



DINAS A SIR CAERDYDD
CITY AND COUNTY OF CARDIFF

GWYS Y CYNGOR

DYDD IAU, 22 HYDREF 2015

COUNCIL SUMMONS

THURSDAY, 22 OCTOBER 2015,

Fe'ch gwysir I fynychu cyfarfod **CYNGOR SIR DINAS A SIR CAERDYDD**, a gynhelir yn Council Chamber - City Hall on Dydd Iau, 22 Hydref 2015 at 4.30 pm I drafod y materion a nodir yn yr agenda atodedig.

MARIE ROSENTHAL

Cyfarwyddwr Llywodraethu a Gwasanaethau
Cyfreithiol

Neuadd y Sir
Caerdydd
CF10 4UW

Dydd Gwener, 16 Hydref
2015

Eitem		Amser yn fras	Yr amser hwyaf a ganiateir
1	<p>Ymddiheuriadau am absenoldeb</p> <p><i>Derbyn ymddiheuriadau absenoldeb.</i></p>	4.30 pm	5 mins
2	<p>Datganiadau o fuddiant</p> <p><i>Derbyn datganiadau buddiannau (i'w gwneud yn unol â Chod Ymddygiad yr Aelodau).</i></p>		
3	<p>Cofnodion</p> <p><i>Cymeradwyo cofnodion y cyfarfod blaenorol fel cofnod cywir.</i></p>	4.35 pm	5 mins
4	<p>Is-etholiad Glan-yr-afon</p> <p><i>Adrodd ar ganlyniad Is-etholiad Glan-yr-afon a gynhaliwyd ar 7 Hydref 2015 a chroesawu'r Cynghorydd Caro Wild.</i></p>	4.40 pm	5 mins
5	<p>Cyhoeddiadau'r Arglwydd Faer</p> <p><i>Derbyn cyhoeddiadau'r Arglwydd Faer gan gynnwys Cydnabyddiaethau a Gwobrau</i></p>	4.45 pm	5 mins
6	<p>Deisebau</p> <p><i>Derbyn deisebau gan Aelodau Etholedig I'r Cyngor.</i></p>	4.50 pm	15 mins
7	<p>Cwestiynau gan y Cyhoedd</p> <p><i>Derbyn cwestiynau a nodwyd yn flaenorol gan y Cyhoedd.</i></p>	5.05 pm	15 mins
8	<p>Adroddiad Gwella Blynyddol Cyngor Dinas Caerdydd 2014/2015 (Tudalennau 1 - 80) <i>Adroddiad y Cyfarwyddwr Corfforaethol Adnoddau a'r Swyddog Adran 151 wedi'i atodi.</i></p>	5.20 pm	30 mins
9	<p>Addroddiad Blynyddol yr Aelod-Hyrwyddwyr (Tudalennau 81 - 94) <i>Adroddiad y Cyfarwyddwr Llywodraethu a Gwasanaethau Cyfreithiol gan gynnwys adroddiad blynyddol yr Aelod Hyrwyddwyr.</i></p>	5.50 pm	10 mins
10	<p>Datganiadau</p> <p><i>Derbyn datganiadau gan yr Arweinydd ac Aelodau'r Cabinet a chwestiynau gan Aelodau ar y datganiadau.</i></p>	6.00 pm	45 mins

Hysbysiadau Cynnig			
11	<p>Cynnig 1</p> <p><i>Mae'r Cyngor yn nodi newidiadau deddfwriaethol y DU a ddygwyd ymlaen trwy Ddeddf Ymddygiad Gwrthgymdeithasol, Troseddu a Phlisma 2014 a'r diwygiadau canlyniadol i Ddeddf Cŵn Peryglus 1991 ac yn croesawu'r ffaith ei fod bellach yn drosedd i fod yn berchen ar neu'n gyfrifol am gi sy'n beryglus ac allan o reolaeth mewn unrhyw le, gan gynnwys eiddo preifat.</i></p> <p><i>Yn arbennig, mae'r Cyngor yn cefnogi ymestyn y gyfraith i gynnwys ymosodiadau ar gŵn cymorth pan fo un o bob deg o gŵn cymorth yn cael eu hymosod arnynt bob blwyddyn yng Nghymru.</i></p> <p><i>Fodd bynnag, mae'r Cyngor yn siomedig y tynnwyd y Bil Rheoli Cŵn drafft yn ôl gan Llywodraeth Cymru yn 2013 gan fod y Llywodraeth o'r farn y byddai'r Ddeddf Ymddygiad Gwrthgymdeithasol, Troseddu a Phlisma yn cyflwyno Hysbysiadau Rheoli Cŵn oherwydd er gwaetha'r ffaith fod nifer o sefydliadau, Cynghorwyr Caerdydd, Aelodau Cynulliad, Aelodau Seneddol a Chyfoedion wedi lloïo, ni chafodd yr Hysbysiadau Rheoli Cŵn hyn eu rhoi ar waith fel rhan o'r Ddeddf.</i></p> <p><i>Felly geilw'r Cyngor ar Lywodraeth Cymru i gydnabod y pryderon mawr sydd ynghylch addysgu am fod yn berchennog ci cyfrifol yng Nghymru a chodi ymwybyddiaeth o hynny (gan gynnwys y rheiny yn yr Adroddiad Craffu ar CASSC a'r Amgylchedd ar Reoli Cŵn Peryglus yng Nghaerdydd) a chyflwyno deddfwriaeth i roi Hysbysiadau Rheoli Cŵn ar waith yng Nghymru cyn gynted ag sy'n ymarferol bosibl ar ôl adolygu'r holl offerynnau, gwersi ac arferion da eraill sydd ar waith yng Ngogledd Iwerddon a'r Alban.</i></p> <p><i>Cynigiwyd gan: Y Cyngorydd Dilwar Ali</i></p> <p><i>Eiliwyd gan: Y Cyngorydd Mitchell</i></p>	6.45 pm	30 mins
12	<p>Cynnig 2</p> <p><i>Mae gan Gyngor Caerdydd uchelgais i symud i raniad moddol 50:50 rhwng ceir a thrafnidiaeth gyhoeddus, cerdded neu feicio. Mae'r Cynllun Corfforaethol yn nodi taw ein gweledigaeth i Gaerdydd yw dod y 'brifddinas orau i fyw ynnddi yn Ewrop".</i></p>	7.15 pm	30 mins

	<p><i>Mae gan nifer o ddinasoedd yn y DU ac o amgylch y byd ddiwrnodau di-draffig lle mae'r strydoedd ar gau i gerbydau gan roi'r cyfle i breswylwyr lleol fwynhau canol y ddinas mewn awyrgylch di-lygredd, heddychlun ac sy'n addas i'r teulu. Mae'r Cyngor felly'n cytuno y dylai Caerdydd gael diwrnod di-draffig yn 2016 gyda phrif strydoedd canol y ddinas ar gau i draffig ac y dylid cynnal diwrnod di-draffig bob blwyddyn.'</i></p> <p><i>Cynigiwyd gan: Y Cyngorydd Richard Cook</i></p> <p><i>Eiliwyd gan: Y Cyngorydd Christopher Weaver</i></p>		
13	<p>Cynnig 3</p> <p><i>Ymatebodd Llywodraeth Cymru ar 26 Tachwedd 2013, i Gynllun Datblygu Lleol (ar Adnau) y Cyngor. Yn eu hymateb fe wnaethon nhw gynnwys adran ar y Llain Las, fel a ganlyn:-</i></p> <p><i>"Mae Llywodraeth Cymru yn erbyn cynnwys Polisi KP3 (A) 'Llain Las' a nodi'r ardal a ddangosir ar y Map Cynigion, y dylid cael gwared arno'n gyfan gwbl.</i></p> <p><i>Mae Llywodraeth Cymru o'r farn nad oes angen darlunio ardal o'r fath oherwydd gellid defnyddio polisiâu eraill i wrthod cynigion amhriodol. Gyda'r gyfres bresennol o gynigion sydd yn y CDLI i ddiwallu'r anghenion a nodwyd h.y. tai, nid oes angen polisiâu pellach sydd ond yn dyblygu strwythur polisi presennol y cynllun. Mae hyn yn ddiangen".</i></p> <p><i>Rydym yn galw ar Gyngor Caerdydd i ailddatgan ymrwymiad y Cyngor i gefnogi'r Llain Las ac amddiffyn ardaloedd gwyrdd Caerdydd a gwrthwynebu lletem las a fydd ond yn amddiffyn yr ardal am hyd y cynllun. Mae angen sicrwydd pendant.</i></p> <p><i>Cynigiwyd gan: Y Cyngorydd Jayne Cowan</i></p> <p><i>Eiliwyd gan: Y Cyngorydd Roderick McKerlich</i></p>	7.45 pm	30 mins
14	<p>Cwestiynau Llafar</p> <p><i>Derbyn cwestiynau llafar i'r Arweinydd, Aelodau'r Cabinet, Cadeiryddion Pwyllgorau a/neu Aelodau enwebedig o'r</i></p>	8.15 pm	90 mins

	<i>Awdurdod Tân.</i>		
15	Materion Brys	9.45 pm	5 mins
Materion y Cyngor nas Gwrthwynebir			
16	Penodi Llywoderaethwyr Awdurdod Lleol i Gyrrff Llywodraethu Ysgolion <i>(Tudalennau 95 - 100)</i> <i>Adroddiad y Cyfarwyddwr Llywodraethu a Gwasanaethau Cyfreithiol gan gynnwys yr argymhellion gan Banel Llywodraethwyr yr Awdurdod Lleol 15 Hydref 2015 wedi'i atodi.</i>	9.50 pm	5 mins
17	Penodi i Swyddi Gwag y Pwyllgor <i>(Tudalennau 101 - 102)</i> <i>Adroddiad y Cyfarwyddwr Llywodraethu a Gwasanaethau Cyfreithiol wedi'i atodi.</i>	9.55 pm	5 mins
18	Cwestiynau Ysgrifenedig <i>Yn unol â Rheolau Gweithdrefn y Cyngor, Rheol 17(f), caiff Cwestiynau Ysgrifenedig eu hystyried a'r ymateb ei gynnwys fel cofnod yng nghofnodion y cyfarfod.</i>		

Mae'r dudalen hon yn wag yn fwriadol

**CITY OF CARDIFF COUNCIL
CYNGOR DINAS CAERDYDD**



COUNCIL: 22 OCTOBER 2015

CABINET PROPOSAL

CITY OF CARDIFF COUNCIL ANNUAL IMPROVEMENT REPORT 2014/15

Reason for this Report

1. This report has been prepared to enable the Council to approve the Council's Annual Improvement Report, a document required under the Local Government (Wales) Measure 2009, for publication by 31st October 2015.

Background

2. The Local Government (Wales) Measure 2009 requires that we publish our Improvement Objectives and how we plan to achieve them. The Auditor General for Wales in previous assessments of how we do this highlighted the need for the Council to be more focussed on our key priorities and on the delivery of these. In recognition of this opinion, and the growing pressure on the Council's finances available to deliver services to the citizens and communities of Cardiff in 2014 we continued with the following 3 priorities:-
 - Economic development as the driver for growth and jobs
 - Education and skills for people of all ages to fulfil their potential and to well prepared for employment in the Cardiff economy
 - Supporting vulnerable adults, children and young people
3. The Council's Corporate Plan 2014/17 focussed on what the Council would deliver to achieve these 3 priorities, and in turn they helped to shape our Improvement Objectives for 2014/15 and the content of our Outcome Agreement with the Welsh Government for 2013/16.
4. Our Improvement Objectives for 2014/15 focussed on:-
 - Increasing the number and quality of jobs in the city economy
 - Establishing Cardiff as a Digital City
 - Helping people to make positive choices about the affordability of their accommodation
 - Increasing independence by providing aids and adaptations to homes
 - Improving educational outcomes
 - Increasing school attendance

- Decreasing the number of young people not in education, employment or training
 - Undertaking a programme of Organisational Development to ensure the resilience and sustainability of services, structured around the core needs of citizens and communities.
5. We are also required under the Measure to assess our performance against the National Strategic Indicator (NSI) and Public Accountability Measures (PAM) data sets. These are set by the Welsh Government. Where these indicators and measures are relevant to the progress we made against our Improvement Objectives and Outcome Agreement they are included in this Improvement Report. Our performance against the full range of NSI and PAM data sets is shown in the 'How We Measure Up' section.

City of Cardiff Council's Annual Improvement Report 2014/15

6. The Council's Annual Improvement Report provides a retrospective summary evaluation of performance for 2014/15 and Members should note that the Report attached at Appendix 1 is a 'near final' draft. It contains the key elements to meet the statutory requirements, but will be subject to some minor amendment or updating prior to submitting to Council on 22 October 2015.
7. The City of Cardiff Council Annual Report 2014/15, attached as Appendix 1, is a text document which once approved will be translated into Welsh prior to publication by 31 October 2015.
8. The Improvement Report should:-
- provide a picture of the Council's performance for the reporting year against the agreed outcomes, activities (improvement objectives), and targets
 - communicate improvement information that is timely and accurate to members, officers, citizens, communities, stakeholders, other Councils, the Welsh Government and regulators
9. The Wales Audit Office feedback on the Council's Annual Improvement Report 2013/14 suggested a number of areas for Improvement. These improvements were in relation to ensuring that:
- there are actions and targets to support the delivery of, and determine progress against the improvement objectives
 - baseline data and targets are included for all improvement objectives
 - comparative data is represented for all performance indicators and is consistently presented
 - progress against the Outcome Agreement be presented to support the explanation of progress against the improvement objectives
 - an assessment of performance for each of the improvement objectives is provided

- performance indicators have a target and that where targets have not been set that there is an explanation
10. The Council's Annual Improvement Report 2014/15 seeks to address these issues.

Wales Audit Office Corporate Assessment of the City of Cardiff Council

11. In September 2014, the Auditor General published his report on the full Corporate Assessment. This report concluded at that time 'Fragmented leadership and management have meant that weak performance in key service areas has not improved'. The outcome of this work was a proposal for improvement to ensure that the implementation of our Organisational Development Plan in order to resolve the range of issues identified in the assessment.
12. Part of the Council's Organisational Development Plan is focused on improving the linkages between leadership and management. The Council has developed its performance management arrangements to ensure that good quality discussion about performance at both operational service delivery and individual staffing levels happen. This has been supported by the implementation of a robust challenge regime in both the managerial and political environment through
- Service Improvement Boards held by Directorate and this provides the Chief Executive with opportunity to understand the level of directorate performance, the arising issues, and puts in place a robust challenge to the Directors and their Management Teams
 - Star Chambers which are divided into People, and Place to facilitate a greater understanding, discussion and challenge between Cabinet Members and Directors on levels of performance and refreshing priorities for improvement as a result
13. The purpose of the corporate assessment follow-on is to seek the answer to the question *'Is the Council effectively addressing the issues raised in the corporate assessment?'*
14. The Council's Annual Improvement Report, as outlined earlier, provides a picture of the Council's performance for the reporting year against the agreed outcomes, activities (improvement objectives), and targets and is therefore a key strand of our performance arrangements.
15. The output for the Wales Audit Office work will be a published report, planned for issue in early 2016.

Role of the Auditor General for Wales

16. The Auditor General for Wales through the Wales Audit Office (WAO) audit each authority's Improvement Report to assess the extent to which the Report has been prepared and published in accordance with statutory requirements and will determine whether or not to issue a

Certificate of Compliance. Recommendations will also be put forward in the Auditor General's Annual Improvement Report which will form part of the Corporate Assessment being undertaken in October 2015.

Policy Review and Performance Scrutiny Committee

17. The Policy Review and Performance Scrutiny Committee considered the draft Statutory Improvement report on 8 September 2015 and the Chair's letter, together with the Cabinet Member's response is attached at Appendix 2.

Reason for Recommendations

18. To recommend the Council's Annual Improvement Report 2014/15 to Council in time for the Plan to be published by the statutory date 31 October 2015.

Financial Implications

19. There are no financial implications directly arising from this report, however action on identified priorities for improvement may well have financial implications which would need to be addressed in the budget setting process.

Legal Implications

20. The recommendation is made for the purposes of enabling the Council to comply with its legal duties as outlined in this report

HR Implications

21. There are no HR implications arising directly from this report.

CABINET PROPOSAL

Council is recommended to approve the Annual Improvement Report

THE CABINET

1 October 2015

The following appendices are attached:

Appendix 1 – Statutory Improvement Plan

Appendix 2 – Letter and Response to Policy Review and Performance Scrutiny Committee

City of Cardiff Council
Improvement Report 2014/15

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Introduction

The Local Government (Wales) Measure 2009 requires that we publish our Improvement Objectives and how we plan to achieve them. The Auditor General for Wales in previous assessments of how we do this highlighted the need for the Council to be more focussed on our key priorities and on the delivery of these. In recognition of this opinion, and the growing pressure on the Council's finances available to deliver services to the citizens and communities of Cardiff in 2014 we continued with the following 3 priorities:-

- Economic development as the driver for growth and jobs
- Education and skills for people of all ages to fulfil their potential and to well prepared for employment in the Cardiff economy
- Supporting vulnerable adults, children and young people

The Council's Corporate Plan 2014/17 focusses on what the Council will deliver to achieve these 3 priorities, and in turn they have helped to shape our Improvement Objectives for 2014/15 and the content of our Outcome Agreement with the Welsh Government for 2013/16.

Our Improvement Objectives focus on:-

- Increasing the number and quality of jobs in the city economy
- Establishing Cardiff as a Digital City
- Helping people to make positive choices about the affordability of their accommodation
- Increasing independence by providing aids and adaptations to homes
- Improving educational outcomes
- Increasing school attendance
- Decreasing the number of young people not in education, employment or training
- Undertaking a programme of Organisational Development to ensure the resilience and sustainability of services, structured around the core needs of citizens and communities.

In setting our Improvement Objectives an exercise was undertaken to ensure that they contributed to the seven improvement aspects of Strategic Effectiveness (SE), Service Quality (SQ), Service Availability (SA), Fairness (F), Sustainability (S), Efficiency (E) and Innovation (I) and the collaborative (C) nature of the work needed to deliver each one as set out in the Local Government (Wales) Measure 2009. The result of this exercise is contained in the following matrix:-

Improvement Objective	SE	SQ	SA	F	S	E	I	C
Increase the number and quality of jobs in the city economy	✓	✓	✓	✓	✓			✓
Establish Cardiff as a Digital City	✓	✓	✓	✓	✓	✓	✓	✓
Helping people to make positive choices about the affordability of their accommodation	✓	✓	✓	✓	✓	✓	✓	✓

Improvement Objective	SE	SQ	SA	F	S	E	I	C
Increasing independence by providing aids and adaptations to homes	✓	✓	✓	✓	✓	✓	✓	✓
Improving Educational Outcomes	✓	✓		✓	✓			✓
Increasing school attendance	✓	✓		✓	✓			✓
Decreasing the number of young people not in Education, Employment or Training	✓	✓	✓	✓	✓		✓	✓
Undertake a programme of Organisational Development	✓	✓	✓	✓	✓	✓	✓	✓

Our Outcome Agreement is aligned to the Welsh Government's *Programme for Government* and focuses on:-

- Supporting the economy and business
- Improving the quality of housing
- Ensuring people receive the help they need to live fulfilled lives
- Improving school attainment
- Improving the skills of young people and families

A summary of our progress in delivering these is contained in this Improvement Report and further details can be found on our website (www.cardiff.gov.uk)

In March 2014 the Council agreed a Corporate Plan which set out the work of the Council for 2014/17. The details of our progress against our Improvement Objectives are contained within this Improvement Report.

We are also required under the Measure to assess our performance against the National Strategic Indicator (NSI) and Public Accountability Measures (PAM) data sets. These are set by the Welsh Government. Where these indicators and measures are relevant to the progress we have made against our Improvement Objectives and Outcome Agreement they are included in this Improvement Report. Our performance against the full range of NSI and PAM data sets is shown in the 'How We Measure Up' section.

Further detailed information about the current and future plans for the Council's contribution to public services in Cardiff is contained within a number of key documents including:-

- Establishing a Programme of Organisational Change for the City of Cardiff Council
- Corporate Plan 2014/17
- What Matters Integrated Partnership Strategy
- Directorate Delivery Plans
- Wales Audit Office Assessments under the Local Government (Wales) Measure 2009
- The Council's Outcome Agreement with the Welsh Government

This Improvement Report is available in English and Welsh online at www.cardiff.gov.uk, and in printed format from the Council's libraries.

Copies are available in braille on request.

Your feedback on the content and style of this Improvement Report is welcomed. Please send your comments to the Operational Manager, Improvement and Information, City of Cardiff Council, County Hall, Atlantic Wharf, Cardiff. CF10 4UW or email improvementandinformation@cardiff.gov.uk

Continuous Improvement

We have a duty to improve the services that we deliver under the Local Government (Wales) Measure 2009. We have reviewed and revised our approach to Performance Management and introduced a new Performance Management Framework which ensures that we discharge our obligations. The Framework aims to support the delivery of providing services to our citizens against a backdrop of increasing financial challenges. The Framework will help to develop a performance culture where open and honest debate about performance issues is the norm, and is used to drive focussed improvement. Our Framework is based on

- Directorate Delivery Plans that provide clear milestones and performance indicators against which the delivery of the Corporate Plan can be monitored.
- Aligned monitoring and reporting cycles for finance and service performance information to afford the Council greater visibility of its overall performance position;
- Performance Challenge sessions at Senior Management Team on a monthly basis;
- Joint Cabinet & Senior Management Team Performance Challenge meetings on a monthly basis;
- Scrutiny of performance information prior to formal Cabinet consideration;
- Accelerated Improvement Support – led by the Chief Executive - for targeted services, including Children’s Services and Education, utilising a mix of internal support and external peer support and challenge;
- A Challenge Forum which draws together senior Members and officers, together with external peer support, to test and challenge the Council’s progress against its improvement journey;
- An extensive staff engagement programme to raise awareness of, and involvement in, the improvement journey;
- A simplified Personal Performance Development & Review process and a focus on compliance.

