approve the completed Action Plan;</li> <li>• regularly report, monitor and evaluate performance at relevant scrutiny committees; and</li> <li>• revise actions and targets in light of the authority's evaluation and assessment of its performance.</li> </ul>	The recommendations from the work undertaken by Cwmpas have now been built into Vale 2030 (Corporate Plan) within the 'Our commitment to those working with us' section which outlines what organisations including social enterprises can expect when working with the Council. This addresses the gaps identified through the Cwmpas evaluation and provides a framework for future working arrangements. Working with a range of partners including social enterprise will be pursued through reshaping.	M	Completed/ongoing as BAU	Mar-25	Apr-25	CP&R



Reference	Report	Responsible Officer	Regulatory Recommendation	Update	Priority (H/M/L)	Status	Target Date	Date of Last Update	Scrutiny Committee
NR14	Review of Town Centre Regeneration in Wales	Marcus Goldsworthy/ Phil Chappell/ Michael Clogg	R2 - Many town-centre businesses are impacted adversely by charging for car parking, access to public transport and poor transport infrastructure. We recommend that the Welsh Government work with local authorities to review transport challenges facing town centres and agree how best to address these.	Charging for car parking in town centres is not considered to adversely impact businesses but can offer several potential benefits to businesses, including increased parking turnover, improved access for businesses, and the potential for increased footfall in the town centre. Access to public transport in key town centres throughout the Vale is generally good with regular services. Car park charges are set at an appropriate level with first 2hours free to encourage visitor usage and highway infrastructure is managed and maintained to provide safe and convenient access as far as practicable. The council also developed and implemented a robust policy for outside trading areas, café style licences and advertising boards to support local businesses and encourage the managed provision of trading and advertising on the highway asset and make a positive contribution to towns and resorts by adding vitality, colour, life and interest to the street scene. This includes a parklet pilot programme established in Penarth Town centre to assist business recovery following the Covid-19 pandemic and select areas repurposing of parking spaces for café style licenses which is under review.	H	Completed/ongoing as BAU	Mar-25	Apr-25	E&R
NR15	Review of Town Centre Regeneration in Wales	Marcus Goldsworthy/ Phil Chappell	R4 - The Welsh Government has provided all 22 local authorities with training on how best to use existing enforcement, financial assistance and debt recovery powers, but they are not being consistently nor effectively utilised to support regeneration. We recommend that local authorities take appropriate action, using these existing powers and resources available to achieve the best possible outcome for town centres by: <ul style="list-style-type: none"> <li>• using alternative methods of enforcement before using Compulsory Purchase Orders as a last resort;</li> <li>• integrating enforcement strategies with wider departmental strategies across housing, environmental health, planning and regeneration teams to make more effective use of existing skills and resources; and</li> <li>• ensuring there is capacity and the right expertise to use the full range of powers, working in collaboration with other councils to achieve good outcomes.</li> </ul>	A greater focus has now been placed on enforcement over grant and loan funding and many staff attended this training.	M	Completed/ongoing as BAU	Mar-25	Apr-25	E&R

Reference	Report	Responsible Officer	Regulatory Recommendation	Update	Priority (H/M/L)	Status	Target Date	Date of Last Update	Scrutiny Committee
NR29	'Time for Change' – Poverty in Wales	Tom Bowring	R2 Local strategies, targets and performance reporting for tackling and alleviating poverty <ul style="list-style-type: none"> <li>We recommend that the councils use their Wellbeing Plans to provide a comprehensive focus on tackling poverty to co-ordinate their efforts, meet local needs and support the revised national plan targets and actions. This should: include SMART local actions with a greater emphasis on prevention; include a detailed resourcing plan for the length of the strategy; be developed with involvement from other public sector partners, the third sector, and those with experience of poverty; include a robust set of consistent outcome indicators and measures to increase understanding of poverty locally; and be subject to annual public reporting to enable a whole system view of poverty locally to help improve delivery and support.</li> </ul>	There is a specific section in Vale 2030 regarding Tackling Poverty and there are activities under each objective. This has been cascaded through Directorate Plans and will form part of the performance monitoring arrangements for a 2030. A twice yearly report on work to tackle and prevent poverty will also continue to be produced.	M	Completed/ongoing as BAU	Mar-25	Apr-25	CP&R/ L&C/ H&SC
NR16	Review of Town Centre Regeneration in Wales	Phil Chappell	R6 - Town centres are changing, and local authorities need to be receptive to these changes and plan to manage these shifts. We recommend that local authorities use our regeneration tool to self-assess their current approaches to identify where they need to improve their work on town-centre regeneration (the tool is here).	Placemaking plans have now overtaken this work as all councils have to sign up to the placemaking charter for Wales. It sets out 6 principles that all towns must adhere to whilst developing their plans for regeneration. The Vale Council has signed up to this charter and now applies this thinking to all areas of its work, not just regeneration. Work has been commissioned on all four towns.	M	Completed	Mar-25	Apr-25	E&R
NR44	Cracks in the Foundation - Building Safety in Wales	Marcus Goldsworthy / Ian Robinson / Liam Jones / Chris Keepins	R5 Local authorities should develop local action plans that articulate a clear vision for building control to be able to plan effectively to implement the requirements of the Act. The Plans should: <ul style="list-style-type: none"> <li>be based on an assessment of local risks and include mitigation actions;</li> <li>set out how building control services will be resourced to deliver all their statutory responsibilities;</li> <li>illustrate the key role of building control in ensuring safe buildings and be linked to well-being objectives and other corporate objectives; and</li> <li>include outcome measures that are focused on all building control services, not just dangerous structures.</li> </ul>	Continue to review BC structure and fee schedule with a view to implementing a fee uplift as soon as practicable.	M	Completed	Mar-25	Apr-25	E&R
NR45	Cracks in the Foundation - Building Safety in Wales	Marcus Goldsworthy / Ian Robinson / Liam Jones / Chris keepins	R6 Local authorities should urgently review their financial management of building control and ensure they are fully complying with Regulations. This should include: <ul style="list-style-type: none"> <li>establishing a timetable of regular fee reviews to ensure charges reflect the cost of services and comply with the Regulations;</li> <li>annually reporting and publishing financial performance in line with the Regulations;</li> <li>ensuring relevant staff are provided with training to ensure they apply the Regulations and interpret financial reporting correctly; and</li> <li>revise fees to ensure services are charged for in accordance with the Regulations.</li> </ul>	Continue to review BC structure and fee schedule with a view to implementing fee uplift as soon as practicable. Regular training is undertaken to ensure knowledge is kept up to date.	L	Completed/ongoing as BAU	Mar-25	Apr-25	E&R

