

RESOURCES SCRUTINY COMMITTEE

Minutes of a Remote meeting held on 19th November, 2025.

The Committee agenda is available [here](#).

The recording of the meeting is available [here](#).

Present: Councillor J. Protheroe (Chair); Councillor E. Goodjohn (Vice-Chair); Councillors S. Campbell, G.D.D. Carroll, P. Drake, R. Fisher, C.P. Franks, E.J. Goodjohn, Dr. I.J. Johnson, B. Loveluck-Edwards, J.M. Norman and N.J. Wood.

Also present: Councillors L. Burnett (Executive Leader and Cabinet Member for Performance and Resources) and E. Williams (Cabinet Member for Social Care and Health).

447 ANNOUNCEMENT –

Prior to the commencement of the business of the Committee, the Chair read the following statement: “May I remind everyone present that the meeting will be live streamed as well as recorded via the internet and this recording archived for future viewing”.

448 MINUTES –

RECOMMENDED – T H A T the minutes of the meeting held on 17th September, 2025 be approved as a correct record.

449 DECLARATIONS OF INTEREST –

No declarations of interest were received.

450 WELSH LANGUAGE STANDARDS ANNUAL MONITORING REPORT 2024-2025 (REF) –

The reference from Cabinet of 4th September, 2025 as contained within the agenda was presented by the Operational Manager for Corporate Communications, who advised the following in response to subsequent questions and comments from Members:

- Work had been done to establish any barriers staff faced to learning Welsh through a feedback exercise with learners. A particular barrier was that the more formal learning involved a significant time commitment which some staff found difficult. Shorter taster sessions were now being offered in response to this.

- Figures relating to the number of contacts from residents received in Welsh could be sought and provided to Committee.
- Officers wanted the Council to provide residents with opportunities to speak and engage with the Council in Welsh and there may be further work to do on presenting the Council as a bilingual organisation in order to encourage this.
- Good points had been raised by Committee members regarding the possibility of providing this report bilingually, and also regarding sharing resources between Welsh and English Medium schools, to overcome a lack of post-GCSE provision for learning Welsh outside of Welsh Medium schools. These would be fed back to the relevant teams.

With no further queries or comments, Committee subsequently:

RECOMMENDED – T H A T the report and appendices be endorsed.

Reason for recommendation

To allow the Council to meet its reporting duty to the Welsh Commissioner as part of the Welsh Language Standards.

451 PROCUREMENT POLICY AND STRATEGY REVIEW (REF) –

The reference from Cabinet of 4th September, 2025 as contained within the agenda was presented by the Head of Finance / Section 151 Officer, who advised the following in response to subsequent questions and comments from the Committee:

- Contract Management Training would be provided to Senior Managers, which would cover how to manage any incidences of poor contract delivery.
- Value for money regarding the Council's relationship with Ardal would be measured largely through agreed new Key Performance Indicators, including the new paperwork on the pre-tender report, which enabled measurement of Ardal's turnaround and responsiveness. This information would be presented to the Ardal Board on a quarterly basis.
- Ways in which the success of the changes to the procurement system could be measured, would be considered by officers and information would be supplied to Committee in due course.
- Ardal's lead on Social Value had been attending meetings with officers, and a quarterly Community Benefits newsletter (Thrive) was now being published by Ardal and shared with colleagues and the 'community of practice' group.
- The Council had recently implemented the Thrive system across the partnership with Ardal to measure and monitor the social value and community benefits being committed to in the contracts.
- Which benefits and support were needed in which communities would be established through the relationship with Ardal, and also through the knowledge of colleagues working within the communities.
- A Local Spend Action Plan and Supplier Directory were additional aspects that Officers could look to develop.

- A Supplier Guide was available to advise suppliers on how they could engage with the Council.
- Further work could be done to make the language contained in information on the Council's procurement system more accessible to members of the public, however there was now a 4-5 page Executive Summary of the strategy available on the Council's website.

With no further queries or comments, Committee subsequently:

RECOMMENDED –

- (1) T H A T the report be referred to Cabinet in order for them to consider Recommendations (2) and (3).
- (2) T H A T officers ensure that the use of the terms 'social value' and 'community wellbeing benefits' are clear and consistent throughout the Procurement Policy and Strategy document.
- (3) T H A T a Local Spend Action Plan, to include a Local Supplier Directory, be created and included in the Procurement Policy and Strategy.