The Cardiff Debate

In partnership with Cardiff and Vale University Health Board, South Wales Police, and South Wales Fire and Rescue Service, we established the Cardiff Debate as a 3 year conversation with our citizens about the planning, prioritising and provision of public services in Cardiff. The Cardiff Debate was established so that the Council can engage with communities to listen to ideas and opinions on the future operations of Council services so that we can respond effectively to budget reductions whilst continuing to deliver high quality services.

Our consultation programme has consisted of:

- **On-street Engagement** – We visited 37 different locations including leisure centres, shopping centres, community buildings and local community events. Opportunities were provided to all areas with at least one event held in every electoral division of the city.
- **Drop-in Community Workshops** – We held ‘drop in’ workshops in each of our Neighbourhood Partnership areas across the City with staff from the City of Cardiff Council as well as colleagues from Cardiff and Vale University Health Board and South Wales Police.
- **Social Media Strategy** – Since the end of June 2014 we have utilised Social Media to maximise awareness of the Cardiff Debate programme. We set up both Facebook and Twitter accounts dedicated to the Cardiff Debate with daily updates detailing the challenges faced by public services in the city, updates on how and where the public can participate in the debate and feedback from the events held to date. The Cardiff Debate currently has 346 likes on Facebook and 1,104 Twitter followers. Additionally, in September 2014 we launched a dedicated Cardiff Debate website www.cardiffdebate.co.uk
- **Online Consultation** – We adapted our engagement activities into an electronic format and made available bilingually online
- **Community Venues** – Postcards and drop boxes were left at hubs, libraries and leisure centres across the city which invited citizens to have their say on the services that matter most to them and their family.
- **Ask Cardiff Survey** – The annual Ask Cardiff Survey was distributed in August and September 2014 and a total of 2,972 completed questionnaires were received.

Over 6,600 votes were cast to identify public service priorities with **Health Services, Education & Skills** and **Keeping Children Safe** identified as the areas of overall highest concern.

Engagement through the Cardiff Debate has resulted in a number of learning outcomes and the opportunity to participate in a conversation has been hugely welcomed by our citizens.

Organisational Development

In May 2014, the Cabinet established an Organisational Development Programme as a comprehensive response to a range of critical challenges, including the marked deterioration of the Council’s financial position, demand-led pressures on services, and the inadequate performance of a number of statutory services.

Our Organisational Development Programme has brought together the key change projects that will help us to deliver more efficient council services and improve performance outcomes. The scope and scale of the programme reflects the need for us to move rapidly to a new model of service delivery that enables the effective management of current and future demand with vastly reduced resources. We also acknowledge the need to develop strong relationships with our partners in the context of local government reorganisation.

Our Programme aims to ensure that services are designed on the basis of a real understanding of customer demand, and informed by business intelligence from across the Council and our partner organisations.

The key features of the new organisational model will be

- the implementation of new technology in a standardised way to maximise investment return and reduce unnecessary variation in the handling, quality and cost of service provision
- a shift to online routine customer transactions which helps us move to being 'digital by default'

In this new model, services will be defined as either "Universal" or "Gateway".

- Universal services are those that are relevant to every citizen, such as waste collection, highway maintenance and a range of payment services
- Gateway services are only available to individuals on the basis of an assessment of need

Our services will be designed around the needs of our citizens and by implementing this new model we will be able to target our diminishing resources on the most complex cases, and those with the greatest need.

'What Matters' – The 10 Year Strategy for Cardiff

Delivery against the What Matters Outcomes has continued in 2014/15. An Annual Report for 2013/14 was produced in May 2014 detailing progress and the Report for 2014/15 will be prepared following 31st March 2015.

As part of the mid-term review of the 10 year Strategy, the Partnership has commenced a refresh of the Strategic Needs Assessment and Strategy for completion by autumn 2015. The refresh will review the changing policy context and priorities in light of the changed economic environment and also reflect future requirements of the Wellbeing of Future Generations Bill.

To inform the refresh, work has also been undertaken with the existing Partnership Programmes to review priorities and at the meeting of the Cardiff Partnership Board on 5th February, it was agreed that there should also be alignment of delivery arrangements with the Council's Organisational Development Programme where relevant.

The Neighbourhood White Paper has been implemented in 2014/15 including the establishment of the Lead Elected member role for the 6 Neighbourhood Partnership and the delivery of the Neighbourhood Fund.

Neighbourhood delivery also continues to shape the new model of public services in Cardiff and this is reflected by its inclusion in Council's Organisational Development Programme –

Reshaping Service Services Portfolio and a new Neighbourhood Infrastructure Service Pilot being undertaken.

In 2014, the Cardiff Partnership Leadership group was replaced by the Joint Cardiff & Vale of Glamorgan Local Service Board (agreed by Cabinet on 10th April 2014) and there have been 3 meetings to date. A joint work programme has been agreed and is being progressed which aligns with both the What Matters Strategy and the Council's Corporate Plan.

The Council's new Corporate Plan for 2015-17 sets out a clear vision to be "Europe's most liveable Capital City" based on delivering the What Matters 7 strategic outcomes. There is also a greater focus on a smaller number of priorities and review of performance measures.

Further information on 'What Matters', including the annual review, quarterly Neighbourhood Intelligence Reports and updates on the Partnership Programmes can be found at www.cardiffpartnership.co.uk.

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‘Everyone Matters’- Equalities

The Equality Act 2010 places a duty upon Local Authorities to consider all groups when carrying out their day to day work – in shaping policy, in delivering services and in relation to their own employees. It requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different groups when carrying out their activities.

In response to the Equality Act, the City of Cardiff Council published its Strategic Equality Plan, ‘Everyone Matters’ in April 2012. This is a four year plan that outlines our commitment to reducing inequalities and sets out our key priorities for 2012-16 through a series of strategic equality objectives. ‘Everyone Matters’ links directly to ‘What Matters’, to ensure a consistent approach is adopted to addressing inequalities in Cardiff and that our equality work is targeted at the areas of highest need for the City. During 2015/16 the Council will engage on proposals towards its second Strategic Equality Plan, which will be published by 31 March 2016.

Public authorities are required to produce a Strategic Equality Plan Annual Report by 31 March each year, setting out the steps we have taken to identify and collect relevant information, how we have used this information and evaluating the effectiveness of the steps we have taken to fulfil our equality objectives. More information is available at www.cardiff.gov.uk/equality.

We have undertaken extensive engagement, consultation and involvement activities throughout 2014/15 to ensure that citizens have the opportunity to participate in and influence the design of services. Additionally, we have undertaken considerable engagement with protected groups through our Access Focus Group, Cardiff Youth Council and 50+ Forums, and have engaged extensively on our budget priorities through the Cardiff Debate. We also have well established employee equality networks around gender, race, disability and sexual orientation.

Sustainability

To tackle sustainability issues and opportunities we need to consider the social, environmental and economic implications of our decisions. To achieve sustainable development, we work to ensure that economic activity works towards social progress, and that this is within environmental limits. We have produced a One Planet Cardiff strategy that sets out our vision for a sustainable One Planet Cardiff, focusing on key impact areas of energy, waste, transport, food, water, place and people and the socio-economic benefits of these areas. We use the One Planet Cardiff branding in our promotion of sustainable development issues and held a One Planet Cardiff Schools Challenge during June 2014.

The Welsh Government Well-Being of Future Generations Bill, which was introduced to the Assembly on 7 July 2014 and comes into force in 2016, sets out the requirements for consideration and delivery of sustainable development in the public sector in Wales. We

have been working with the WLGA as an 'early adopter' of the Bill since summer 2014, with this work focusing on corporate and community planning requirements.

Cardiff Council is a signatory of the Sustainable Development Charter committing the Authority to making decisions that produce the best long term outcomes for themselves and for the future of Wales.

We maintained corporate registration to Level 3 of the Green Dragon Environmental Standard in November 2014, following accreditation to level 2 in 2008 and level 1 in 2005. Achieving Level 3 demonstrates that we understand our environmental responsibilities and can demonstrate legal compliance with applicable environmental legislation, and that we are monitoring and managing our environmental performance and measuring our carbon emissions. Additionally three sites achieved Level 4 of the Standard: Thornhill Crematorium & Cemetery, Storey Arms Outdoor Education Centre, and Bute Park Administrative Building.

Cardiff has been selected as one of six cities in the UK to share in one million pounds of funding to be invested in improving food culture and support its efforts to become a Sustainable Food City. This has enabled the appointment of a dedicated Food City Coordinator, co-hosted by the Council and Public Health Wales, who is working on the development and delivery of Cardiff's Sustainable Food Action Plan. In March 2015 Cardiff was awarded a Bronze Sustainable Food Cities award recognising the city's pioneering work on promoting healthy and sustainable food.

Scrutiny in Cardiff

Scrutiny is an integral part of the Wales Programme for Improvement, and its challenge is designed to support the Cabinet in making available a range of accessible, efficient and effective services for citizens. Cardiff has undertaken work in 2014/15 to maintain the authority's "best in class" reputation as an authority that takes scrutiny seriously, and which has been rewarded with national honours for the quality of its scrutiny work – most recently in 2014 when short-listed in the Centre for Public Scrutiny's "Good Scrutiny" awards.

Each of the Council's five scrutiny committees carried out work to support each of the key themes of the Corporate Plan. Underpinning these were a programme of co-ordinated and consistent scrutiny of Service Area Business Plans, Directorate Budget Briefings and regular performance monitoring. The extensive efforts invested in detailed scrutiny of the Cabinet's draft 2015/17 Corporate Plan and draft Budget Proposals for 2015/16 in February 2015 presented many opportunities for reviewing past financial and service performance, and previewing monitoring arrangements for 2015/16 by the relevant Scrutiny Committee(s). The Estyn Monitoring visit of March 2015 similarly enabled an intensive focus and review of the scrutiny of schools performance.

Much of the Council's scrutiny work in 2014/15 has been linked with the authority's significant new Programme of Organisational Change. Policy Review and Performance Scrutiny Committee has in particular paid close attention to work being developed through this Programme's five sub programmes, and initiated a number of intensive performance reviews on themes identified as priorities by Members. This performance review work has

been reinforced by other Committees, notably Children and Young People which has demonstrated a close interest in “Schools Causing Concern”, School Governor Services, Corporate Parenting and Social Work Referrals.

Another key feature for 2014/15 has been supporting the Council’s service redesign agenda. Environmental Scrutiny has been at the forefront of steps to identify the most appropriate options for alternative delivery of outdoor services, while Economy and Culture Scrutiny Committee has scrutinised several stages of the alternative models of leisure and cultural service management. Community and Adult Services Scrutiny Committee have undertaken review of the major change proposals being advanced in Health and Social Care delivery.

Each Committee has undertaken scrutiny of the growing range of collaborative delivery models and partnership activity, whether through individual activities such as the South East Wales Regulatory Collaboration Project, or South Central Wales Education Consortium, or through the multi-agency Cardiff Partnership Board – to hold to account the Council and its key strategic partners for the work it is undertaking through its ‘What Matters’ Single Integrated Plan.

Improving Scrutiny for the Future

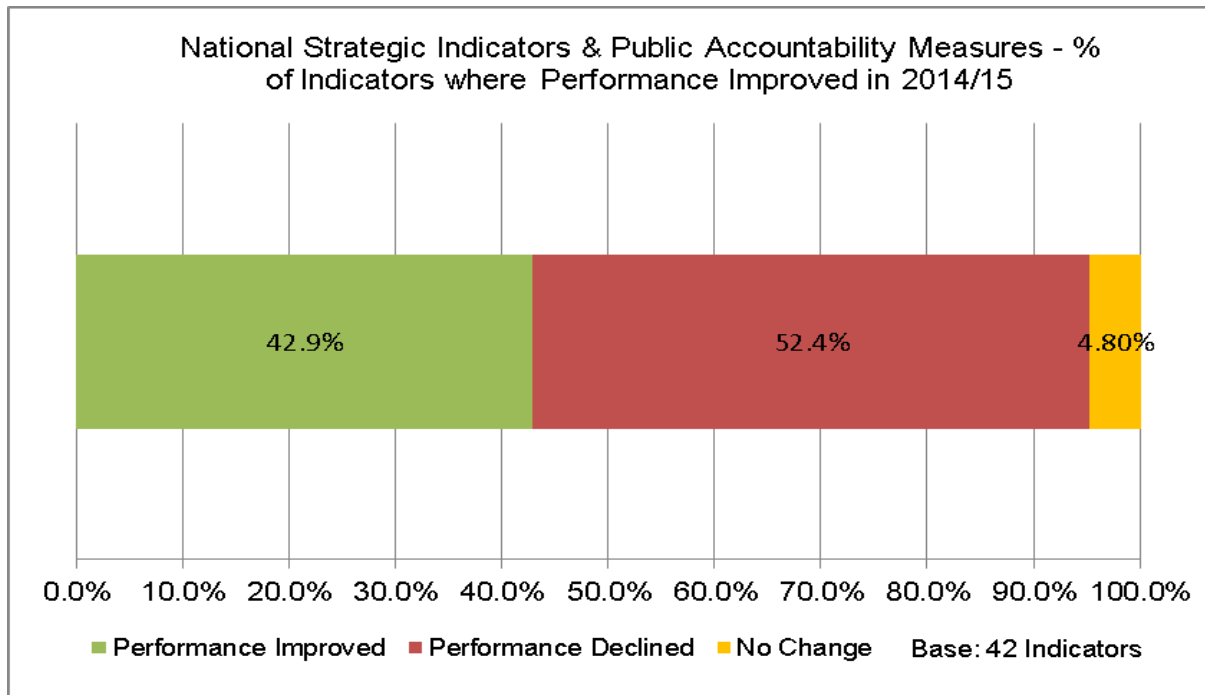
Spinning out of Cardiff’s participation in the Wales Audit Office’ 2013 ‘Improving Scrutiny Study’, Cardiff will finalise and publish in 2015/16 a Scrutiny Improvement Plan as an outcome of the Study. Cardiff has secured the support of the Centre for Public Scrutiny (CfPS) for this Plan, and Cardiff has been included as one of nine case studies supported by CfPS in a nationwide study illustrating the role of scrutiny in supporting organisational transformation.

The Council’s five scrutiny committee chairs are spearheading the Plan, which will publish its findings in the summer of 2015, and which will include a variety of new protocols to maintain the freshness, effectiveness and relevance of scrutiny processes and outcomes.

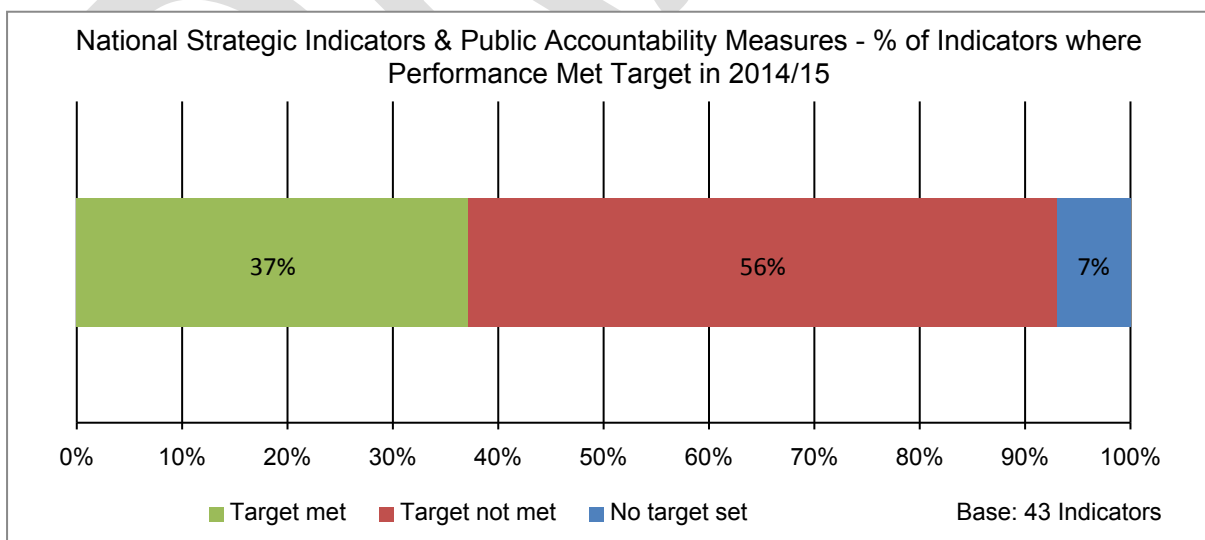
The Council’s Scrutiny Research Team secured funding this year from the Welsh Government Scrutiny Development Fund to undertake a detailed study of how the work of external auditors, inspectors and regulators (AIRs) and local government scrutiny functions across Wales can complement and build on each other’s work. This involved working closely through the year with managers from Wales Audit Office, Estyn and the Care and Social Services Inspectorate for Wales, and culminated in the successful management of a major national scrutiny conference called Many Hands, which brought together in March 2015 AIRs and scrutiny Members and officers for the first such detailed public discussion of this fruitful and important agenda. It is intended that this work will lead to the publication in 2015/16 of a toolkit to optimise relations and outcomes by both scrutiny and the three AIRs bodies.

Summary of Our Performance in 2014/15

Each year the Welsh Government and Data Unit Wales publish local authority performance for a number of services that we provide. This allows us to compare our performance against that of other local authorities in Wales. This section summarises how our performance in 2013/14 compared to results from the previous year.



Excludes CHR/002, which was not a PAM in 2013-2014 and therefore cannot be compared.



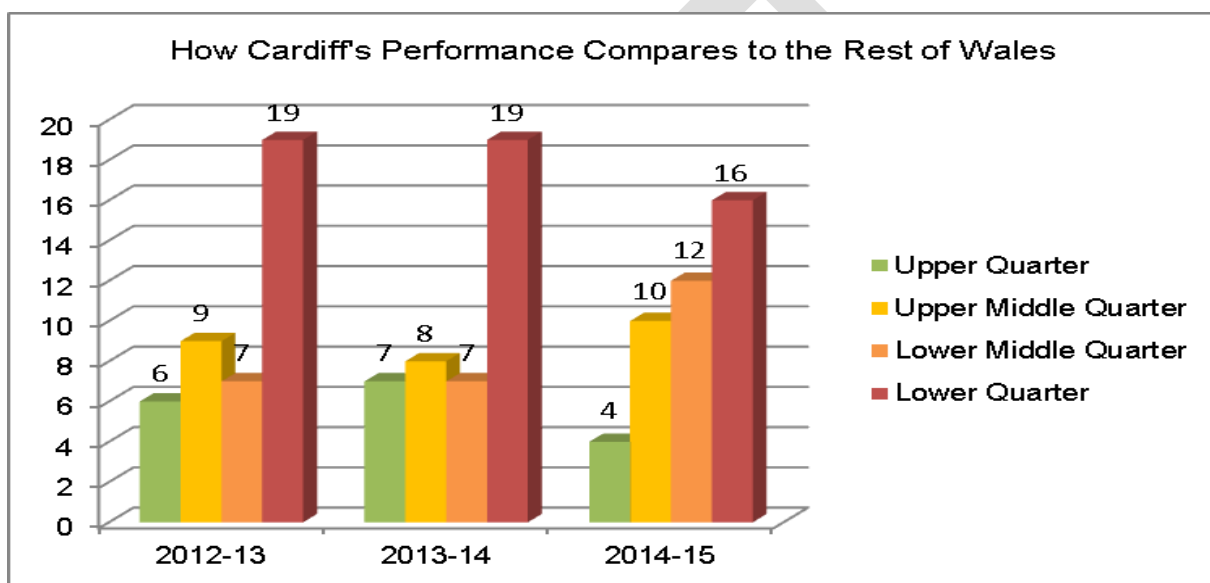
Includes CHR/002 as a local target was set.