Reference	Report	Responsible Officer	Regulatory Recommendation	Update	Priority (H/M/L)	Status	Target Date	Date of Last Update	Scrutiny Committee
NR46	Cracks in the Foundation - Building Safety in Wales	Marcus Goldsworthy / Ian Robinson / Liam Jones / Chris keepins	R7 Local authorities should work with partners to make better use of limited resources by exploring the potential for collaboration and regionalisation to strengthen resilience through a cost benefit analysis of partnering with neighbouring authorities, establishing joint ventures and/or adopting a regional model where beneficial.	Work is currently being done with LABC to encourage support between neighbouring authorities. No formal agreement has been reached although conversations ongoing regarding how this might work should the situation arise where we cannot fulfil our responsibility as the Building Safety Regulator in Wales for the VoG. Early stages of work towards considering potential regionalisation of PRIW resource.	M	Completed/ongoing as BAU	Mar-25	Apr-25	E&R
NR47	Cracks in the Foundation - Building Safety in Wales	Marcus Goldsworthy / Ian Robinson / Liam Jones / Chris keepins	R8 Local authorities should review risk management processes to ensure that risks are systematically identified, recorded, assessed, mitigated and subject to regular evaluation and scrutiny.	Service level guidance and supporting procedural guidance is being developed to support the Act specific to Building Control.	L	Completed/ongoing as BAU	Mar-25	Apr-25	E&R
NR42	'A missed opportunity' – Social Enterprises	Tom Bowring/ Phil Chappell/ Lance Carver	R3 To ensure the local authority delivers its S.16 responsibilities to promote Social Enterprises we recommend that it reports on current activity and future priorities following the evaluation of its Action Plan including the Annual Report of the Director of Social Services.	The S 16 forum has continued to promote Social enterprises. In addition wider work continues to be undertaken outside of the forum in relation to Social enterprises.	M	Completed/ongoing as BAU	Mar-25	Apr-25	CP&R/ E&R/HL&SC
NR34	'Time for Change' – Poverty in Wales	Tom Bowring	R8 Complying with the socio-economic duty • We recommend that councils review their integrated impact assessments or equivalent to: ensure that they draw on relevant, comprehensive and current data (nothing over 12 months old) to support analysis; ensure integrated impact assessments capture information on: involvement activity setting out those the service has engaged with in determining its strategic policy such as partners, service users and those it is coproducing with; the cumulative impact/mitigation to ensure the assessment considers issues in the round and how it links across services provided across the council; how the council will monitor and evaluate impact and will take corrective action; and an action plan setting out the activities the Council will take as a result of the Integrated Impact Assessment.	The Council's new Strategic Equality Plan was agreed in March 2025. This includes an enhanced focus on the socio-economic duty, something that is also reflected in the Council's new Vale 2030 Corporate Plan.	H	Completed	Mar-25	Apr-25	CPR/ L&C/ H&SC
NR36	Estyn Thematic Review - We don't tell our teachers - Experiences of peer-on-peer sexual harassment among secondary school pupils in Wales	David Davies	Local authorities should: R6 Plan suitable intervention and support on gender issues at both school and local authority level, evaluating regularly their impact on pupil wellbeing.	During Oct-Dec 2023 a 6-week Girls course was undertaken at St Cyres School funded by the Vale of Glamorgan Council. This was for two groups. One group of year 10 girls and one group of year 11 girls, and the aim was to help equip, empower, and encourage girls in year 10/11 that struggle with their self-esteem or could be susceptible to being involved with negative behaviours in romantic relationships. In order to track the girls progress before and after the course the facilitator utilised a survey.	M	Completed/ongoing as BAU	Mar-25	Apr-24	L&C