Reasons for recommendations

- (1) To advise Cabinet of the views and recommendations of the Resources Scrutiny Committee, having reviewed the Draft Policy and Strategy.
- (2) To ensure clarity in the document, as the terms were often used interchangeably.
- (3) To maximise the Council's potential spend with local businesses.

452 Q2 SICKNESS ABSENCE REPORT 2025/2026 (DCR) –

The report was presented by the Operational Manager for Employee Services and set out the sickness absence figures for the period 1st April to 30th September, 2025 as part of the agreed performance management arrangements.

Absence figures had decreased slightly based on the same period as last year, but were still slightly higher than the 2023/24 figures.

Increases had taken place within non schools Directorates.

Following presentation of the report, the Officer advised the following in response to questions and comments from Committee Members:

- The Council's career break scheme allowed for unpaid breaks from work for staff members to be agreed with their manager. Although not extensively used, the scheme was useful in certain circumstances, and could be used, for example, where a member of staff wanted to go travelling for a number of

months and then return to a role with the Council, or where an extended break would aid their recuperation from illness.

- Officers would look into ways in which the skills of staff trained in Mental Health Support through Time to Change Wales could be utilised going forward, and how more people could be involved in the Council's work around Mental Health, and would provide information to Committee.
- Officers were pleased that the Committee had recognised the work to support staff members experiencing Menopause, including the separation of this as its own category of sickness absence.
- The 2025/26 figure for days lost for stress reasons in the graph at Appendix E to the report was an estimate based on the first 6 months of the year.

With no further queries or comments, Committee subsequently:

RECOMMENDED – T H A T the report be noted, and referred to Cabinet alongside the views of the Resources Scrutiny Committee, and its recommendation as follows:

- T H A T, given that the Time to Change Wales programme to support people with mental health challenges has now ended, this be made clearer in reporting, and consideration be given to how similar support for staff members can be continued, particularly in relation to the Council's obligations under the Time to Change Wales programme, and to maintaining the Council's group of Mental Health Champions, going forward.

Reason for recommendation

To make Cabinet aware of the views of this Committee, and to avoid this support for staff members being degraded or lost over time, now that the programme has ended, and without this source of training.

453 UPDATED FORWARD WORK PROGRAMME SCHEDULE 2025/26 (DCR) –

The report was presented by the Democratic Services Officer and Councillor Loveluck-Edwards, who gave an update on progress of the Committee's Task and Finish Review on Tackling Misinformation, as the group's Chair. An updated Forward Work Programme (FWP) Schedule for 2025/26 was attached at Appendix A to the report and Members of the Committee were asked to consider the contents for approval.

Updates since the Committee's approval of the FWP on 21st May, 2025 were set out in Section 2 of the report.

Following presentation of the report, in response to queries from Members, Officers advised the following:

- Officers could be requested to present the C1V Update report to a Committee Meeting, rather than via the For Information reporting route, as previously agreed.

- Officers could be requested to provide a separate report on school finances, which had been included within finance monitoring reports on the Forward Work Programme.
- The Carbon Management plan was due to be presented to Cabinet in December 2025 and then to this Committee early in 2026.
- Project Zero reporting now sat within the remit of the Place Scrutiny Committee.
- The Chief Executive of Glamorgan Voluntary Services could be invited to provide a briefing to Members ahead of March 2026.

With no further queries or comments, Committee subsequently:

RECOMMENDED –

(1) T H A T, subject to updates regarding the school budgets report and C1V update report being included, the Forward Work Programme be agreed.

(2) T H A T a summary of the Decision Tracking Data relevant to the Resources Scrutiny Committee be presented to the Committee as part of the biannual Forward Work Programme Monitoring Reports.

Reasons for recommendations:

(1) To agree the items, topics and delivery methods that the Resources Scrutiny Committee will consider for the remainder of the 2025/26 Municipal year, and to update the Forward Work Programme published on the Council's website.

(2) To provide a six-monthly update to Committee Members on the data readily available, and to maintain an understanding of the Committee's impact in supporting the Council's decision-making processes.