Our performance relative to other parts of Wales

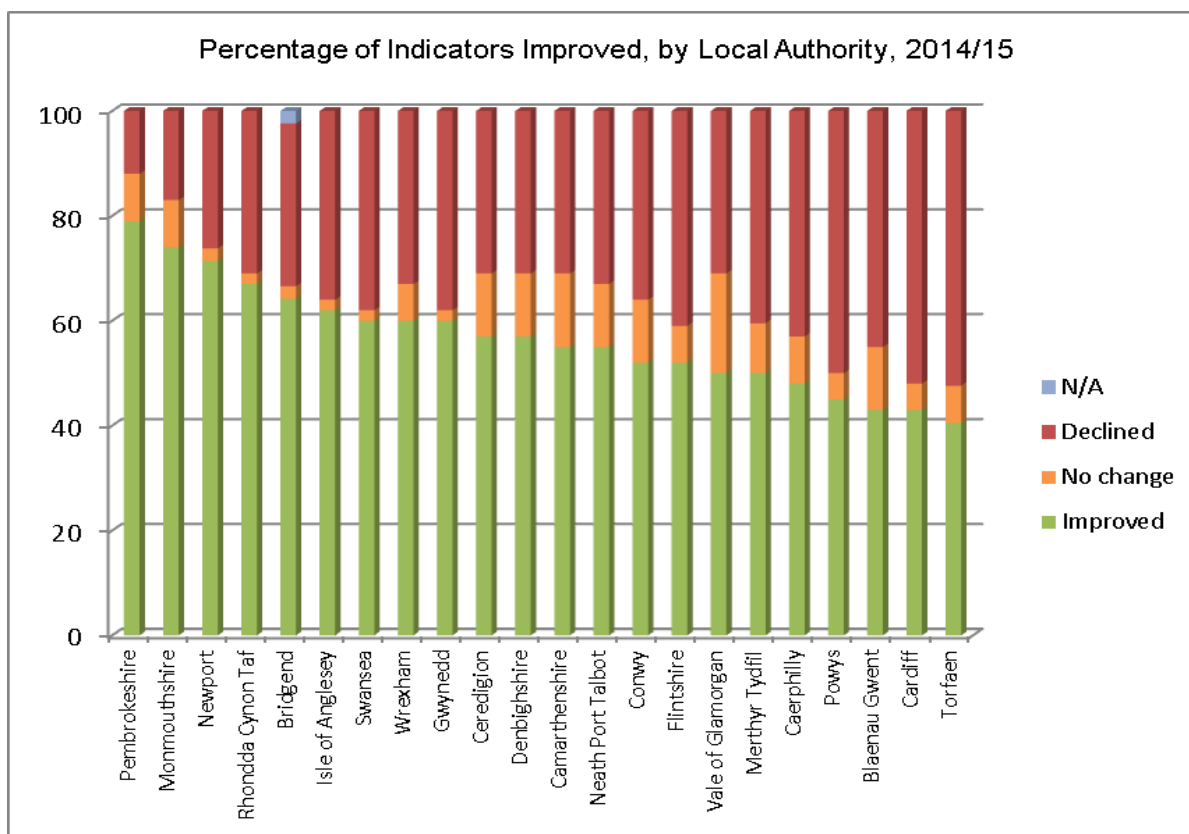
In 2014/15 for the 41 indicators for which comparable information was available for other parts of Wales.

4 were within the upper quarter
22 were within the middle quarters
16 were within the lower quarter

The following chart shows the percentage of indicators in each quarter for the years 2012/13, 2013/14 and 2014/15.



Although nearly half of our indicators are in the lower quarter when compared across Wales 7% of our indicators improved both in the result and in their quarter position, and a further 34% of our indicators showed improved performance compared to the previous year but remained in the same quarter or dropped to a lower quarter.



In 2014/15 43% of our National Strategic Indicators (NSI) and Performance Accountability Measures (PAMs) showed improved performance and 52% showed a decline in performance. This ranks Cardiff 21st out of the 22 Local Authorities across Wales.

Performance against a proportion of indicators was below target and behind performance across Wales. We recognise that performance is not as good as it needs to be and we have identified that our areas of weakness in performance lie primarily within our Social Services Directorate who will build upon work already undertaken to seek improvements in 2015/16 and in the future. During 2014/15 Social Services focussed on improving performance in relation to indicators that have the greatest significance for safe and effective practice concerning children. Those selected for this focus are based on guidance agreed between the Association of Directors of Social Services (ADSS), the Care & Social Services Inspectorate, Wales (CSSIW) and the Welsh Local Government Association (WLGA). It is our intention to focus on the National Performance Indicators when further improvement in relation to those agreed by the ADSS, CSSIW and WLGA is more secure. The stronger strategic focus that has characterised the Directorate's work in 2014-15 will provide a basis for improving performance against NSIs and PAMs.

Our four best performing indicators against the rest of Wales are as follows:

Reference/Title	Cardiff Rank 2014/15	Cardiff Difference in Rank Compared to 2013/14
LCL/001(b): The number of visits to Public Libraries during the year, per 1,000 population	1	Maintained
EDU/015b: The percentage of final statements of special education need issued within 26 weeks excluding exceptions	1*	Maintained
PLA/006(b): The number of additional affordable housing units provided during the year as a percentage of all additional housing units provided during the year	1	Improved by 1
THS/007: The percentage of adults aged 60+ who hold a concessionary bus pass	1	Improved by 1

* Joint ranking of 1 with other local authorities for EDU/015b

As has been the case in previous years Cardiff's libraries are the most visited libraries in Wales. We have also maintained our rank position in relation to statements of Special Education Need issued within 26 weeks and have maintained our performance at 100%. We have improved our rank position to first place in relation to the number of additional affordable housing units provided and maintained our performance at 93%. The % of adults aged 60+ who hold a concessionary bus pass has improved to 100% in 2014/15 when compared to 95.3% in 2013/14.

Indicators where we rank lowest against the rest of Wales:

Reference/Title	Cardiff Rank 2014/15	Cardiff Difference in Rank Compared to 2013/14
STS/005b: The percentage of highways inspected of a high or acceptable standard of cleanliness	22	Decreased by 5
SCC/041a: The percentage of eligible, relevant and former relevant children that have pathway plans as required	22	Maintained
SCC/011a: The percentage of initial assessments that were completed during the year where there is evidence that the child has been seen by the Social Worker	22	Maintained
SCC/011b: The percentage of initial assessments that were completed during the year where there is evidence that the child has been seen alone by the Social Worker	22	Decreased by 2
SCC/045: The percentage of reviews of looked after children, children on the Child Protection Register and children in need carried out in line with the statutory timetable	22	Maintained

Our result for the percentage of highways inspected of a high or acceptable standard of cleanliness has declined in performance by 7 percentage points and we have revised our Environmental Management survey process.

During 2014/15 an independent survey team was appointed to measure street cleanliness and although the methodology for measuring and analysing street cleanliness remains the same, the training undertaken by the independent team resulted in a more rigorous and effective survey regime, hence the annual result of 86.8% for this indicator being marginally below the target of 90%. In terms of improving street cleansing a Neighbourhood Services Project has been piloted in the South West of the City between February and June 2015 and is being extended to the wider city by the end of the year, improved cleanliness has been evidenced as a consequence of this pilot .

Our percentage of eligible, relevant and former relevant children that have pathway plans as required declined in performance by 2.7 percentage points. We established additional Personal Advisor posts to secure significant improvement in the completion of pathway plans. The full benefits of these improvements have not been realised in 2014/15 but we expect to see improved performance in 2015/16.

Our percentage of initial assessments completed during the year where there is evidence that the child has been seen by a social worker declined by 6.2 percentage points. Furthermore, our percentage of initial assessments completed during the year where there is evidence that the child has been seen alone by a social worker declined in performance by 5 percentage points. In keeping with the Munro report and the Social Services Wellbeing (Wales) Act 2014, there has been a significant drive to empower social workers and managers to undertake a proportionate assessment at the point of referral. In some cases an initial referral is not necessary as the case may proceed directly to an investigation, a core assessment or the case may be closed with no further action required.

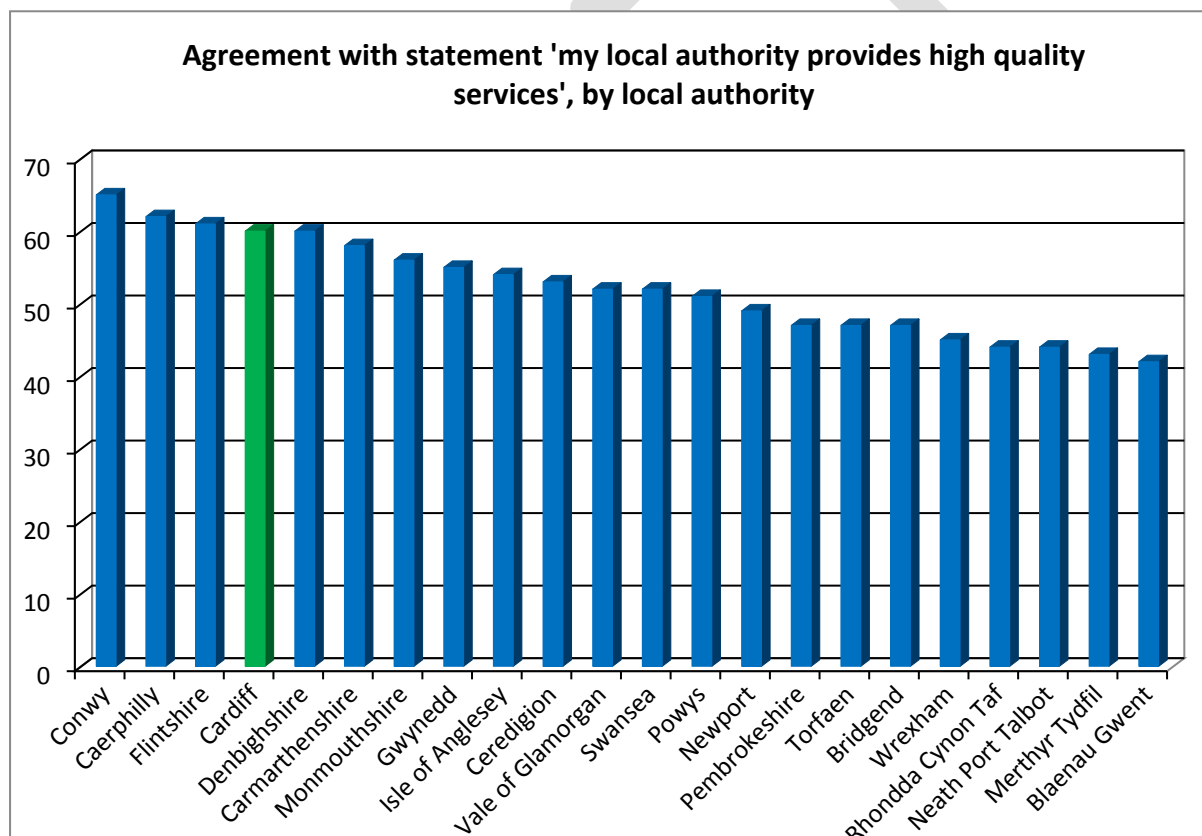
The percentage of reviews carried out in line with the statutory timetable declined in performance by 8.4 percentage points and we are undertaking work during 2015 to ensure that reviews are recorded in a timely manner.

What are our Residents' Perceptions?

The **National Survey for Wales** is a large-scale survey of adults in Wales, conducted annually by the Welsh Government. The results are used by the Welsh Government to help make Wales a better place to live. A representative sample of over 14,000 people across Wales were asked about a wide range of issues affecting them and their local area, including their perception of their Local Authority's services. The survey covers a range of topics with a focus on well being and people's views on public services. The topics change slightly each year.

The results shown below are from the latest National Survey for Wales, based on interviews carried out between 1 April 2014 and 31 March 2015.

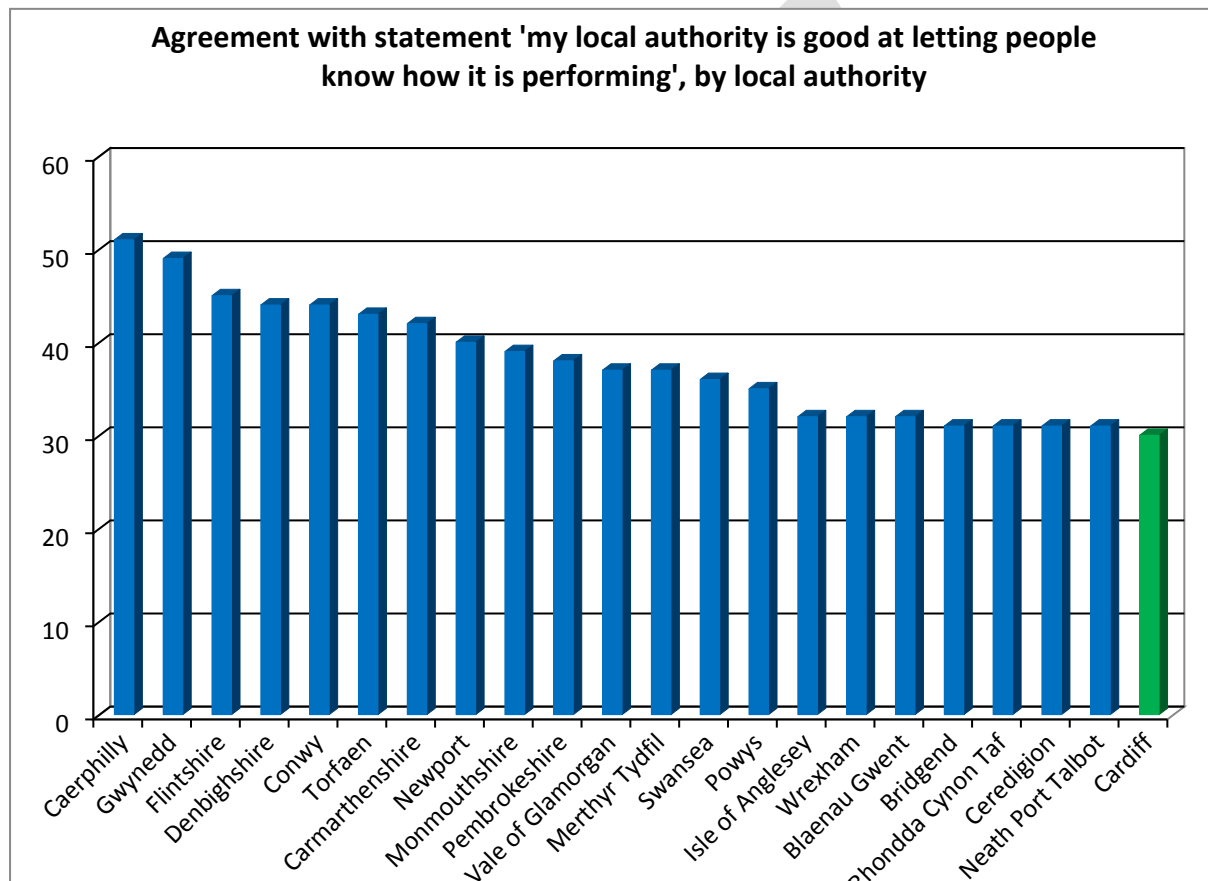
More information about the survey can be found on the StatsWales [website](#).



In 2014/15 60% of our residents agreed that we provide high quality services, a decline in result to the previous year (65%). This places Cardiff in fourth position when ranked against the other Welsh authorities.

Only 30% of residents questioned rated us as good at letting them know how we are performing, an area that we would hope to see improve in the future. In 2014/15 we carried out a series of public engagement events while working on developing our Corporate Plan 2015-17.

The Corporate Plan 2015-2017 and relevant supporting documents have been published on the Council’s website and provided to partner organisations that are part of the Cardiff Partnership arrangements.



Best City to Live

In 2014 Cardiff was named as the best city to live in relation to quality of life. Cardiff beat London, Manchester and Liverpool in a survey of the UK's 12 biggest cities. A range of key economic indicators such as house price, growth and rental costs, salaries and disposable income growth, living costs, unemployment rates and 'life satisfaction' were all measured. The poll found that people in Cardiff were happier due to lower costs of living and unemployment as well as above average incomes. Cardiff residents were found to have the lowest average living costs and one of the lowest unemployment rates.

City	2013 Rank	2014 Rank
Cardiff	3	1
Belfast	8	2
Bradford	12	3
London	7	4
Bristol	1	5
Leeds	5	6
Edinburgh	2	7
Manchester	6	8
Sheffield	11	9
Glasgow	9	10
Liverpool	4	11
Birmingham	10	12

*Source: MoneySuperMarket – UK Cities: Quality of Living Index

Delivering the Corporate Plan 2014-17

Throughout the year we monitored the delivery of the actions contained within our Corporate Plan 2014-17 and detailed progress is contained within this report.

We use the following symbols against each of the actions to display whether we feel we have achieved what we set out to do:

✓ - The action has been completed

✘ - The action has not been completed

~ - The action is in progress

Progress against the Corporate Plan Actions	✓	✘	~	Total number of actions
Developing our organisation	3	0	0	3
Finance & Economic Development	5	0	4	9
Education & Lifelong Learning	12	0	1	13
Communities, Housing & Neighbourhood Renewal	6	0	1	7
Children's Services	2	2	2	6
Health & Social Care	5	0	0	5
Environment	6	0	1	7
Strategic Planning & Transport	8	1	3	12
Sport, Leisure & Culture	10	0	1	11
Total	57	3	13	73

Delivering the Corporate Plan 2014-17

Progress against the indicators we used to measure success	Total indicators that improved performance	Total indicators that declined performance	Total indicators that remained static	Total indicators that met target	Total indicators where no target set	Total number of indicators
Developing our organisation	2	0	0	0	0	2
Finance & Economic Development	7	0	0	3	1	8
Education & Lifelong Learning	8	1	0	4	3	9
Communities, Housing & Neighbourhood Renewal	2	2	0	0	4	4
Children's Services	4	4	1	3	0	9
Health & Social Care	2	3	0	2	1	5
Environment	2	1	0	2	0	6
Strategic Planning & Transport	0	3	0	0	0	3
Sport, Leisure & Culture	1	1	0	2	0	3


Wales Average – Where available we use the Wales Average to compare our performance against the rest of Wales.

Target Not Set– It is not always deemed appropriate for us to set a target against a specific performance measure

Developing our Organisation

Like all Councils across Wales and the UK we continue to face financial pressures in the context of a growing population and a greater demand for our services. To help us to respond to these pressures we committed to developing an Organisational Development Plan to provide a detailed map of the changes required to ensure the sustainability of services. We identified the development and support of our workforce as an important element to ensure continued effective service delivery.

What we said we would do in 2014/15:

Action: OP1 Reduce levels of sickness absence through increased monitoring and support for staff and management	
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Our levels of sickness absence reduced with 10.11 days lost per Full Time Equivalent (FTE) which is the lowest level of sickness absence the Council has ever achieved. We did not meet our target; however, we have rolled out further support across two of our Directorates to provide improved focus for managers and the relevant management teams on the principles of our Attendance and Wellbeing policy.

Action: OP2 Develop a new Communications Strategy	
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A new Communications Strategy was agreed in September 2014. Since then our Communications team has overseen a strong growth of over 5,000 Twitter followers over the course of the year. We also held a range of employee engagement events to help shape the workings of the Council, including simplifying the Personal Performance and Development Review process, helping to create the Council's Co-operative values and shaping the Employee Charter, Communication and Engagement Strategy. Moving forward the Council will aim to place emphasis on creating digital-rich content, using social media to help deliver the Council's communications to the citizens of Cardiff.

Action: OP3 Ensure that all Council staff complete a personal performance & development review	
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Managers across the Council are required to complete Personal Performance and Development Reviews (PPDR) with their staff. During the year we reviewed a sample of PPDR's and have initially identified two areas for improvement. The first, around setting development objectives and the second relating to identifying the training needs of our staff. As a result we have established the Cardiff Manager Programme in conjunction with

Cardiff And Vale College and Welsh Government funding, where 350 managers across the Council have been provided with the opportunity to develop their skills and knowledge.

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Progress against the indicators we used to measure success

Reference	Performance Measure	2013/14 Result	2014/15 Result	2014/15 Target	Target achieved	Wales Average	Performance improved or declined ↑ / ↓
OP A	Reduce levels of sickness absence	10.18	10.11	9	No	N/A	↑
<p>Whilst we did not reach our target, the number of working days lost per Full Time Equivalent (FTE) employee due to sickness absence is the lowest level the Council has achieved. We continue to monitor and manage sickness absence across the Council through our Attendance and Well-Being policy.</p>							
OP B	Improved Personal Performance & development framework	85%	89%	90%	No	N/A	↑

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Finance & Economic Development

What do we want?

We want to increase the number and quality of jobs in the city economy and to improve business infrastructure by establishing Cardiff as a digital city, which are both essential to our aim of improving the quality of life for our citizens. As a council we are committed to working with our partners to help create the conditions that enable businesses to succeed in Cardiff. We also need to ensure that as a Council we respond to the demands of reduced budgetary pressures through the redesign of our services to meet our financial and governance requirements.

What we have achieved during 2014/15;

- We worked with partners to facilitate the development of a masterplan for Central Square and agreed with stakeholders proposals for a new Bus Station. Construction on site has begun with 135 sq. ft. of grade A office space in plot 1 and planning has been approved for a further 180 sq. ft. of grade A office space at plot 2
- We delivered the Super Connected Cities programme involving the installation of free Wi-Fi across the City Centre and Cardiff Bay. We installed free Wi-Fi to 150 public buildings in the city and on 221 Cardiff Buses. We also helped 785 businesses to benefit from improved broadband provision
- We worked with partners to secure 250 new jobs in the Enterprise Zone
- We commenced development of the new state of the art Ice Arena within the International Sports Village

What we said we would do in 2014/15:

Action: F&ED1 Appoint a partner to begin the development of a Multi-Purpose Arena in 2014	~
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Significant progress has been made in 2014/15 to unlock the Multi-Purpose Arena and a report will be presented to the Council's Cabinet in the autumn of 2015 which sets out the delivery plan. Over the course of 2014/15 the focus has been on securing the preferred location and identifying a means of funding the full costs of the project.

Action: F&ED2 Facilitate the start of the development of Central Square in 2014



Planning permission and construction has commenced on Building One. Outline planning permission was also secured for Building Two and progress has been made to secure an occupier, we also have initiated a procurement process for a new transport interchange building.

Action: F&ED3 Deliver with partners 200,000 square feet of Grade A office accommodation in the Cardiff Enterprise Zone by 2016



We have already exceeded our plan as over a two year period the Council has worked with partners to take forward circa 345,000 sq. ft. of Grade A office accommodation in the Enterprise Zone.

Action: F&ED4 Agree with partners a plan for the redevelopment of the Coal Exchange by the end of 2014



We do not own the Coal Exchange building. However, given its significant importance as a heritage asset and its deteriorated state, we have worked proactively with a range of stakeholders to agree a sustainable future for the building. This has been achieved by working with Welsh Government to undertake a Conservation Management Plan to understand the key parts of the building that would need to be retained by any redevelopment proposal. A number of potential schemes have been appraised, and we have promoted the opportunity to redevelop the Coal Exchange to a number of potential developers and investors across the UK. By working with relevant stakeholders, it is anticipated that a fully costed proposal for the redevelopment of the building will be brought forward in 2015.

Action: F&ED5 Deliver the Super Connected City programme by March 2015



We successfully delivered the Super Connected City programme to provide greater and easier access to online services whilst on the move and in public places and faster broadband to business premises.

Action: F&ED6 Complete the development of the new ice rink and residential development in the International Sports Village by 2016



The International Sports Village project is progressing well with the first phase housing under construction and with the Ice Arena due for completion at the end of this calendar year.

Action: F&ED7 Attract 1,000 members to the Cardiff Business Council and secure more that £250,000 of private sector funding, per annum, by 2016



The Cardiff Business Council was officially launched in May 2014 to represent the interests of local businesses and to promote Cardiff as a destination for business and tourism. To date the Cardiff Business Council has secured 120 members and was conceived as a free of charge membership organisation that would be available to all rate paying businesses in Cardiff. The take-up of membership on this basis has been limited and the Council has recently embarked upon a review of the membership approach, its scope and remit in the context of our proposed budget cuts and the emerging opportunity of City Deal from Central Government.

The target of £250,000 of funding was achieved through partners in the form of financial contributions or payments in kind.

Action: F&ED8 Provide professional and technical support for all directorates in introducing new ways of working from 2014 onwards



Reducing budgets means we have had to look at providing services differently whilst continuing to meet the needs of our citizens. To assist with this, and as part of the Council's Strategic Commissioning approach, we have developed Service Review and Alternative Delivery Model (ADM) methodologies and supporting Toolkits. The Service Reviews have already been the catalyst for driving in house service improvements, as well as assessing whether there is the requirement to further consider the potential of an ADM option.

We have laid the foundations for significant changes to be made to the way we interact with customers through a Customer Relationship Management system; this will provide a single method and more efficient way of managing the council's interactions with current and future customers. The initial stage will see the transfer of existing services onto the Customer Relationship Management systems with additional services being brought online to achieve a single more joined up method of interaction.

Action: F&ED9 Improve Council Tax online payment and account management services for people in Cardiff to maximise collection rate by the end of 2014



We made it easier for our customers to pay their Council Tax by introducing the ability to set up direct debits online, and for customers to apply for single persons discount and disablement relief. This has started to create a channel shift in relation to how customers access our services and since the launch of the online direct debit form 5,932 direct debits were completed online. We now have 8,600 customers paying by direct debit.

Progress against the indicators we used to measure success

Reference	Performance Measure	2013/14 Result	2014/15 Result	2014/15 Target	Target achieved	Wales Average	Performance improved or declined ↑ / ↓
F&ED A	Net job growth in Cardiff (Source ONS)	209,000 (Oct 2012 – Sep 2013)	218,200 (Oct 2013- Sep 2014)	+2,000	Yes	N/A	↑
	Net job growth has continued to increase year on year, with a 4.4% increase in annual employment. Though the Council is not solely responsible for job growth in Cardiff we continued to support existing and start-up businesses as well as a proactive approach to securing inward investment. As a result of Council support to businesses 2,395 jobs have been created or safeguarded in Cardiff which is a clear improvement against 1,036 in the previous financial year.						
F &ED B	Business start up rates	50 (2012)	70 (2013)	50	Yes	N/A	↑
	Significant increase in business start-up rates, with a 40% rise over the course of the previous year of analysis.						
F&ED C	Staying visitors (Source STEAM)	1,914,700	1,959,100 (2.5%)	+2%	Yes	N/A	↑
	The number of visitors who stay in the city overnight continues to increase, along with a 3% increase in tourist related spend						
F&ED D	GVA per capita	97.6%	98.3%	100% (UK Average)	No	N/A	↑
	Gross Value Added (GVA) represents an economic measure of the value of goods and services provided in an area, industry or sector of the economy. These incomes are then used to cover the expenses of a business e.g. staff salaries. Cardiff is now less than 2% below the UK average (includes Vale of Glamorgan in the analysis)						
F&ED E	Superfast broadband penetration	93%	97%	100% of homes and businesses in Cardiff by 2016	100% by 2016	N/A	↑
F&ED F	Unemployment (Source ONS)	3.9% (Feb 2014)	2.9% (Feb 2015)	Below Wales Average	No	2.6%	↑
F&ED G	Qualifications on Cardiff accounts				No target set	N/A	
F&ED H	Council Tax collection rates	96.35%	97.03%	No target set	N/A	N/A	↑
	We have improved the collection of Council Tax in 2014/15 compared to the previous financial year. This result represents our best in-year collection record since the introduction of Council Tax in 1993. We have attributed this to the success of our improvements to internal processes.						

Education & Lifelong Learning

What do we want?

We want to deliver improved outcomes through high quality education provision in Cardiff. We aim to achieve this by improving educational outcomes for pupils in Cardiff schools, increasing school attendance and decreasing the number of young people in Cardiff who are not in Education, Employment or Training.

What we have achieved during 2014/15:

- We improved performance in attendance at both Primary and Secondary Schools and exceeded the targets that we set ourselves
- We continued to embed the Vulnerability Assessment Profile tool to identify those pupils at risk of disengagement from Education, Employment or Training and our numbers of young people who are not in Education, Employment or Training has decreased
- We have increased the number of young people in Cardiff Schools who have achieved a GCSE grade A* - C in English, Welsh and Mathematics

What we said we would do in 2014/15*:

*This refers to the academic year 2013/14

Action: E&LL1 Establish a schools-led Improvement Strategy by April 2014	
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In partnership with the Central South Consortium we launched the schools led improvement strategy, 'The Central South Wales Challenge' in January 2014.

Action: E&LL2 Deliver an action plan to increase levels of Employment, Training and Education in Cardiff by September 2014	
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In line with our Youth Engagement and Progression Action Plan we continued to embed the Vulnerability Assessment Profile tool across schools in Cardiff to identify pupils in years 8 to 11 who are at risk of disengaging from education and to ensure that the correct support is in place through our team of lead workers. Multi-agency panels in each of our six neighbourhood areas now track and coordinate support for young people post 16 who are not in Education, Employment or Training. The percentage of year 11 leavers not in Education, Employment or Training has reduced from 4.9% in academic year 2012/13 to 4.26% in academic year 2013/14. The percentage of year 13/14 leavers not in Education,

Employment or Training has also decreased from 9% in the academic year 2012/13 to 4.71% in the academic year 2013/14.

Action: E&LL3 Strengthen leadership in teaching in all schools throughout the course of the Corporate Plan	~
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We have developed programmes for leadership and learning and created a new Newly Qualified Teachers programme which we piloted in the Spring Term of 2015. Our Hub Schools also ran Aspiring Middle and Senior Leaders programmes to support our teachers through their professional journey.

Action: E&LL4 Build effective partnerships between schools, business, culture and enterprise in Cardiff from February 2014 onwards	✓
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Since our Estyn monitoring visit in February 2014, the partnerships have been reviewed so that they contribute positively to improvement in learner outcomes. Roles, relationships and mutual expectations have been clarified and our commitment to improving educational attainment has been strengthened within the framework of the What Matters Strategy, our Corporate Plan and our Corporate Commitment to Education.

Action: E&LL5 Continue to commission services for schools from the Central South Consortium	✓
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The Central South Consortium has continued to strengthen support for Cardiff schools and we have commissioned services in relation to challenge and support and established a much closer working relationship. A self evaluation of the current arrangements for challenge and support to schools was presented to Estyn in March 2015 which indicated that the challenge to schools had improved and generally appropriate actions were in place where concerns are evident.

Action: E&LL6 Continue to take actions to improve school attendance	✓
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Attendance has remained a high priority in our Education Development Plan and we have continued to progress the Five Step Framework to managing school attendance to ensure that improvement is maintained.

In 2013/14, Secondary school attendance improved to 93.8%, compared with 92.9% in 2012/13 and we exceeded our target of 93.6%. Cardiff's Primary school attendance improved in 2013-14 to 94.9% compared with 94% in 2012/13.

Action: E&LL7 Put in place measures to improve schools governance by May 2014



We have put in place a whole Council approach to accelerate the recruitment and retention of governors and a new system to recruit and appoint Local Authority governors was approved in March 2015 to be implemented in the summer term of 2015. Over the year the percentage of school governor vacancies has reduced from 12% to 9%.

Action: E&LL8 Undertake activities to reduce obesity and improve health of young people in Cardiff from January 2014 onwards



All of Cardiff's schools are part of the Cardiff Healthy Schools Scheme and 96% of schools have been supported to develop Nutrition and Physical Activity actions to promote the health of their pupils. Welsh Government targets for pre-school settings to join the Cardiff Healthy and Sustainable Pre-School scheme were met and 80% of these have completed nutritional and physical activity actions. The Flying Start Nutrition and Dietetics Service have supported parents to build knowledge, skills and confidence in healthy eating for their family.

Action: E&LL9 Work in collaboration with partner organisations and other Local Authorities to deliver a sustainable Adult Community Learning delivery Model



In 2014/15 Adult Community Learning (ACL) experienced a significant reduction in grant funding. As a result, we redesigned the ACL programme and have been able to continue running it on a cost neutral basis. An Estyn monitoring visit in January 2015 provided us with a positive result on progress being made by the Council and the Cardiff and Vale Community Learning Partnership.


Action: E&LL10 Fully integrate Council and partner approaches to ensuring that all in Cardiff have access to education, employment or training, building on the Council's existing Gateway of opportunity



Multi-agency panels in each of our six Neighbourhood areas track and co-ordinate support for young people post 16 who are not in Education, Employment or Training.

The European Spider Project ran a youth consultation event which highlighted that young people found it difficult to access services and information around Education, Training and Employment. Cardiff Metropolitan University led on developing an online portal (Pointr) to make access to information easier. We plan to ensure that this system is fully implemented.

The work that we have undertaken will help us to be able to implement the Welsh Governments Youth Guarantee in September 2015 to ensure that all young people aged 16 have access to a suitable place in education and learning.

Action: E&LL11 Establish a framework for a commissioned youth service by December 2014	
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We did not establish a framework for a commissioned youth service by December 2014 because we progressed towards a restructure of Youth Service provision in the latter half of the year. However, we involved young people to help put in place a part commissioned grant process for youth service delivery in Cardiff. Work has continued since April 2015 to progress the completion of a framework and we continue to involve young people in this process to ensure they become the co-designers of services to meet their needs and the co-producers of services designed to achieve better outcomes.

Action: E&LL12 Deliver a Welsh in Education Strategic Plan by March 2014 and implement it going forward	
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We produced a Welsh in Education Strategic Plan to set out the vision and aim for Cardiff in relation to Welsh Medium education. A review of the plan in December 2014 showed that some of the targets set for 2017 have already been achieved.

Action: E&LL13 Continue to deliver a Schools Organisation Plan	
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Our 21st Century Schools Programme bid was first submitted to the Welsh Government in 2011 since which time Cardiff has experienced significant population growth. We are continuing to work on addressing the availability of school places along with the condition of the school estate.

Progress against the indicators we used to measure success

Reference	Performance Measure	2013/14 Result (Academic Year 12/13)	2014/15 Result (Academic year 13/14)	2014/15 Target (Academic year 13/14)	Target achieved	Wales Average	Performance improved or declined ↑ / ↓
E&LLA	% of pupils achieving a standardised score of 85 or above at the end of Key Stage 2 (KS2) (Year 6) in literacy and numeracy	English reading test 88%	English reading test 83.8%	No target set	N/A	84%	↓
		Welsh reading test 93%	Welsh reading test 88.8%	No target set		84.7%	↓
		Numeracy procedural test 85.56%	Numeracy procedural test 83.66%	No target set		83.3%	↓
		Numeracy reasoning test Data not available	Numeracy reasoning test 82.08%	No target set		82.8%	Comparison not available
<p>Although there has been a decline in performance, Cardiff's performance compares favourably with neighbouring local authorities in the region and is above the Consortium average. The Central South Consortium has both a literacy and numeracy strategy which builds upon the good practice identified from the local authorities within the consortium. Both the 2012-15 Cardiff Language, Literacy and Communication Strategy and the Cardiff Mathematics and Numeracy Strategy are in line with national and regional plans to secure improvement.</p>							
E&LLB	% of pupils with lower reading age than chronological age at end of KS2	Welsh Government has previously released a reading age on the pupil level report given to parents, but they have not released this information to schools or Local Authorities to import into Management Information Systems. When this has been requested previously, the request has been declined. To the best of our knowledge there is no intention on releasing this for 2015 data					
E&LLC	% point gap between FSM and non FSM pupils achievement of Core Subject Indicators (CSI) at KS2	19.46%	17.5%	16.22%	No	N/A	↑
<p>Although the target was not met, there has been a reduction in the percentage point gap between those pupils eligible for free school meals (FSM) and those not eligible in achieving the CSI at KS2. Pupils eligible for free school meals are generally out performed by those who are not eligible but the gap has reduced in the academic year 2013/14 when compared with the previous year.</p>							
E&LLD	% of pupils with progress of 2 levels or more across Key Stage 3 (KS3) (Years 7, 8 & 9) for English, Welsh first language, Mathematics	English 30%	English 46.66%	English 35%	Yes	N/A	↑
		Welsh 28%	Welsh 47.55%	Welsh 35%	Yes		
		Maths 40%	Maths 56.53%	Maths 45%	Yes		
		Science 33%	Science 53.82%	Science 38%	Yes		

	and Science						
Improvement has continued across KS3 in English, Welsh, Mathematics and Science and all targets were exceeded. Although performance has improved, not enough pupils have made progress of at least two National Curriculum levels at KS3 in the 2013/14 academic year.							
E&LLE	% pupils achieving Level 2 threshold at Key Stage 4 (KS4) (Years 10 & 11)	73%	76.3%	No target set	N/A	N/A	↑
Cardiff schools where fewer than 30% of pupils achieved the level 2 threshold including English, Welsh and Mathematics. However, the number of schools where less than 40% of pupils achieving this threshold has reduced from eleven to six.							
E&LLF	% pupils achieving Level 2+ threshold at KS4	49.9%	54.04%	55%	No	55.1%	↑
At level 2+ there has been considerable improvement however, our result is slightly below the Welsh average. During the 2013/14 academic year we identified key factors which were holding back further progress. These include ineffective accountability and an insufficient focus on pupil progress. Improved tracking of pupils and well targeted follow up have contributed to improved outcomes.							
E&LLG	% point gap between FSM and non FSM pupils achievement of Level 2 threshold including English / Welsh and Mathematics at KS4	36.18%	33.29%	No target set	N/A	N/A	↑
Pupils eligible for free school meals are generally out performed by those who are not eligible but the gap has reduced in the academic year 2013/14 when compared to the previous year. Some good practice in schools which has been instrumental in closing the gaps have included; the identification of a professional lead role to ensure persistent support for FSM pupils, and the effective use of the Pupil Deprivation Grant to enhance provision.							
E&LLH	% Attendance primary	94.0%	94.9%	94.4%	Yes	94.8%	↑
Our result is comparative to Wales (94.8%) and places us at 7 th for primary school attendance out of 22 local authorities across Wales.							
E&LLI	% Attendance secondary	92.9%	93.9%	93.6%	Yes	93.6%	↑
Our result is slightly above the Wales average of 93.6% and places us at 10 th for secondary school attendance out of the 22 local authorities across Wales.							
E&LLJ	Increase success rate of Adult Community Learning (ACL) courses in 2013/14 academic year by 10% to 72%, with progression to meet national	61%	72%	72%	Yes	N/A	↑

	target of 82% by 2016						
<p>Our success rate of ACL courses has improved even though ACL faced several challenges including significant reductions in grant funding. An Estyn monitoring visit in January 2015 provided us with positive feedback in respect regarding the progress made by working with Cardiff and the Vale Community Learning Partnership.</p>							

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Communities, Housing & Neighbourhood Renewal

What do we want?

We want to ensure that our citizens have access to good quality housing and they are supported by the Council to address their housing need to live in a safe and inclusive community. We also want to improve community well-being through the regeneration of local communities and ensure that our citizens can access good quality services efficiently and effectively.

What we have achieved during 2014/15:

- We maintained the Welsh Housing Quality Standard at 100% which means that our housing stock is of good quality and meets Welsh Government requirements
- We secured £1m of funding from the Welsh Government to support regeneration projects in the Grangetown area of the city and completed a number of neighbourhood regeneration schemes across the city with an average customer satisfaction of 84%
- We carried out works to increase the security of our housing stock and 75% of tenants said they felt their property was secure
- We progressed the work of our Community Hubs which were commended by the Welsh Government as a good way of providing a range of services to our citizens

What we said we would do in 2014/15:

Action: CH&NR1 Develop sustainable communities and identify housing need across the city, which includes appointing the delivery partner for the new Housing Partnering Scheme, improving the Council stock and regenerating local neighbourhoods. (Appoint delivery partner in 2015)	
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We surveyed 12,000 households and conducted 500 face to face interviews to assess housing need across Cardiff and identified 108 pitches required to meet Gypsy and Traveller accommodation needs up to 2026. We will appoint a preferred developer for the Housing Partnering scheme in September 2015.

We improved our housing stock by replacing 1,353 boilers, 65 roofs and fitted 76 poorly insulated blocks of flats with retrofitted cladding and maintained the Welsh Housing Quality Standard at 100%. We completed 48 Door Entry installations and committed over £900k to defensible space and fencing focussing on vacant properties to enhance security.

We secured £1m of grant funding to support regeneration projects across the city and delivery of these schemes will continue in 2015/16. Through our Community Benefits Scheme our main contractors provided in-kind contributions including mentoring, provision of a kitchen at the Women’s Centre and painting community facilities. Through this apprenticeships were provided for 18 young people, 13 work experience placements were supported and 10 National Vocation Qualifications were completed.

Action: CH&NR2 Implement the Solar Panel Pilot for 100 Council owned properties and review the business case for expansion (March 2015)



We installed 100 Solar Panels in council properties in the Trowbridge area. This will help us assess the benefits of alternative energy generation to our tenants with the aim of rolling out the programme further in 2015/16.

Action: CH&NR3 Implement a ‘One Council’ Approach to customer management, improving customer services and driving down costs. This includes developing the Neighbourhood Librarian Service, implementing the Allocations Policy, introducing new Tenant Participation Policy, developing a Gateway for Independent Living and establishing a new Customer Relationship Management system. Blueprint for the approach to be completed by May 2014



We have introduced ‘One Council’ to help us improve our customer services. To support this we launched our new website which was rated 4 stars by SOCITM.

We improved our library services within Community Hubs and our Outreach Service. Our performance against the Welsh Public Library Standards was the most successful to date.

We implemented our new Housing Allocation Scheme which ensures that those in greatest need are prioritised.

Our Tenant Resource Centre in Marland House provided Council Tenants with the opportunity to have their say on our services and a place to access online services.

Our Independent Living Gateway service to our residents over the age of 60 provides the opportunity to join up a range of services for these customers.

Action: CH&NR4 Develop formal collaboration arrangements with the Vale of Glamorgan Council (Formal agreement of approach April 2014)



Together with the Vale of Glamorgan Council and our partners we introduced the Cardiff and the Vale Local Service Board to work across organisational boundaries in planning better outcomes for the citizens of Cardiff and the Vale of Glamorgan.

Action: CH&NR5 Implement new Neighbourhood Partnerships to further develop targeted and localised service delivery whilst strengthening the community leadership role of elected members (April 14 onwards)



We launched the new Neighbourhood Partnership arrangement which includes the appointment of a Lead Elected member role to champion community interests. A new Neighbourhood Fund was launched, which has been able to support 105 community initiatives and projects.

Action: CH&NR6 Continue the roll out of Community Hubs including the opening of Hubs in Grangetown and Ely, plus the progression of the development of the new Splott Hub (Grangetown Hub March 2015; Ely Hub August 2014)



Our Community Hub programme aims to improve and bring together the face-to-face services available to Cardiff residents. We opened the Ely Hub in June 2014 which brought together a range of Council and partner services such as Welfare advice, training opportunities, and Into Work advice and library materials. We are on course to begin construction on a new Hub in Splott in 2015 and have developed plans for further Hubs across the City. Our Grangetown Hub is expected to open in 2015.

Action: CH&NR7 Expand the Council's fibre optic network to integrate and improve service delivery enabling the creation of a Virtual Concierge Service for the Council owned high rise accommodation and develop an appropriate commercial operating model by February 2015



We identified that a wireless transmission network would be a more fit-for-purpose solution than an expansion of the existing fibre-optic network and will allow the creation of a Virtual Concierge Service for Council owned high-rise accommodation.

In March 2015 we put forward the requirements for our Category 1 Alarm Receiving Centre (ARC) which will enable us to improve the quality of life for council housing residents. Work is underway to deliver the ARC in 2015.

Progress against the indicators we used to measure success

Reference	Performance Measure	2013/14 Result	2014/15 Result	2014/15 Target	Target achieved	Wales Average	Performance improved or declined ↑ / ↓
CH&NR A	Number of people using Community Hubs	102,233	111,548	No target set	N/A	N/A	↑
The number of people using our Community Hubs has increased and they provide us with a way to improve and bring together face-to-face services available to Cardiff residents. Our approach to the delivery of services through Hubs was commended by the Welsh Government and we plan to continue with our roll out programme of further Hubs in 2015.							
	Customer satisfaction levels at Community Hubs	99.7%	99.2%	No target set	N/A	N/A	↓
Over the course of 2014/15 we collected customer satisfaction data in relation to our Community Hubs and the services they provide. Results show that despite a marginal decline, customer satisfaction remains close to 100%.							
CH&NR B	Number of tenants responding positively in the tenants satisfaction survey	778	848	No target set	N/A	N/A	↑
The Council undertakes research into identifying levels of satisfaction of Local Authority tenants on the services they receive. The survey uses a 30% random sample (4,000) of current Local Authority housing tenants and results show that there has been a slight increase in the numbers of tenants who are satisfied with the services they receive from the Council.							
CH&NR C	Community satisfaction levels with local regeneration schemes	90%	84%	No target set	N/A	N/A	↓
Though a decline in performance, the Council has continued to support regeneration schemes across the city, we secured £1m of grant funding to support these schemes and delivery will continue in 2015/16.							
CH&NR E	Number of literacy sessions delivered outside of libraries and Hubs	N/A	290	No target set	N/A	N/A	N/A
The introduction of the Neighbourhood Librarian Service means that 2014/15 is our baseline for data.							

Our Outcome Measures

Reference	Performance Measure	Progress
CH&NR D	Develop appropriate indicators for measuring the effectiveness of the One Council Approach	Performance indicators are being developed as the approach is rolled out in 2016/17.
CH&NR F	Increase income opportunities from the development of the Virtual Concierge service	There council has created a Virtual Concierge Service for Council-owned high-rise accommodation as part of the wider ARC development. In March 2015 we put forward the requirements required for our Category 1 ARC which will enable us to improve the quality of life for council housing residents. Improving the CCTV systems on the council housing estate will enable us to have better monitoring and response to Anti Social Behaviour, concierges and door entry systems, and to provide income generation opportunities. Work is underway to deliver the ARC in 2015.

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Children's Services

What do we want?

We want to work with our partners to ensure that children are protected from harm and supported to live safely with their families. We want to ensure that they receive the best care and support to achieve their full potential and make a smooth transition to adult life. We also want to establish Cardiff as a destination of choice for Social Workers to ensure that Children's services are provided by a skilled and committed work force.

What we have achieved during 2014/15;

- We established a fully operational specialist Looked After Children Service to support the development of children and young people who are looked after
- We established a fully operational Integrated Safeguarding Unit to ensure that young people continue to be protected from harm
- We reduced our number of Social Work vacancies and our turnover of social work staff also decreased enabling us to have a committed workforce to support children and young people

What we said we would do in 2014/15

Action: CSS1 Improving the recruitment and retention of social workers by implementing a new strategy with effect from April 2014	
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In April 2014 we implemented a Children's Services strategy to improve the recruitment and retention of social workers. Over the year we reduced our percentage of social worker vacancies from 30.1% to 24.8%.

Action: CSS2 Improving outcomes for Looked After Children throughout the duration of the Corporate Plan	
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Through our new Looked After Children's Service we delivered best practice training to our social workers and developed a suite of electronic forms so that we could improve our case recording and evidence of decision making. We revised our Personal Education Plans which are crucial to the engagement of Looked After Children in Education and delivered training to teachers, foster carers and Children's Services staff. We launched a Looked After Children Traineeship Scheme and supported 5 young people to improve their employment outcomes.

Action: CSS3 Reducing the number of Looked After Children by enhancing the effectiveness of early intervention and prevention throughout the duration of the Corporate Plan



2014/15 saw an increase in the number of Looked After Children from 611 at the end of March 2014 to 649 at the end of March 2015. However, good progress was made in laying down the foundations for reducing the number of Looked After Children:

- The specialist Looked After Children Service was created.
- An Early Help & Preventative Strategy was created, the actions of which will not positively impact on our numbers of Looked After Children until 2016/17.
- We received an externally commissioned research report to analyse LAC pressures - the factors that influence the rate of LAC admissions in Cardiff and what measures can be put in place to reduce this.

We also worked to redesign our Family Support Services to further support vulnerable children.

Action: CSS4 Improving safeguarding arrangements by amalgamating existing resources and expertise from Adult Services, Children's Services and Education by December 2014



We established an Integrated Safeguarding Unit amalgamating our resources and expertise from Adult Services, Children's Services and Education to ensure that children and young people continue to be protected and safe from harm. In 2015/16 we plan to develop a Quality Assurance Framework that will enable us to demonstrate the improvements made by the Unit.

Action: CSS5 Developing a strengthened model for inter agency assessment, prioritisation and risk management by December 2014



Due to the scale of work required we were unable to meet some of the milestones that we set ourselves.

We commenced work towards the development of a Multi Agency Safeguarding Hub (MASH) by securing joint funding for a Project Manager to lead the development and agreement for the location of the MASH. Along with our partners, the Police, Health and Probation we investigated the model used by our colleagues in Rhondda Cynon Taf to explore best practice to be rolled out in Cardiff. Once operational the MASH will enable us to work with our partners to improve capacity and efficiency of existing referral management. It will also improve the effectiveness of assessing those children who are at risk of significant harm so they can live safely within their families. Progress will be

monitored via the Directorate Business Plan 2015/16 and Shaping Services Programme Board.

Action: CSS6 Working with partner organisations to support the remodelling of services provided to disabled children and young adults by October 2014
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We gained commitment from the Local Safeguarding Children Board and key partners in support of remodelling services and agreed joint funding with Education, Health and the Vale of Glamorgan Council for a Change Manager post to lead on this work. By the end of the financial year our final report on the remodelling of services for children with disabilities was agreed and we put plans in place to consult with the Disability Strategy Group to take this work forward. Once operational the remodelled services will improve the transition experience for disabled young people and their parents.

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Progress against the indicators we used to measure success

Reference	Performance Measure	2013/14 Result	2014/15 Result	2014/15 Target	Target achieved	Wales Average	Performance improved or declined ↑ / ↓
CSSA	Timeliness of initial assessments	40.10%	50.60%	80%	No	N/A	↑
The 2014-15 result was adversely affected by very poor and inadequate performance in the first half of the year, much of which was preoccupied with clearing the backlog of assessments. Under new leadership performance improved in the second half of the year which gives us confidence that we can achieve performance in excess of the Welsh average in 2015-16.							
CSSB	Percentage of children seen by a social worker during an initial assessment	67.1%	60.9%	80%	No	78%	↓
An analysis of the reasons why children were not seen by a social worker during an initial assessment was undertaken during the year. Primary reasons were identified as: <ul style="list-style-type: none"> • Complex cases where the case proceeds directly to core assessment, and the child is seen as part of the core assessment. • Receiving managers re-evaluating the decision to proceed to initial assessment and closing the case for no further action. Taken together, these two factors would substantially reduce the gap between the target the outturn.							
CSSC	Re referrals within a year	25.60%	25.40%	25%	No	N/A	↑
We met our target for this performance indicator with performance showing slight improvement.							
CSSD	Timeliness of core assessments	65.90%	62.50%	80%	No	N/A	↓
Our 2014-15 result was adversely affected by poor performance in the first quarter of the financial year, but much stronger performance in the last quarter of the financial year. Between April and June 2014 our timeliness was 49.8% and this rose to 68.9% between January and March 2015. The impact of successful recruitment and more stable frontline leadership puts the service in a stronger position to improve performance in 2015-16.							
CSSE	Timeliness of reviews of Looked After Children	92.40%	88.30%	100%	No	N/A	↓
Although we did not meet our target, we addressed performance issues and performance showed some recovery, reaching 98% for January to March 2015.							
CSSF	Number of Looked After Children allocated to a social worker	99.20%	99.50%	100%	Yes	N/A	↑
As at the end of March 2015 there were 642 open cases of looked after children of which 640 were allocated to a social worker. The remaining two children have since been allocated to a social worker.							
CSSG	Number of children on Child Protection Register allocated to a	100%	100%	100%	Yes	N/A	→

	social worker						
CSSH	Timeliness of initial Child Protection Conferences	83.80%	90.70%	90%	Yes	N/A	↑
CSSI	Percentage of social worker vacancies	20.80%	27.20%	17%	No	N/A	↓
<p>We created more social worker posts and this attributed to the increase in our vacancies. The impact of our Managed Team enabled the service to reduce the overall number of cases from 2,953 at 30.06.14 to 2,251 at 31.03.15, reducing social worker caseloads in Children's Services teams from 24.5 at 30.06.14 to 19.7 at 31.03.15.</p>							

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Health & Social Care

What do we want?

We want to improve outcomes for Cardiff citizens by investing in support so that people can maintain their independence and remain living at home for longer. We want to do this by working with our partners to make improvements to people's homes to suit their needs and ensure that they are supported to live independently. We also want to work with our partners to support reablement to ensure that people are discharged from hospital back to the community in a safe and timely manner.

What we have achieved during 2014/15:


- Using funding from the Immediate Care Fund project we completed a fully adapted Smart House and 6 'Step-down' flats to increase awareness of the range of rehabilitation equipment available to our citizens and to provide temporary accommodation to individuals leaving hospital
- We established a Gateway Service and 92% of service users felt able to remain living at home as a result of the support and guidance offered by the Gateway
- We agreed a contract award for supported living for adults with a learning disability to offer individuals more independence within their community

What we said we would do in 2014/15:

Action: H&SC1 Increasing uptake of direct payments year on year	
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We increased the number of service users accessing Direct Payments from 501 in 2013/14 to 550 in 2014/15 enabling them to make their own choices and take control over the care services that they receive.

Action: H&SC2 Developing reablement further in partnership with health colleagues to support more people back home with co located services from April 2014	
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To increase awareness amongst our citizens of the range of rehabilitation and reablement equipment to support independent living, we completed a fully adapted Smart House (using Intermediate Care Funding).

In partnership with Cardiff and the Vale University Health Board we achieved the co-location of two Cardiff Community Resource Teams (CRTs) to provide short term support and

assistance to Cardiff citizens. These teams help them regain their confidence and maximise their independence following illness, trauma or changes in their personal circumstances.

We remodelled six flats as 'step-down' accommodations which aim to alleviate problems associated with delayed discharge and transfers of care within hospitals.

Action: H&SC3 Increased investment in supported living reducing dependence on residential care by March 2015



We undertook a programme of consultation and engagement with our citizens and social work provider market in order to implement a supported living model tailored to their needs. We appointed a provider for a Floating Support service for people with mental health needs which will offer a range of support to people who are experiencing mental health problems to maximise their independence and decision making. During 2015/16 we plan to expand the range of supported accommodation offered.

Action: H&SC4 Introduce new commissioning framework enabling more options and capacity to support people at home (in 2014/15)



To further develop care provided at home we introduced a new commissioning framework for Domiciliary Care. The new model of procurement commenced in November 2014 and introduced a new Dynamic Purchasing System and accredited care provider list. This has created greater transparency during the process and has enabled us to better match individual service user requirements to care, by increasing the number and diversity of care providers in the City. It has also encouraged care providers to maintain quality services whilst incentivising care providers to develop specialist services where required.

Action: H&SC5 Deliver improved integrated services with partners in Health and across the Vale of Glamorgan (in 2014/15)



Together with the Vale of Glamorgan Council, and Cardiff and the Vale University Health Board we delivered projects to introduce new service models and care pathways to meet individual service user needs in a more flexible and integrated way.

During 2015/16 we will continue to build upon collaborative working arrangements to seek further improvements in this area.

Progress against the indicators we used to measure success

Reference	Performance Measure	2013/14 Result	2014/15 Result	2014/15 Target	Target achieved	Wales Average	Performance improved or declined ↑ / ↓
H&SC A	Increase in direct payments	501	550	800	No	N/A	↑
Despite continuing to try to increase the uptake of Direct Payments we have not met our target. During 15/16 we plan to benchmark our Direct payments with other Local Authorities within Wales and the UK so that we can analyse our comparative performance. We will also be measuring the rate of those leaving the scheme, as well as continuing to monitor take up to identify areas of improvement.							
H&SC B	The rate of older people whom the authority supports in care homes per 1,000 population aged 65	17.98	18	18.4	Yes	18.85	↓
The number of people aged 65+ we have supported to live in care homes has increased from 845 in 2013/14 to 861 in 2014/15. Some of the measures we are taking to reduce this include the implementation of a First Point of Contact (FPC) which will ensure that all contacts are either signposted or routed through the gateway / prevention service prior to accessing social care or accommodation services. This is in conjunction with a wider range of accommodation options will be delivered to meet identified social care needs which includes residential care.							
H&SC C	The rate of older people supported in the community per 1,000 population aged 65 or over	46.41	46.42	44.12	Yes	67.30	↓
The number of people aged 65+ that we supported to live in the community has decreased slightly from 2182 in 2013/14 to 2110 in 2014/15. Some of the measures we are taking to try to improve our performance include a new approach to day care for older people which will involve a full review of the service to ensure that the new model meets the needs of the current users.							
H&SC D	Older People Domiciliary Care Hours Delivered in Cardiff	1,529,560	1,555,603	Targets are not set	N/A	N/A	↑
The number of hours of Domiciliary care that we provide has increased. The implementation of a First Point of Contact (FPC) will ensure that all contacts are either signposted or routed through the gateway / prevention service prior to accessing social care or accommodation services. This will help to ensure that individuals regain and retain independence to remain living in their own homes.							
H&SC E	Total number of local authority residents (aged 18+) experiencing	264	198	254	No	N/A	↓

	a delayed transfer of care during the year for social care reasons						
<p>The number of local authority residents experiencing a delayed transfer of care has increased. We have continued to work with our health partners to reduce the total number of Cardiff residents who experience a delayed transfer of care from hospital. We are establishing a new Leadership Group to address Delayed Transfer of Care, consisting of Cabinet Members from the Vale of Glamorgan Council and Cardiff Council, the Chair of the University Health Board and relevant officers</p>							

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Environment


What do we want?

We want to ensure there is a clean, attractive and sustainable environment to create healthy and inclusive communities which is underpinned by an efficient approach to waste management.

What we have achieved during 2014/15:

- We created a new Energy Prospectus which details how we will drive down the carbon footprint and energy costs of buildings managed by the Council
- We completed an energy switch for 2,000 households across Cardiff with an average saving of £255
- We exceeded our Statutory recycling target for 2014/15

What we said we would do in 2014/15:

Action: ENV01 – Deliver a new Energy Prospectus outlining the business case for investment in localised energy generation in the city by July 2014.	
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We created a new Energy Prospectus which details how we will drive down the carbon footprint and energy costs of the buildings and properties managed by the Council. Our prospectus is currently with the Welsh Government but we have been able to deliver a number of schemes within the plan.

Action: ENV02 - Deliver a new Waste Strategy by July 2014	
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We experienced delays with external technical support which meant that our outline Waste Strategy 2015 to 2018 was presented to the Councils Cabinet for approval in October 2014. We wrote this outline strategy to ensure that the Council continues to adapt its services in line with changes to legislation and to respond to a challenging financial climate and the need to work collaboratively to provide the most cost effective services to our citizens. Furthermore, the strategy also sets out our response to achieving the challenging recycling and landfill targets which carry heavy financial penalties for the Council if they are not met.

Action: ENV03 Deliver a national collective energy switch, subject to approved funding by the end of 2014	
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The energy switch - Cyd Cymru - was delayed due to cuts in Welsh Government funding; however, a switch was completed in March 2015. Over 5,600 residents registered and 2,000 (36%) households switched with an average saving of £255. It is anticipated that

approximately 50% of these households will no longer be in fuel poverty, allowing the money saved to be spent on other bills and food.

Action: ENV04 - Deliver a more attractive environment for the city through the Cardiff Outdoors scheme from April 2015



From February to June 2015 we piloted a Neighbourhood Services project in the South-West of the City and redesigned our cleansing and fly-tipping processes. We also increased the frequency of cleansing in areas with particular litter issues. Performance fell below target for cleanliness and the removal of fly tipping, however, remedial actions will be put in place to address this as part of the project.

Action: ENV05 – Deliver phase 1 of the Radyr Weir project by April 2015



Phase 1 of the £2.6million hydro-electric Radyr Weir project was to contract a company, to do preparatory work and to establish if the proposal will deliver the anticipated benefits. The project started officially on site in July 2015 and once completed the two Archimedes turbines will power enough electricity for 550 homes with anticipated net revenue of £140k per year.

**Action: ENV06 – Submit bids by April 2015 for funding through the Arbed scheme to invest in:
145 properties with External Wall Insulation (Flats).
50 houses with External Wall Insulation
645 properties with Cavity Wall & Loft Insulation
600 properties with Grated Boiler Upgrades**



We were unsuccessful in our bids to the Welsh Government for ARBED2 year 3. So in partnership with Melin Homes we submitted a revised bid which was successful. We undertook work which included a housing retrofit in Brynfedw, Caerau and Coed-y-Gores and Cemaes Crescent. 303 properties were fitted with external wall insulation, 566 were fitted with cavity wall and loft insulation and 1,353 properties received boiler upgrades. The work we have undertaken has had a positive effect evidenced through positive feedback provided to Melin Homes and Energy Performance Certificates.

Action: ENV07 - Redesign the street cleaning team to match user needs from April 2014



We introduced a neighbourhood approach to service delivery in the South-West neighbourhood partnership area. Through this neighbourhood working we were able to base cleansing teams closer to the areas they were responsible for to increase ownership and awareness of local issues. Results of Local Environment Surveys showed that

satisfaction levels were below our aspirations; this was partly attributed to a change in the way performance is monitored. However, we worked with those undertaking the monitoring and through a further review of cleansing operations we have seen improvements in performance such as an increase in productivity (tonnages collected), a reduction in fuel usage and a reduction in customer requests.

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Progress against the indicators we used to measure success

Reference	Performance Measure	2013/14 Result	2014/15 Result	2014/15 Target	Target achieved	Wales Average	Performance improved or declined ↑ / ↓
ENV A	Meet the statutory recycling target	49.67%	53.38%	52%	Yes	56.23%	↑
ENV B	Increase the kilowatts (kW) of local energy generation in Cardiff	118.9kW	417kW	7.47MW	No	N/A	↑
Generating local energy helps us to reduce fuel bills. This energy was generated by installing solar panels on residential council homes in Trowbridge and the councils Lamby Way Depot. The target was not met due to a decision by the Council to revise the procurement strategy in relation to the Solar Farm which is now being delivered as a land lease option via a third party.							
ENV C	Reduce CO2 emissions in households subject to works	New measure 14/15 is baseline	2,201.4 tonnes (1,636 properties)	1,270 tonnes (890 properties)	No	N/A	N/A
By installing energy efficiency measures which included external wall insulations and replacing old boilers, households have potentially been able to save money on their energy bills.							
ENV D	Average energy costs for Cardiff households benefitting from Council led activities.	New measure 14/15 is baseline	£460,188.50 (1,636 properties)	£246,000 (890 properties)	No	N/A	N/A
ENV E	% of Reported Fly Tipping reported cleared in 5 working days	92.6%	82.61%	90%	No	93.05%	↓
Although performance has declined when compared to the previous year, we observed an improving trend over the year, performance in the first quarter of the year was 81.35% compared to 97.45% in the last quarter of the year. Through the Neighbourhood services pilot resources have been shared to help remove fly tipping more promptly.							
ENV F	1,250 surveys for Energy Performance Certificates undertaken	New measure 14/15 is baseline	1,467	1,250	Yes	N/A	N/A

Strategic Planning & Transport


What do we want?

We want to develop Cardiff as a world class city within the Local Development Plan timescale (2026) through the delivery of appropriate infrastructure and transport. Our overall aim is to make Cardiff the destination of choice for people and businesses and a key part of this is to make our planning service the most 'open for business' in the UK.

What we have achieved during 2014/15:

- We delivered on time our Local Development Plan to the Welsh Government
- We secured planning permission for new headquarters in Central Square and completed the preferred design for the new Central Public Transport Hub
- We developed master plans for major growth areas of Cardiff and commenced early phases of walking, cycling and bus transport improvements

What we said we would do in 2014/15:

Action: SP&T1 Deliver the Local Development Plan, including submission of Deposit LDP to Welsh Government by August 2014 and adoption by October 2015	
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Our Local Development Plan was delivered to Welsh Government for independent examination on time in August 2014. The independent Inspectors examining the LDP have extended the anticipated date of preparing their report to November 2015 reflecting the consultation on proposed changes during June/July 2015. It is therefore currently anticipated that adoption would be confirmed winter 2015/16 but the process is currently under the control of the Inspectors, not the Council.

Action: SP&T2 Develop plans for new Central Public Transport Hub by April 2015	
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During 2014/15 we secured planning permission for new headquarters in Central Square and the preferred design for the new Central Public Transport Hub was developed and reported to the Councils Cabinet in July 2015. We will seek engagement from stakeholders and our citizens before submitting a planning application in December 2015.

Action: SP&T3 Deliver a new Parking Strategy to help manage travel demand and improve management of the strategic highway network by September 2014

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The new parking strategy will set out the Councils approach to the management of parking in Cardiff. We have produced a draft strategy for consultation that has not yet been approved and delivery of a final strategy is anticipated during autumn 2015.

Action: SP&T4 Work with key partners to develop phased proposals for key transport projects including City Region Metro, phase 1 of North West Cardiff rapid transit corridor and Tram Train link between the City Centre & Cardiff Bay by December 2014

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We have continued to work in partnership with the Welsh Government, Network Rail and Rhondda Cynon Taf County Borough Council to identify the scope of study work to ensure that key transport projects aspirations and requirements are achieved. We are awaiting the publication of a Welsh Government report in August 2015 that will set out the actions going forward.

Action: SP&T5 Work with key partners to develop new city regional planning arrangements by April 2015

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The Council is working with Local Authorities and other key partners in the Cardiff Capital Region as new planning arrangements are being developed for the city-region. The Welsh Government is responsible for putting in place Secondary Legislation which will firm up details following the Planning (Wales) Bill receiving Royal Assent in July 2015. The Council is therefore engaging in related developmental work such as attending the Welsh Government facilitated SDP Advisory Group, the SEWSPG regional planning group and Planning Officers Society.

Action: SP&T6 Develop a world class transport strategy to help make Cardiff one of the most liveable cities in the world by April 2015

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We submitted our transport plan to the Welsh Government within the time scale that we set. We are awaiting Welsh Government approval and have deferred the delivery of the Transport Strategy to 2015/16.

Action: SP&T7 Develop master plans for new world class settlements and neighbourhoods on greenfield / brownfield sites connected by rapid transit and accessible by walking and cycling in partnership with key private sector partners by April 2015



Masterplans have been prepared for major growth areas of the city and have been included within the Local Development Plan. We have held successful meetings with major housing developers and have worked on a masterplan and transport led development approach to ensure that there is added value to current development proposals in relation to land use, infrastructure and design quality.

We have also commenced early phases of walking, cycling and bus transport improvements including completion of cycle lane improvements on Column Road.

Action: SP&T8 Deliver new Master Planning and Development Proposals for the City Centre and Cardiff Bay Area by December 2014



We commissioned Masterplans for the Bay Waterfront and Butetown areas and completion of these plans is due Summer 2015 with a report to the Council's Cabinet to establish how these plans will be taken forward.

Action: SP&T9 Create the most 'open for business' planning and development services in the UK by December 2015



Performance in relation to determining major planning applications within 13 weeks did not meet our set target. Our Head of Planning, in consultation with all staff, has commenced a review of the development management process in July 2015 to provide greater consistency and clarity for developers and stakeholders. In 2015/16 we plan to fully define the business and performance aspirations of our planning service.

Action: SP&T10 Create a coordinated approach to public realm, highways, transport and wider neighbourhood developments by December 2014



Our key achievements during the year have been in relation to improvements to the Penarth Road and Clare Road junction which has linked regeneration associated with the Grangetown Hub and Junction improvements. Caerphilly Road regeneration of Birchgrove shopping area has been linked with the bus improvement scheme. By coordinating projects we have been able to procure works at a larger scale which have received better efficiencies in relation to expenditure. Furthermore, work has been delivered more effectively thus minimising disruption.

Action: SP&T11 Deliver new planning controls in those areas of the city with high numbers of students and HMOs by June 2015



We hosted a landlord and letting agent survey in August 2014 for a period of 21 days. Letters were sent to 173 letting agents across the city notifying them of the survey. Of the responses received 77.3% of respondents said they supported the Council in taking action to control letting boards in the Cathays and Plasnewydd areas of the city. In April 2015 we received approval from the Welsh Planning Minister to introduce local controls in relation to residential letting boards in the Cathays and Plasnewydd wards. This means that residential letting boards will no longer be permitted and we are liaising with letting agents throughout the summer of 2015 so they fully understand the changes. These controls will be in place from October 2015.

Action: SP&T12 Develop an effective city wide partnership with hospitals, universities and colleges by December 2014



We established contacts with partners to ensure they are more informed about our objectives and vision for Cardiff and there is some support for projects being delivered by the Council. Regular meetings with Cardiff University took place; however, the engagement with all Public Sector organisations is viewed as a less critical priority.

Progress against the indicators we used to measure success

Reference	Performance Measure	2013/14 Result	2014/15 Result	2014/15 Target	Target achieved	Wales Average	Performance improved or declined ↑ / ↓
SP&T1	20% increase in planning service efficiency throughput of applications (2013/14 baseline)	2,803	2,777	20% increase	No	N/A	↓
<p>Whilst the total number of applications received has not changed significantly between 2013/14 and 2014/15 the Planning Service has undergone a major restructure involving a significant depletion in officer numbers at all levels. The number of applications being allocated and considered by individual officers has increased between 2013/14 and 2014/15</p>							
SP&T2	50% of Major Planning Applications to be processed in 13 weeks	25.71%	20%	50%	No	N/A	↓
<p>A range of measures to improve performance are currently being developed by the recently appointed Head of Planning to respond to a heavy and complex workload. Issues under consideration include assessing staffing capacity against available budget, improved joint-working across teams within and beyond the Planning Service, making improvements to the Development Management process and creating an enhanced performance-driven culture. Full details will be finalised by late summer 2015 and will build upon improvements brought about through the recent restructuring process.</p>							
SP&T4	Increase modal share for journeys to work by sustainable transport towards 50%	44%	43%	46%	No	N/A	↓
<p>The Local Development Plan (LDP) has determined that by 2026, 50% of all journeys within Cardiff are made by sustainable modes, in order to accommodate future city development. Progress towards this future target will continue to be monitored annually through the Ask Cardiff Survey, and as part of the LDP Monitoring Framework.</p>							

Our outcome measures

Reference	Performance Measure	Progress
SP&T3	Deliver new housing and employment sites in line with the LDP monitoring framework	The monitoring Framework is yet to be agreed by the independent Inspectors. Once agreed (anticipated early Autumn 2015) this will form a statutory basis for annual monitoring on the delivery of housing and employment sites.

Sport, Leisure & Culture


What do we want?

We want to maintain and grow the cultural infrastructure of the city where we can, during a period of economic down turn. We want to introduce new ways of operating our services and to work in partnership to be able to continue to deliver services that matter most to our citizens.


What we have achieved during 2014/15:

- Our parks service was deemed by the Association for Public Service Excellence (APSE) as one of the 6 most improved services in the UK
- Cardiff completed it's year as the European Capital of Sport 2014
- We achieved record income levels at our Leisure Centres, Cardiff Castle and commercial catering.


What we said we would do in 2014/15:

Action: SL&C1 Bid for key major events to be hosted in Cardiff from 2014	
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We delivered our 2014/15 Event Calendar in line with the budget we set and our agreed timescales. The most significant events held in the city were the UEFA Super Cup final and the Six Nations Rugby. In 2016, we have bid successfully to host the World Half Marathon and in 2017 the 13th edition of the Volvo Ocean Race which marks its return to the UK for the first time in over a decade and also the Men's and Women's Champions League finals.

Action: SL&C2 Deliver plans for the future needs of the city in terms of leisure facilities, cultural venues and parks and green spaces in 2014	
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We put in place strategies to help deliver plans for the future needs of the city for leisure facilities, cultural venues and parks & green spaces. We established a strategic framework to aid our decision making processes and inform future policies for management and development of parks and green spaces and sport & leisure provision in the city. An Arts & Culture plan was also put in place and scoping took place to establish a cultural consortium to co-ordinate the arts and culture in the City.

Action: SL&C3 Determine future concert hall space for Cardiff by 2017	
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In re-shaping the way services are delivered across the city we have progressed this as part of the Arts Alternative Delivery Model. This includes St David's Hall & The New Theatre, and

is at a competitive tendering stage. We engaged with key industry bodies in future venue management and cultural conversation meetings were held with national and city arts organisations. As part of our Alternative Delivery Models we plan to ensure the delivery of cultural and leisure infrastructure and services through new operating models by June 2016.

Action: SL&C4 Develop with other Council directorates a new model for Children’s Play throughout the city by 2015



With the increasing budget pressures we worked with community groups to find new management options for each of our play centres. Our future plans are that the Disability, Welsh medium and holiday play schemes will continue to be provided at the current level whilst we continue to work closely with interested community groups to develop robust business and implementation plans, so that they will be able to take over the operation and management of premises. A new model for children’s play is due to be considered by the Councils Cabinet during 2015.

Action: SL&C5 Invest in key leisure facility developments including remodelling Eastern Leisure Centre from 2014 onwards



We acquired approval for the refurbishment of Eastern Leisure Centre to provide a modernised and improved facility for Cardiff citizens. We closed Eastern Leisure Centre at the end of February 2015 and began work in April 2015 to deliver on a 62 week contract which is currently on target. We also invested in developing the range of facilities at Cardiff International White Water Centre by installing a "High Ropes" course which offers a steel and timber terrain towering above the white water course for all of the family to enjoy.

Action: SL&C6 Generate new and enhanced income streams to fund enhanced services and their development from 2014 onwards



We have developed new initiatives to generate income and improve the services offered to our citizens. These include a new outdoor cinema at Cardiff Castle (due to open September 2015), a new High Ropes course and Cardiff International White Water Centre and a new indoor 3G pitch at Channel View Leisure Centre. The new operational services have resulted in Sport, Leisure & Culture improving income from 2013/14 to 2014/15 from £29,906,125 to £31,028,261.

Action: SL&C7 Introduce targeted sport and cultural provision to deprived communities, and build upon European Capital of Sport status to increase sports participation levels from 2014 onwards



We established Neighbourhood Management Sports Managers and Activators in each of the 6 Neighbourhood Management areas to work with local clubs, schools, facilities and 3rd Sector organisations to increase the participation levels of youth in sport. Neighbourhood Management area action plans are in place to deliver the Local Sports Plan for Cardiff, which connects the Neighbourhood Management Areas with Cardiff City Football Club, Glamorgan Cricket Club, Cardiff Blues, Street Games and the URDD.

Action: SL&C8 Ensure that the participation of Friends Groups and volunteers in the management and development of parks and green spaces is maximised from 2014 onwards



In 2015, a Volunteer Development Partnership Group was established to strengthen relationships with the third sector. We worked with over 40 volunteer and community groups contributing in excess of 20,000 volunteer hours to the management and development of our parks and open spaces.

Action: SL&C9 Deliver a parks partnership programme designed to secure external investment to improve parks and open space provision from 2014 to 2017



We refocused our Parks Partnership Programme to evidence our on-going commitment to high quality green space provision with the potential to attract a wider range of funding partners. A first stage Heritage Lottery Fund bid for Parc Cefn Onn under the Park for People funding stream was approved and the second stage submission is in preparation for submission in February 2016.

The Bute Park Restoration Project, the largest ever public parks project in Wales, reached a successful completion stage and the park was named as a Green Heritage Site, only the third site in Wales to be awarded this accolade.

We retained Green Flag status for a number of our parks which have also been recognised as being among the best in the United Kingdom.


We also agreed to enter into a partnership agreement with the Royal Society for the Protection of Birds, National Trust and Flat Holm Site and for the future management and conservation of this unique asset.

Action: SL&C10 Partner with public, private and third sector organisations to safeguard and ensure continued operation of the city's key leisure and cultural venues, facilities and services



We worked with various community groups and organisations to ensure continued operation of a number of our venues and facilities. Maes-y-Coed and Plasnewydd

Community Centres have been transferred to the Jubilee Community Trust and YMCA respectively to ensure services continue to be provided for local communities.

Action: SL&C11 Offer a comprehensive and structured programme of opportunities for apprenticeships, trainee schemes and work experience placements in partnership with stakeholder organisations from 2014 onwards.	
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We worked in partnership to offer a wide and diverse range of opportunities and a total of 28 placements have been supported across the Sport, Leisure & Culture service.

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Progress against the indicators we used to measure success

Reference	Performance Measure	2013/14 Result	2014/15 Result	2014/15 Target	Target achieved	Wales Average	Performance improved or declined ↑ / ↓
SL&C A	Numbers of visitors to leisure centres and cultural venues in Cardiff	2,943,390	2,786,475	2,954,591	No	N/A	↓
There were a number of contributory factors to the below target result including the closure of Splott Pool in April 2014, the temporary closure of the swimming pool at Pentwyn Leisure Centre for a ten week period due to retiling work following major repairs and reduced opening hours at Eastern Leisure Centre prior to its full closure in February 2015 for refurbishment.							
SL&C B	The Level of Directorate Cost recovery	67.94%	72.7%	72%	Yes	N/A	↑
Record income levels achieved at leisure centres, Cardiff Castle and Commercial Catering.							
SL&C D	Customer satisfaction levels	85.8%	NPS+60	NPS+45	Yes	N/A	N/A
In 2014/15 we started using the Net Promoter® Score (NPS) to allow us to evaluate performance using the following question; 'How likely is it that you would recommend this company to a friend or colleague?' A Net Promoter Score of +50 is considered to be excellent.							

How we measure up.

Reference	Success Indicators	13/14 Outturn	14/15 Target	14/15 Outturn	Target Met?	Trend	Cardiff's Rank
CHR/002	The number of working days/shifts per full time equivalent (FTE) local authority employee lost due to sickness absence	New indicator	9	10.10	Didn't meet target	New indicator	12
EDU/002i	The percentage of all pupils (including those in LA care) in any local authority maintained school, aged 15 as at the preceding 31 August who leave education, training or work based learning without an approved external qualification	0.7%	0.5%	1.1%	Didn't meet target	Declined	21
<p>Performance in the Education indicator that measures the % of all pupils (including those in local authority care) in any local authority maintained school aged 15 as at the preceding 31 August that leave compulsory education, training or work based learning without an approved external qualification has declined to 1.1% during 2014/15 when compared to 0.7% in 2013/14. Analysis of data shows that one half of pupils who left compulsory education without an approved external qualification attended a special school or were in a special resource base.</p>							
EDU/002ii	The percentage of pupils in local authority care in any local authority maintained school, aged 15 as at the preceding 31 August who leave compulsory education, training or work based learning without an approved external qualification	16.3%	2.0%	6.3%	Didn't meet target	Improved	20
<p>Performance in the Education indicator that measures the % of pupils in local authority care in any local authority maintained school, aged 15 as at the preceding 31 August and leave compulsory education, training or work based learning without an approved external qualification has improved to 6.3% in 2014/15 when compared to 16.3% in 2013/14. There are several reasons that have contributed to this improvement:</p> <ul style="list-style-type: none"> • The pupils in year 11 have had extra tutor time to support consolidation of work and revision • There has been improved monitoring of predicted grades so that additional support is targeted appropriately • Closer links have been established with children's services and foster carers – improved partnership working • LAC liaison team improving their monitoring of pupils and links with schools • LAC liaison team working closely with Careers Wales to improve pupil's aspirations and ensure that they see the benefit of taking qualifications • LAC liaison team focussing on every child's individual needs and ensuring everyone is doing at least one qualification 							
EDU/003	The percentage of pupils assessed at the end of Key Stage 2, in schools maintained by the local authority, achieving the Core Subject Indicator, as determined by Teacher Assessment	82.6%	84.5%	85.1%	Met target	Improved	16

Reference	Success Indicators	13/14 Outturn	14/15 Target	14/15 Outturn	Target Met?	Trend	Cardiff's Rank
Performance in the Education indicator that measures the % of pupils assessed at the end of Key Stage 2, in schools maintained by the local authority, achieving the Core Subject Indicator, as determined by Teacher Assessment has improved to 85.1% in 2014/15 when compared to 82.6% in 2013/14. Performance in relation to the CSI was greater than that for Wales as a whole.							
EDU/004	The percentage of pupils assessed at the end of Key Stage 3, in schools maintained by the local authority, achieving the Core Subject Indicator, as determined by Teacher Assessment	77.8%	78.4%	81.5%	Met target	Improved	12
Performance in the Education indicator that measures the % of pupils assessed at the end of Key Stage 3, in schools maintained by the local authority, achieving the Core Subject Indicator, as determined by Teacher Assessment has improved to 81.5% in 2014/15 when compared to 77.8% in 2013/14. Improvement outcomes in Cardiff remain above the Welsh averages.							
EDU/006ii	The percentage of pupils assessed, in schools maintained by the local authority, receiving a Teacher Assessment in Welsh (first language) at the end of Key Stage 3	11.4%	11.4%	11.21%	Didn't meet target	Declined	11
Performance in the Education indicator that measures the % of pupils assessed, in schools maintained by the Local Authority, receiving a Teacher Assessment in Welsh (first language) at the end of Key Stage 3 has declined to 11.22% during 2014/15 when compared to 11.40% in 2013/14.							
EDU/011	The average point score for pupils aged 15 at the preceding 31 August, in schools maintained by the local authority	457.0	497.0	476.6	Didn't meet target	Improved	21
Performance in the Education indicator that measures the average point score for pupils aged 15 at the preceding 31 August, in schools maintained by the Local Authority has improved to 476.6 in 2014/15 when compared to 457.0 in 2013/14, however, Cardiff's performance remains below the Welsh Average.							
EDU/015a	The percentage of final statements of special education need issued within 26 weeks including exceptions	70.5%	70.5%	62.6%	Didn't meet target	Declined	15
Performance in the Education indicator that measures the % of final statements of Special Education Need issued within 26 weeks has declined to 62.6% during 2014/15 when compared to 70.5% in 2013/14. However, Estyn Recommendation 6 of the 2014 Estyn Monitoring Visit required the Council to 'Improve the information, advice and support for all parents of learners requiring the statutory assessment of pupils' special educational needs'. This recommendation may mean that the improved communication with parents will adversely impact on the ability to issue statements of Special Education Need within the 26 week time period.							
EDU/015b	The percentage of final statements of special education need issued within 26 weeks excluding exceptions	100%	100%	100%	Met target	Maintained	1
EDU/016a	Percentage of pupil attendance in Primary Schools	94.0%	93.6%	94.9%	Met target	Improved	7

Reference	Success Indicators	13/14 Outturn	14/15 Target	14/15 Outturn	Target Met?	Trend	Cardiff's Rank
Performance in the Education indicators that measure the % of Primary and Secondary School attendance improved to 94.9% and 93.9% respectively, when compared to 94% and 92.9% in 2013/14. Cardiff's performance remains slightly above the Welsh Average. (Please see above and below).							
EDU/016b	Percentage of pupil attendance in Secondary Schools	92.9%	94.5%	93.9%	Didn't meet target	Improved	10
EDU/017	The percentage of pupils aged 15 at the preceding 31 August, in schools maintained by the local authority who achieved the Level 2 threshold including a GCSE grade A*-C in English or Welsh first language and mathematics	49.9%	55.0%	54.0%	Didn't meet target	Improved	13
Performance in the Education indicator that measures the % of pupils aged 15 at the preceding 31 August, in schools maintained by the local authority who achieved the Level 2 threshold including a GCSE grade A*-C in English or Welsh first language and mathematics has improved to 54.0% in 2014/15 when compared to 49.9% in 2013/14, however, Cardiff continues to perform below the Welsh Average of 55.5%.							
HHA/013	The percentage of all potentially homeless households for whom homelessness was prevented for at least 6 months	49.5%	50.0%	51.7%	Met target	Improved	Not comparable
LCL/001b	The number of visits to Public Libraries during the year, per 1,000 population	8,326	8,326	8,376	Met target	Improved	1
Performance in the Leisure and Culture indicator that measures the number of visits to Public Libraries during the year, per 1,000 population has improved to 8376 in 2014/15 when compared to 8326 in 2013/14, performance remains well above the Welsh Average of 5526.							
LCS/002 (b)	The number of visits to local authority sport and leisure centres during the year where the visitor will be participating in physical activity, per 1,000 population	9,990	9,945	8,084	Didn't meet target	Declined	13
Performance in the Leisure and Culture indicator that measures the number of visits to local authority sport and leisure centres during the year per 1,000 population where the visitor will be participating in physical activity has declined to 8084 in 2014/15 when compared to 9990 in 2013/14. There were a number of contributory factors to the below target result including the closure of Splott Pool in April 2014, the temporary closure of the swimming pool at Pentwyn Leisure Centre for a ten week period due to retiling work following major repairs and reduced opening hours at Eastern Leisure Centre prior to its full closure in February 2015 for refurbishment.							
PLA/006 (b)	The number of additional affordable housing units provided during the year as a percentage of all additional housing units provided during the year	93.0%	20.0%	93.0%	Met target	Maintained	1
PPN/009	The percentage of food establishments which are "broadly compliant" with food hygiene standards	87.27%	75.0%	91.76%	Met target	Improved	18

Reference	Success Indicators	13/14 Outturn	14/15 Target	14/15 Outturn	Target Met?	Trend	Cardiff's Rank
Performance in the Environment and Transport indicator that measures the % of food establishments which are 'broadly compliant' with food hygiene standards has improved to 91.76% in 2014/15 when compared to 87.27% in 2013/14, however, performance remains below the Welsh Average of 94.19%.							
PSR/002	The average number of calendar days taken to deliver a Disabled Facilities Grant	190	200	197			7
Performance in the Housing indicator that measures the average number of calendar days taken to deliver a Disabled Facilities Grant has declined to 197 calendar days during 2014/15 when compared to 190 in 2013/14. There are a number of explanations for the delays for example, where some applicants are unable to make decisions regarding their home or their family members and despite the authority having robust criteria and processes the nature of the mandatory grant process quite properly ensures that the applicant and / or their representatives are placed squarely at the centre of the decision making process. There are a few cases where delays are the result of issues with contractors. The demand (number of requests) for Disabled Facilities Grants has increased by 20% since 2013/14 from 1,015 to 1,219 in 2014/15. A number of adaptations (38) were in relation to meeting the needs of children and these often require significant building works and as a result can take a long time to complete. The Capital Budget for this service has reduced by £100,000 from £4,675,000 in 2013/14 to £4,575,000 in 2014/15 which equates to a reduction of 20 adaptations that could be delivered. This continually increasing demand and the growing complexity in the needs of applicants, together with a reduction in the capacity to deliver has contributed to the increase in waiting times.							
PSR/004	The percentage of private sector dwellings that had been vacant for more than 6 months at 1 April that were returned to occupation during the year through direct action by the local authority	5.49%	6.60%	6.54%	Met target	Improved	9
Performance in the Housing indicator that measures the % of private sector dwellings that had been vacant for more than 6 months at 1 April which were returned to occupation during the year through direct action by the local authority has improved to 6.54 in 2014/15 when compared to 5.49% in 2013/14, however, performance remains below the Welsh Average of 11.76%.							
SCA/001	Rate of delayed Transfers of Care for Social Care reasons	8.56	6.52	10.92	Didn't meet target	Declined	21
Performance in the Social Care indicator for Adults Services that measures the rate of delayed transfers of care for social care reasons per 1,000 population aged 75 or over has declined to 10.92 in 2014/15 when compared to 8.56 in 2013/14. The decline in performance is in part attributed to winter pressures and unprecedented admissions into hospital. The issue is not one which can be resolved by the Council alone as this is a 'whole system' issue. Partners in the UHB acknowledge that their internal systems need revision and to that end all regional partners are meeting at senior strategic level to progress plans to continue to deliver on admission avoidance and to agree a process redesign so that faster discharge can be facilitated.							
SCA/002a	The rate of older people (aged 65 or over) supported in the community per 1,000 population aged 65 or over at 31 March	46.42	47.0	44.12	Didn't meet target	Declined	20
Performance in the Social Care indicator for Adults Services that measures the rate of older people (aged 65 or over) supported in the community per 1,000 population aged 65 or over at 31 March has declined to 44.12 in 2014/15 when compared to 46.42 in 2013/14. The Local Authority experienced a decrease in the number of service users in receipt of Day Care which is due to their wishes to access alternative provision where there needs are met independently within the community.							

Reference	Success Indicators	13/14 Outturn	14/15 Target	14/15 Outturn	Target Met?	Trend	Cardiff's Rank
SCA/002b	The rate of older people (aged 65 or over) whom the authority supports in care homes per 1,000 population aged 65 or over at 31 March	17.98	18.40	18.00	Target Met	Declined	10
Performance in the Social Care indicator for Adults Services that measures the rate of older people (aged 65 or over) whom the authority supports in care homes per 1,000 population aged 65 or over at 31 March has declined to 18.00 in 2014/15 when compared to 17.98 in 2013/14, however, performance is above the Welsh Average of 18.85.							
SCA/007	The percentage of service users with a care plan at 31 March whose care plans should have been reviewed that were reviewed during the year	85.6%	85.0%	82.0%	Didn't meet target	Declined	9
Performance in the Social Care indicator for Adults Services that measures the % of clients with a care plan at 31 March whose care plans should have been reviewed that were reviewed during the year has declined to 82.0% in 2014/15 when compared to 85.6% in 2013/14. The loss of agency staff has impacted on performance this year.							
SCA/018 (a)	The percentage of carers of adults who had an assessment or review of their needs in their own right during the year	50.2%	90.0%	64.4%	Didn't meet target	Improved	21
Performance in the Social Care indicator for Adults Services that measures % of carers (of adults) aged 18 or over known to social services who were offered an assessment or review of their needs in their own right during the year has improved to 64.4% in 2014/15 when compared to 50.2% in 2013/14. However, performance remains well below the Welsh Average of 88.3%.							
SCA/019	The percentage of adult protection referrals completed where the risk has been managed	91.98%	No target set	91.14%	No target set	Declined	20
SCA/020	The percentage of adult clients who are supported in the community during the year	86.41%	86.50%	86.36%	Didn't meet target	Declined	9
Performance in the Social Care indicator for Adults Services that measures the % of adult clients who are supported in the community during the year has declined to 86.36% in 2014/15 when compared to 86.41% in 2013/14, however, performance remains above the Welsh Average of 85.20%.							
SCC/002	Percentage of children looked after at 31 March who have experienced one or more changes of school, during a period or periods of being looked after, which were not due to transitional arrangements, in the 12 months to 31 March	13.3%	9.0%	17.8%	Didn't meet target	Declined	16
SCC/004	The percentage of children looked after on 31 March who have had three or more placements during the year	8.3%	9.0%	10.5%	Didn't meet target	Declined	14

Reference	Success Indicators	13/14 Outturn	14/15 Target	14/15 Outturn	Target Met?	Trend	Cardiff's Rank
<p>Performance in the Social Care indicator for Children's Services that measures the % of children looked after on 31 March who have had three or more placements during the year has declined to 10.5% in 2014/15 when compared to 8.3% in 2013/14. The LAC management team have been making a strategic and concerted effort to ensure that all children are suitably placed and to ensure that if children could be returned from out of area placements then a plan should be expedited.</p>							
SCC/011a	The percentage of initial assessments that were completed during the year where there is evidence that the child has been seen by the Social Worker	67.1%	80.0%	60.9%	Didn't meet target	Declined	22
<p>Performance in the Social Care indicator for Children's Services that measures the % of initial assessments that were completed during the year where there is evidence that the child has been seen by the Social Worker has declined to 60.9% in 2014/15 when compared to 67.1% in 2013/14. An analysis of the reasons children were not seen during initial assessment was undertaken during the year. Primary reasons are:</p> <ul style="list-style-type: none"> • Complex cases where the case proceeds directly to core assessment, and the child is seen as part of the core assessment. These cases have substantially increased and inclusion of these children would reduce the gap between the target the outturn. • Receiving managers re-evaluating the decision to proceed to initial assessment and closing the case for no further action. <p><i>This Public Accountability Measure has been deleted as a national measure in the financial year 2015/16.</i></p>							
SCC/011b	The percentage of initial assessments that were completed during the year where there is evidence that the child has been seen alone by the Social Worker	31.4%	No target set	26.4%	No target set	Declined	22
<p>Performance in the Social Care indicator for Children's Services that measures the % of initial assessments that were completed during the year where there is evidence that the child has been seen alone by the Social Worker has declined to 26.4% in 2014/15 when compared to 31.4% in 2013/14. 26.5% of children were seen alone by a social worker and this indicator is strongly linked to the commentary for the previous indicator.</p>							
SCC/025	The percentage of statutory visits to looked after children due in the year that took place in accordance with regulations	87.7%	90.0%	88.9%	Didn't meet target	Improved	14
SCC/033 d	The percentage of young people formerly looked after with whom the authority is in contact at the age of 19	94.0%	96.0%	90.5%	Didn't meet target	Declined	13
<p>Performance in the Social Care indicator for Children's Services that measures the % of young people formerly looked after with whom the authority is in contact at the age of 19 has declined to 90.5% in 2014/15 when compared to 94.1% in 2013/14. The service attempts to keep in touch with all care leavers as required, however the young people determine for themselves whether they wish to respond and remain in contact. Out of a total cohort of 63, the authority was in contact with 57.</p>							
SCC/033 e	The percentage of young people formerly looked after with whom the authority is in contact, who are known to be in suitable, non-emergency accommodation at the age of 19	91.5%	96.0%	91.2%	Didn't meet target	Declined	11

Reference	Success Indicators	13/14 Outturn	14/15 Target	14/15 Outturn	Target Met?	Trend	Cardiff's Rank
<p>Performance in the Social Care indicator for Children's Services that measures the % of young people formerly looked after with who the authority is in contact, who are known to be in suitable, non-emergency accommodation at the age of 19 has declined to 91.2% in 2014/15 when compared to 91.5% in 2013/14. A small number of young people are in temporary accommodation because they have exhausted all other accommodation options due to their behaviour. There are also a small number of young people who are living in temporary arrangements that they have put in place themselves rather than take up the offer of more suitable accommodation provided by the LA. In all instances where a young person is in accommodation that is deemed unsuitable, their Personal Advisers are working with them to resolve this situation. A new accommodation project has been initiated as part of the Organisational Development Programme and this will significantly improve accommodation offers for this group.</p>							
SCC/033f	The percentage of young people formerly looked after with whom the authority is in contact, who are known to be engaged in education, training or employment at the age of 19	53.2%	55.0%	56.1%	Met target	Improved	14
<p>Performance in the Social Care indicator for Children's Services that measures the % of young people formerly looked after with whom the authority is in contact, who are known to be engaged in education, training or employment at the age of 19 has improved to 56.1% in 2014/15 when compared to 53.2% in 2013/14. The Council Traineeship Scheme for Looked After Children was launched on 25th April 2014 and has started to have a positive impact on this indicator.</p>							
SCC/037	The average external qualifications point score for 16 year old looked after children, in any local authority maintained learning setting	216	180	191	Met target	Declined	21
<p>Performance in the Social Care indicator for Children's Services that measures the average external qualifications point score for 16 year old looked after children in any local authority maintained learning setting has declined to 191 in 2014/15 when compared to 216 in 2013/14. The refreshed LAC Strategy is due for finalisation during the summer and incorporates key work streams to improve educational attainment of LAC.</p>							
SCC/041 a	The percentage of eligible, relevant and former relevant children that have pathway plans as required	63.2%	90.0%	60.5%	Didn't meet target	Declined	22
SCC/045	The percentage of reviews of looked after children, children on the Child Protection Register and children in need carried out in line with the statutory timetable	79.2%	90.0%	70.8%	Didn't meet target	Declined	22
<p>Performance in the Social Care indicator for Children's Services that measures the % of reviews of looked after children, children on the Child Protection Register and children in need carried out in line with the statutory timetable has declined to 70.8% in 2014/15 when compared to 79.2% in 2013/14. This performance indicator is aggregated from three separate performance indicators, i.e. Looked After Children, Children on the Child Protection Register and Children in Need. The primary issue has been with Children in Need reviews.</p>							
STS/005 b	The percentage of highways and relevant land inspected of high or acceptable standard of cleanliness	93.8%	90.0%	86.8%	Didn't meet target	Declined	22

Reference	Success Indicators	13/14 Outturn	14/15 Target	14/15 Outturn	Target Met?	Trend	Cardiff's Rank
STS/ 006	Percentage of reported fly tipping incidents cleared within 5 working days	92.6%	90.0%	82.51%	Didn't meet target	Declined	21
Performance in the Leisure and Culture indicator that measures the number of visits to Public Libraries during the year, per 1,000 population has improved to 8376 in 2014/15 when compared to 8326 in 2013/14, performance remains well above the Welsh Average of 5526.							
THS/007	The percentage of adults aged 60+ who hold a concessionary bus pass	95.3%	94.0%	100.0%	Met target	Improved	1
THS/012	The percentage of principal (A) roads, non-principal (B) roads and non-principal (C) roads that are in overall poor condition	6.9%	7.0%	6.8%	Met target	Improved	7
Performance in the Environment and Transport indicator that measures the % of principal (A) roads, non-principal/classified (B) roads and non-principal/classified (C) roads that are in overall poor condition has improved to 6.8% in 2014/15 when compared to 6.9% in 2013/14 and performance remains well above the Welsh Average of 11.9%.							
WMT/004 b	The percentage of municipal waste collected by local authorities sent to landfill	46.85%	48.0%	32.57%	Met target	Improved	13
WMT/009 b	Percentage of municipal waste collected by local authorities and prepared for reuse, and/or recycled including source segregated bio wastes that are composted or treated biologically in another way	49.67%	52.00%	53.38%	Met target	Improved	17
Performance in the Environment and Transport indicator that measures the % of municipal waste collected by local authorities and prepared for reuse and/or recycled, including source segregated bio wastes that are composted or treated biologically in another way has improved to 53.38% in 2014/15 when compared to 49.67% in 2013/14, however, performance remains below the Welsh Average of 56.23%.							

My Ref: T: Scrutiny/PRAP/Comm Papers/Correspondence

Date: 14 September 2015



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Neuadd y Sir
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Councillor Graham Hinchey,
Cabinet Member, Corporate Service & Performance,
Cardiff Council,
County Hall
Cardiff
CF10 4UW

Dear Councillor Hinchey,

**Policy Review & Performance Scrutiny Committee: 8 September 2015
Statutory Annual Improvement Report 2014-15**

On behalf of the Policy Review & Performance Scrutiny Committee my sincere thanks for facilitating consideration of the Council's Statutory Improvement Plan 2014-15 on 8 September 2015. The Members have reflected on the scrutiny and wish to pass on the comments and observations set out below. The Committee found the Chief Executive's clear overview of Corporate Performance useful context in relation to scrutiny of both the Statutory Improvement Report and Quarter 1 Performance 2015/16, on which I have written to you separately.

Overall the Committee agrees with the Chief Executive that the Council's comparative position is not good. The Members consider that, notwithstanding Cardiff's city issues, the performance picture of Cardiff compared with urban authorities such as Newport and RCT is unattractive for City Councillors. The Committee acknowledges good progress on many indicators and they accept that when social services indicators are removed then 70% of the Councils performance indicators have improved. They also note that, when focussing in on Performance Indicators, such as *'my local authority is good at letting people know how it is performing'* several authorities score similarly to Cardiff. However, in light of the WAO comments the Committee considers it worrying that 66% of missed targets relate to Children's Services, and are particularly concerned to hear that in just 4 key indicators for this service the Council has improved its standing.

Members were therefore pleased that the Chief Executive is confident in expecting better headlines next year, and that, as Cabinet Member for performance, you feel

the Council has come a long way in the last 2-3, years illustrated by the improved staff survey response. They accept that the annual media assessment of Local Authority performance is a crude mechanism and note there is some evidence of a possible move away from Performance Indicators by Welsh Government. The Committee notes your commitment to policy priorities however wishes to endorse the Chief Executive's view of the importance that Members understand the nuances of policy decisions and the impact those decisions might have on performance indicators.

The Members feel the Improvement Plan could better address the quality of Council services delivered as it is important to assess improvements in quality, and not simply tick a box against an action. More generally they question the validity of tick box questionnaires in terms of the quality of data that materialises, and in this respect they question the usefulness of the Cardiff Debate approach. They agree with the Chief Executive that further work is required as to what is important to our customers and have therefore programmed a customer themed scrutiny for their December meeting.

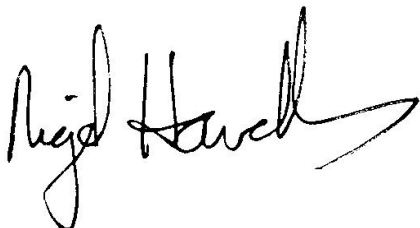
Finally, the Committee wishes to support the Chief Executive's aspiration for a review of the Key Performance Indicators and, whilst they do not consider the complexity of the City, the relevancy of performance information, or the conflicting nature of KPI's reasons for missing targets, Members consider the indicators could be improved with a greater emphasis on qualitative rather than quantitative measurement. The Committee wishes to contribute to the review by undertaking a piece of work that examines the KPI's in detail, and as such will programme further consideration on its work programme.

To re-cap, the Committee will:

- be looking for a notable improvement in Cardiff's comparative position in September 2016;
- programme a customer themed scrutiny for their December meeting;
- undertake a piece of work that examines the KPI's in detail, and as such will programme further consideration on its work programme;

Once again thank you for attending Committee. Please would you pass on our thanks to the Chief Executive and the senior team of officers who facilitated scrutiny of the Statutory Improvement Plan 2014-15.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Nigel Howells', with a stylized flourish at the end.

COUNCILLOR NIGEL HOWELLS
CHAIR, POLICY REVIEW AND PERFORMANCE SCRUTINY COMMITTEE

cc Members of the Policy Review & Performance Scrutiny Committee;
Paul Orders, Chief Executive;
Christine Salter, Corporate Director Resources;
Vivienne Pearson, Improvement & Information Manager;
Gareth Newell, Operational Manager, Business & Investment;
Joanne Watkins, Cabinet Business Manager;
Matt Swindell, Principal Administrative Officer.

**SWYDDFA CYMORTH Y CABINET
CABINET SUPPORT OFFICE**

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Dyddiad / Date: 22 September 2015

Councillor Nigel Howells
Chair, Policy Review & Performance Scrutiny Committee
Scrutiny Services
Room 263
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Cardiff
CF10 4UW

Annwyl / Dear Councillor Howells

**Policy Review & Performance Scrutiny Committee: 8 September 2015
Statutory Annual Improvement Report 2014-15**

Thank you for your comments regarding the Statutory Annual Improvement Report and I am pleased that you found the Chief Executive's presentation helpful in setting out the context for the performance being reported in the Report.

In terms of the comparative performance within Childrens Services it is worth restating that during 2014/15 the Directorate focussed on improving performance in relation to indicators that have the greatest significance for safe and effective practice concerning children. Those selected for this focus are based on guidance agreed between the Association of Directors of Social Services (ADSS), the Care & Social Services Inspectorate, Wales (CSSIW) and the Welsh Local Government Association (WLGA) and sit outside of the NSI and PAM data sets.

I am able to advise that recent feedback provided by CSSIW's Regional Director has acknowledged that although there is a mixed picture in terms of overall improvement, performance indicators evidence a good direction of travel. The Inspectorate recognises that the realignment of operational responsibilities has brought about change and improvement in the delivery of services, balancing the

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pace of change against risk in the social care environment, particularly in relation to children.

I agree that performance against the PIs designated as NSIs and PAMs was less encouraging in 2014-15 and the Directorate's intention is to focus on these PIs when further improvement in relation to those agreed by the ADSS, CSSIW and WLGA is more secure. The stronger strategic focus that has characterised the Directorate's work in 2014/15 will provide a basis for improving performance against NSIs and PAMs.

I welcome your comments and your plans for a customer themed scrutiny for your December meeting and look forward to working with you to deliver an improved approach to understanding what is important to our customers.

I also look forward to your planned contributions to a review of the KPI's and would suggest that this work compliments the development of the next Corporate Plan. I will ask Vivienne Pearson, Operational Manager for Improvement and Information, and Gareth Newell, Operational Manager Cabinet Office, to liaise with Nicola Newton, Scrutiny Officer, to discuss how this can be best achieved.

Once again, thank you for your contributions in scrutinising and helping the Council to continue to improve performance management arrangements. I look forward to the outputs of the planned work around customers and KPI's.

Yn gywir,
Yours sincerely,



Councillor / Y Cynghorydd Graham Hinchey
Cabinet Member for Corporate Services & Performance
Aelod Cabinet dros Wasanaethau Corfforaethol a Perfformiad

cc Members of the Policy Review & Performance Scrutiny Committee;
Paul Orders, Chief Executive;
Christine Salter, Corporate Director Resources;
Vivienne Pearson, Improvement & Information Manager;
Gareth Newell, Operational Manager, Business & Investment;
Joanne Watkins, Cabinet Business Manager.

Mae'r dudalen hon yn wag yn fwriadol

**CITY & COUNTY OF CARDIFF
DINAS A SIR CAERDYDD**

COUNCIL:

13 OCTOBER 2015

REPORT OF THE DIRECTOR OF GOVERNANCE AND LEGAL SERVICES

MEMBER CHAMPIONS ANNUAL REPORTS

Reason for the Report

1. To receive annual reports from the Member Champion for Cycling and Sustainable Transport and the Member Champion for Community Food Growing, who were appointed into their role at Council 24 July 2014 and are still acting as Member Champions.
2. To receive an initial report from the Member Champion for Equalities and Diversity, who was appointed in September 2014 and completed part of a full year in role, and update Members on this Champion role.

Background

3. Member Champions are elected Members who, in addition to their other Council responsibilities, make sure that the issue or group that they are championing are taken into account when Council policy is being developed and decisions are made.
4. The Council has for some time allocated Member Champion roles to individual Council Members. Individual Cabinet Members will, due to their Portfolio responsibilities, often have a Champion role, as well as certain Committee Chairs - for example, the Chair of Democratic Services is the Member Development Champion for the Council. Occasionally a community or third sector organisation has sought the Council's support in allocating informal responsibility for an issue to a Council Member.
5. In 2014 the Expert Group on Diversity in Local Government in Wales chaired by Professor Laura McAllister published its report: "On Balance: Diversifying Democracy in Local Government in Wales", highlighted the importance of Member Diversity Champions with a particular role to encourage the training and development of Councillors. The report recommended that Member Diversity Champions in each Council should be encouraged to play an external role in encouraging greater participation, especially among women in local government. Since publication of the report three Members of the Council have supported the Project by mentoring Cardiff residents who are interested in taking up a career in politics.
6. In June 2014, the Council Leader invited expressions of interest from Councillors in taking up a role as Member Champion. Following consultation

with all Members, three areas were identified as appropriate for the initial establishment of Member Champions, and were confirmed at Full Council on 24 July 2014. These were the Member Champions for Diversity and Equality (allocated to Councillor Cecelia Love in September 2014); Community Food Growing (allocated to Councillor Gareth Holden in July 2014); and Cycling and Sustainable Transport (allocated to Councillor Iona Gordon in July 2014).

7. For the initial year of operation, each Champion was asked to focus on their specific area of interest, and make the Council aware of good practice; ask questions about performance and resourcing for the area; engage with relevant external bodies and community groups with an interest / stake in the area; and engage internally with, and complement the work of, the Cabinet Member, the Scrutiny function and lead officers in relation to the role.
8. It was agreed that the Champions would have no decision making powers or the power to commit the Council to any course of action or the deployment of Council resources. They would not attract a Special Responsibility Allowance. They would report annually to Full Council on their work.

Issues

9. During the past year the Member Champions have been carrying out their respective roles. Councillors Iona Gordon and Gareth Holden, who still retain their Champion roles, have summarised their first year in post at **Appendices A and B**, indicating their key successes and suggestions for the initiative moving forward. The report from Councillor Holden also includes a letter from Councillor Rod McKerlich on behalf of Members of the Council's Economy & Culture Scrutiny Committee, thanking Councillor Holden for his championship of this agenda. It is evident that both Members have carried out their work with determination and skill.
10. Former Councillor Cecelia Love commenced her Member Champion role for Diversity and Equality, attending meetings of the Diversity in Democracy Project and engaging with Council staff. Her initial Report is set out at **Appendix C**. On her resignation from the post, Councillor Ali Ahmed was appointed at Full Council in June 2015, and is actively progressing the role.
11. The reports of Councillors Holden and Gordon identify some learning points for the Council to further develop the Champion role and optimise the success both of the overall initiative and the work of individual Champions.
12. It is proposed that the Council approve the continuation of these Champion Roles and that the Member Champions be invited to provide further Annual Reports to Full Council each year.
13. In August 2015, the Welsh Local Government Association published its Framework for Member Role Descriptions and Person Specifications. Amongst the roles described in this document was that of Member Champion, which is attached as **Appendix D**. It sets out the role both within the Council and in the community, and also identifies a number of competencies with a person

specification to support Members in fulfilling their role. It is proposed that this Council formally adopt the role description for Member Champion to further guide our practice in this area.

Legal Implications

14. All the relevant legal provisions are set out in the body of the report.

Financial Implications

15. All the relevant financial provisions are set out in the body of the report. There are no financial implications arising from this report.

RECOMMENDATIONS

Council is recommended to:

- (1) acknowledge the good work undertaken by Member Champions set out in **Appendices A, B and C**, thank the Champions themselves and the officers and communities who have supported their work;
- (2) agree to continue the Member Champion Initiative with these three roles;
- (3) adopt the WLGA's role description and Person Specification for Member Champions set out at **Appendix D**;
- (4) agree to receive further annual reports from Member Champions;
- (5) propose further areas suitable for a Member Champion to be appointed.

MARIE ROSENTHAL
Director of Governance & Legal Services
15 October 2015

Mae'r dudalen hon yn wag yn fwriadol

Member Champion: Cycling and Sustainable Transport

Annual Report 2014/ 2015

Keeping the issues at the forefront of Council business:

I chair the Cardiff Liaison Cycle Group, which has representatives from about 16 agencies, charities, social enterprises and Council officers with cycling as their main focus. This year I started meeting the Director of the Environment and the Cabinet Member for Planning, Highways and Transport after the Liaison Group meeting to feed back issues discussed.

Through this we have lobbied for cycling and sustainable transport to be taken into account, particularly over the development of Central Square and the new city centre Transport Hub focussing on the Central Railway Station. I have met with the Director and senior officers in Transport and City Centre Development.

I raise the profile of cycling and sustainable transport by writing letters to the South Wales Echo, via Twitter & email contacts e.g. highlighting National Bike Week 2015 and helping engage Councillors in the annual Commute Challenge. Cycling rates in Cardiff are steadily increasing and the Council transportation team and the Cardiff Cycling Campaign have statistics to verify this.

I have started to circulate minutes of the Cycle Liaison Group more widely to other Council departments who may find the information and links of interest e.g. officers in the youth service, parks service and strategic and neighbourhood planning teams.

I also attend the Cardiff Access Forum facilitated by the Equalities Team and ensure that the cycling interest is taken into account. Many cities are now planning new developments with segregated cycling routes with a policy move away from shared pedestrian / cycling areas. This is welcomed by people with disabilities, particularly those with sight loss.

Through the Cycle Liaison Group I have maintained and developed engagement with interest and lobby groups with an interest / stake in the areas covered and the external bodies that work in this area. A big development this year has been the formation of the Cardiff Cycling City initiative. The group is a loose collective of people who cycle and informal monthly meetings are convened at a central location.

Outside speakers have been invited to Cardiff to make the Authority and cyclists in Cardiff aware of good practice in other cities in Britain and on the Continent. Through well attended drop-by sessions and interactive workshops the Cardiff Cycle City initiative has come up with a 'cycling manifesto' for Cardiff to which over 800 people who cycle have contributed. I have attended all the sessions and ensure that relevant Council officers are aware of the developments.

I am engaged with the inter-city initiative Bicycle Account group, and maintain contact with the Cardiff Cycling Campaign whose members are generally well informed on infrastructure matters.

I respond to relevant Council consultations, such as Cycling in Parks.

Work in progress:

- Living Streets: I made contact with this pedestrian focussed charity setting up in Cardiff to provide a voice for people who walk as their main means of getting around.
- I need to develop links with bus user groups, this is in the early stages.
- I attend the Health and Well Being team of the South West Neighbourhood Partnership team to encourage their promotion of active travel.
- I am disseminating the link to the Active Travel Plan – walking and cycling routes consultation, and hope there will be a good response from people who cycle and walk regularly.

Councillor / Cynghorydd Iona Gordon
July 2015

Member Champion: Community Food Growing

Annual Report 2014/2015

I believe that my year as a Member Champion has been an excellent demonstration of the Council working co-operatively.

Throughout the year I have worked with Council officers and members of the public along with other politicians, private enterprise and charities. I have very much seen my role as one of “information conduit”, allowing the passage of information and best practice both into and out of the Council. To that end I have met with all but three of the allotment sites in Cardiff and a good handful of the most active community gardens. Here is what I have learnt:-

1. That much of the work of Council officers in supporting community gardens goes unrecognised in the public domain and even within the Council itself.
2. That the work expected of the Allotment Officer is much more than one person can do.
3. Community gardens flourish more where the density of population is highest and almost always exist because of the immense enthusiasm of a single person/group.
4. Allotment sites and community gardens rarely speak with each other or share best practice.
5. The standard of allotment sites in terms of infrastructure, services and cultivation quality is generally poor across Cardiff.
6. That the best allotment sites in Cardiff are the ones which are locally managed and which have very active and enthusiastic committees.
7. That on commencement of my role the relations between site secretaries of allotments and Council officers were at a very low point, and occasionally close to hostile.
8. Other authorities across Wales and the UK give more autonomy to allotment sites than we currently do in Cardiff, and this autonomy would be welcomed by allotment sites.

Throughout the year as Member Champion I have been helped by numerous people but especially by the officers in the Parks Service, specifically Jon Maidment, Rosie James, Ian Prothero and Celia Hart. The staff have embraced me as a positive force for change despite what I perceived was an initial hesitation at how to take my boundless enthusiasm. I cannot overstate just how grateful I am to the Parks Service, without whom I would have achieved very little in my year as Champion. With the help of staff and allotment site secretaries I have taken on the role of Chairman of the site secretary quarterly meetings and successfully rebuilt bridges between the two parties. I have encouraged closer involvement of site secretaries with the Council's decision-making process.

This expanded involvement of site secretaries' views has delivered a new local management agreement which better reflects the relationship between the Council and allotment site, though I expect further improvements will be made to it in its interim year. This involvement by site secretaries has also delivered a new way of

inspecting plots which should streamline the process of releasing further land for cultivation across the city.

During the year I had the ambition to foster closer ties between allotment sites and community gardens so that knowledge, innovation and passion for growing may be shared across the city. Unfortunately I was unable to focus as much energy in this direction as I would have liked, and so going forward it will be a goal of mine to develop these ties. My vision is for a co-ordination of growing across the city, led by growers and spanning allotments, community gardens, businesses and private gardens.

Such co-ordination has a great potential to not only “greenify” the city further but potentially to link underused edible produce to those people who need it most. Work is already underway towards this, with some of our parkland and grass verges being left to grow wild. But I think we should go further. We should create opportunities for local communities to use underused public land locally for growing. Projects such as that at Grange Pavilion in the Grangetown Ward lead the way on this sort of project, as does the work of ACE in Ely Ward. Both have my continued support.

There is no doubt that gardening and growing your own is good for you, and the most valuable lesson I have learnt in this year as Champion is just how undervalued this activity is. Welsh Government has consulted on growing and (hopefully) intends to bring in to law changes to make it easier for communities and councils to release land for growing. Here in Cardiff we are already releasing excess land to communities for growing, and we should explore this further. It is my belief that we should give more autonomy to allotment sites over their own running and back this up with adequate resources. Lessons must be learned from past experiences in this area, but that should not impede the authority from moving forward with planned devolution of powers to allotment sites.

In this report I hope I have been able to demonstrate the potential of Member Champions for this organisation. The City of Cardiff Council should recognise the importance of Member Champions, and when resources allow it should direct further efforts to the role. Scrutiny services have a role to play in conducting research to support Member Champions, and this could work alongside the role played by scrutiny committees.

Were it not for the officers in Parks I could not have achieved half of what I did this year. I believe this is a powerful example of a service that is willing to explore new ways of working, and one which can be scrutinised as to why its role in supporting Member Champions was so effective. I would not presume to know all of the reasons but I can pick out in particular a few keys points:-

1. The Operational Manager heading up the service was very happy to speak with me on the phone at all times. He kept me briefed on developments in the service, and invited me to meetings pertinent to my role.
2. Officers were welcoming and where possible accommodated my requests for information which I needed for my role.
3. Officers quickly accepted my role and (I believe) began to see me as part of the team.

To close, it would be remiss of me to not mention my heartfelt gratitude to the members of Cardiff Allotment Holders Association (CAHA) who have supported me

in my role. They have had immense patience in working with the slow wheels of local government, and have done so in good spirits. Without volunteers our allotments simply would not function and we ignore their efforts at our peril.

Diolch

**Councillor/Cynghorydd Gareth Holden
(July 2015)**

Fy Nghyf / My Ref: NRS/RM/GH/09.07.15

Dyddiad / Date: 15 July 2015

Councillor Gareth Holden
City of Cardiff Council
County Hall
Atlantic Wharf
Cardiff
CF10 4UW



Dear Councillor Holden

ECONOMY AND CULTURE SCRUTINY COMMITTEE – 9 JULY 2015

Allotment Strategy Interim Review

Following the Economy & Culture Scrutiny Committee's consideration of the Allotment Strategy Interim Review, I would like to thank you for attending the meeting and answering the Committee's questions alongside the Cabinet Member and officers.

We wish to congratulate you on the work you have undertaken to improve allotments in Cardiff, acting as a facilitator between the Council and allotment tenants, and helping to break down barriers that have historically existed between these parties. During the meeting the Chairman of Cardiff Allotment Holders' Association commented that allotment holders now feel involved and engaged in the running and future plans for allotments, and we recognise this is very much down to the energy and enthusiasm you have dedicated in your role as Member Champion for Community Food Growing.

We hope that this partnership approach and the delivery of the actions set out in the Allotment Strategy Interim Plan 2014-2017 Action Plan will help develop a well managed, sustainable and accessible allotment service for Cardiff

Regards,

A handwritten signature in black ink, appearing to read 'Rod McKerlich', with a horizontal line underneath.

Councillor Rod McKerlich
Chairperson, Economy and Culture Scrutiny Committee

Member Champion for Equality and Diversity

Annual Report 2014 / 2015

(Councillor Love held the role of Member champion for Equality and Diversity for part of the year. The role is being taken on by Cllr Ali Ahmed, who is involved with the Welsh Government sponsored Diversifying in Democracy project – a springboard to bring about significant change in the diversity of people putting themselves forward for election at the next local elections, both at county and community level).

As Member Champion for Equality & Diversity I sought to work closely with the Council's equality and diversity officers to ensure that despite the very challenging times that we are facing as an organisation, issues such as disability, gender, ethnicity and economic and social inequalities are social considerations that are not forgotten by Cabinet Members in decision making processes.

My aim as Member Champion was to focus on three main issues over the year:

- Firstly to continue advocating the importance of our workforce to reflect the population that it serves at all levels of the organisation. This involve ensuring that we have flexible working practices that enable people to manage their work/life balance and still feel equally valued for their work.
- The second area of focus was to continue working towards increasing the levels of participation in local democracy so that the citizens we serve are not institutionally approached as passive recipients of Council services, but rather are seen as active contributors to the work of the Council at all levels.
- Initiatives such as engaging young people in scrutiny committees, implementation of the Cardiff Debate and creating co-produced community events or services in highly diverse areas of our City have all contributed to increasing levels of engagement with the work of the Council.
- The final area of focus is working towards increasing the diversity of representation in the community of local Councillors. I am working with the Welsh Local Government Association and Welsh Government equality group that involves Member Champions from across the whole of Wales to promote the work of local government. The Project aims to encourage people from all walks of life to consider standing as local representatives and will

actively put mechanisms in place to enable this to happen. I believe that having a diversity of life experience in our local representatives is a crucial component of a healthy democratic system, and I aim as Member Champion to work with others to sustain this democratic principle.

Former Councillor/ Cyn Cyngorydd Cecelia Love
July 2015

Member Champion Role Description

1. Accountabilities

To Full Council

2. Role Purpose and Activities

Within the Council

- To promote the interest being championed within the Council's corporate and service priorities
- To promote the needs of the client group represented in the interest to the decision makers within the council
- To work with the decision makers in the Council to establish strategies/ policies/work plans connected with the interest
- To maintain an awareness of all matters connected with the interest
- To contribute to good practice and the continuous improvement of services and functions related to the interest
- To engage with members in matters related to the interest such as attending Overview and Scrutiny/Cabinet /Full Council meetings etc.
- Raising awareness of and taking a lead role in the development of all members and officers in relation to the interest

In the Community

- To raise the profile of the interest in the community
- To engage with citizens and community groups in matters related to the interest
- To lead and support local initiatives related to the interest

3. Values

- To be committed to the values of the Council and the following values in public office:
- Openness and transparency
- Honesty and integrity
- Tolerance and respect
- Equality and fairness
- Appreciation of cultural difference
- Sustainability
- Inclusive leadership

Mae'r dudalen hon yn wag yn fwriadol

**CITY & COUNTY OF CARDIFF
DINAS A SIR CAERDYDD**



COUNCIL:

22 OCTOBER 2015

REPORT OF DIRECTOR GOVERNANCE AND LEGAL SERVICES

APPOINTMENT OF LOCAL AUTHORITY GOVERNORS TO SCHOOL GOVERNING BODIES

Reason for this Report

1. To appoint Local Authority School Governors.

Background

2. Section 19 of the Education Act 2002 creates the general ability for the Local Authority to appoint governors to the Governing Bodies of maintained schools, with further detail contained in the Government of Maintained Schools (Wales) Regulations 2005. When Local Authority school governor vacancies arise, either by appointees reaching the end of their term of office or resigning, it is the statutory duty of the Council to fill the vacancies as soon as possible.
3. The Local Authority Governors Panel to oversee this process has been constituted and held its first meeting on 17th September 2015.

Issues

4. The Local Authority Governors Panel met again on 15 October 2015 to consider appointments that had either been deferred at its meeting on 17 September; or referred back to the Panel by Council on 24 September 2015. In addition it considered new applications to current and future vacancies up to 28th January 2016. The recommendations of the Panel are contained in Appendix 1 to this report.

Reasons for Recommendations

5. To ensure that the Council fulfils its statutory functions in respect of the appointment of local authority governors for maintained schools.

Legal Implications

6. As noted in paragraph 2 of the report, the Council is required, pursuant to the Education Act 2002, section 19 and regulations made there under, to appoint local authority governors to the Governing Bodies of maintained schools, in accordance with those statutory provisions.

7. Appointments to outside bodies are a local choice function, which is reserved under the Council's Constitution to full Council. Accordingly, the appointment of local authority governors to Governing Bodies, as recommended in this report, requires the approval of full Council.

Financial Implications

8. There are no financial implications arising from this report.

Recommendation

That Council consider the recommendations of the Local Authority Governor Panel 15 October 2015 and approve the appointments of Local Authority Governors to the School Governing Bodies as set out in Appendix 1.

MARIE ROSENTHAL

Director Governance and Legal Services

15 October 2015

The following Appendix is attached:

- | | |
|------------|---|
| Appendix 1 | List of Local Authority School Governor vacancies and recommendations for appointment by the Local Authority Governor Appointments Panel for the period 24 September 2015 to 28 January 2016. |
|------------|---|

The following Background Documents have been taken into account: N/A

LA Governor Vacancies and Recommendations from LA Governor Appointment Panel – 24 July 2015 – 28 January 2016

- i. All appointments in the list are recommended by the LA Governor Appointments Panel and will have satisfied the required application process.
- ii. All terms of office unless otherwise stated are for 4 years.

Existing LA Governor Vacancies

School	Ward	Start of Vacancy	Re-appointment requested	Applications received	Approved (Yes/No)
St Illtyd's Catholic High School	Rumney	26/07/2014		Mr Frank Holmes	Yes
The Glyn Derw Michaelston Federation	Caerau/Ely	26/09/2015		Mr Geoffrey Morgan	Yes
Albany Primary School	Plasnewydd	02/09/2015		Cllr Mary McGarry	Yes
All Saints C/W Primary School	Pentwyn	25/07/2015		Mr Stephen Hendrickson	Yes
Creigiau Primary School	Creigiau	08/07/2015			
Ely and Caerau Children's Centre	Ely	23/06/2015			
Glan Yr Afon Primary School	Llanrumney	26/09/2015			
Herbert Thompson Primary School	Ely	13/05/2015		Mrs Karin Phillips	Yes
Kitchener Primary School	Riverside	04/07/2015			
Oakfield Primary School	Trowbridge	04/03/2015			
Pencaerau Primary School	Caerau	23/09/2014			
Pentyrch Primary School	Pentyrch	08/12/2014		Miss Sarah Maunder	Yes
Pen-Y-Bryn Primary School	Llanrumney	12/10/2015			
Peter Lea Primary School	Fairwater	23/09/2015			
Pontprennau Primary School – 3 x vacancies	Pontprennau	01/10/2015 01/10/2015 01/10/2015		Prof Amanda Coffey Cllr Georgina Phillips Cllr Dianne Rees	Yes Yes Yes

School	Ward	Start of Vacancy	Re-appointment requested	Applications received	Approved (Yes/No)
Rhiwbeina Primary School	Rhiwbina	02/09/2015			
Rhydypenau Primary School	Cyncoed	28/09/2015		Mr David Saunders	Yes
St John Lloyd RC Primary School	Trowbridge	30/01/2013			
Thornhill Primary School	Llanishen	22/06/2015			
Tremorfa Nursery School	Splott	19/09/2014			
Windsor Clive Primary School	Ely	04/09/2015			
Ysgol Glan Morfa	Splott	29/01/2014			
Ysgol Gymraeg Coed-Y-Gof – 2 x vacancies	Fairwater	10/02/2014 03/09/2015			
Ysgol Gymraeg Melin Gruffydd – 3 x vacancies	Whitchurch	13/05/2015 18/06/2015 17/07/2015		Mrs Mari Vaughan-Owen	Yes
Ysgol Pencae	Llandaff	03/07/2015			
Ysgol Pen Y Pil	Trowbridge	11/09/2013			
The Court School	Llanishen	21/07/2015			

Future LA Governor Vacancies

School	Ward	Start of Vacancy	Re-appointment Requested	Applications Received	Approved (Yes/No)
Fitzalan High School	Canton	27/01/2016			
Radyr Comprehensive School	Radyr	27/01/2016			
Ysgol Gyfun Gymraeg Glantaf	Llandaff	09/01/2016			
Adamsdown Primary School – 2 x vacancies	Adamsdown	22/10/2015 29/10/2015	Mr John Dixon	Cllr Ahmed Manzoor	Yes Yes
St Monica's C/W Primary School	Cathays	27/01/2016			
Stacey Primary School	Adamsdown	29/10/2015	Mr John Dixon		Yes

School	Ward	Start of Vacancy	Re-appointment Requested	Applications Received	Approved (Yes/No)
Ysgol Mynydd Bychan	Gabalfa	16/12/2015			
Ysgol Pencae	Llandaff	21/10/2015			
Ysgol Pwll Coch – 2 x vacancies	Canton	27/01/2016 27/01/2016			
Woodlands High School	Caerau	10/12/2015			

Mae'r dudalen hon yn wag yn fwriadol

COUNCIL

22 OCTOBER 2015

REPORT OF DIRECTOR GOVERNANCE AND LEGAL SERVICES

APPONTMENTS TO COMMITTEE VACANCIES

Reason for this Report.

1. To make appointments to Committees to fill current vacancies in accordance with Party Group nominations.

Background

2. The Council at its Annual Meeting on 21 May 2015 established its committees and allocated seats to party groups in line with the relevant provisions of the Local Government and Housing Act 1989 (Section 15) and the Local Government (Committees and Political Groups) Regulations 1990. Following a change in the Council's political composition, a revised proportional allocation of seats was agreed by Council on 23 July 2015.
3. The legislation requires the Council to allocate committee seats to political groups in proportion, as far as is reasonably practicable, to the size of those groups on the Council. Once the Council has determined the allocation of seats, it is obliged to make appointments so as to give effect to the wishes of the political group to which the seat has been allocated.
4. Legislation also requires the politically proportional allocation of scrutiny chairs for Councils comprised of several political groups (pursuant to Part 6 of The Local Government (Wales) Measure 2011). The proportional allocation of Scrutiny Committee Chairs was agreed with Political Groups, and approved by Council at its Annual meeting, and then revised at the Council meeting on 23 July 2015 (following the change in the Council's political composition). Once the Council has determined the allocation of Scrutiny Chairs to each political group, the appointment of Scrutiny Chairs is to be made by the relevant political group.

Issues

5. Appointments to Committees have been made in accordance with the agreed political balance arrangements and the wishes of political groups.
6. The following Committee vacancies are to be filled by Council on 22 October 2015, in accordance with nominations from the political groups to which the seats are allocated. Nominations will be reported to Council on the amendment sheet.

<u>Committee</u>	<u>No of Vacancies</u>
Planning Committee	1 vacancy
Audit Committee	1 vacancy
Constitution Committee	1 vacancy
Corporate Parenting Advisory Committee	1 vacancy
Democratic Services Committee	1 vacancy
Local Authority Governor Panel	1 vacancy
Children & Young People Scrutiny	1 vacancy
Community & Adult Scrutiny	3 vacancies
Environmental Scrutiny	1 vacancies
Policy Review & Performance Scrutiny	1 vacancies
Bilingual Cardiff Working Group	2 vacancies
Health & Safety Advisory Group	1 vacancy
Glamorgan Archives Joint Committee	1 vacancy

Legal Implications

7. The legal Implications are set out in the body of this report.

Financial Implications

8. There are there are no additional financial implications arising from this report that have not been included within the Council's budget for 2015/16.

RECOMMENDATIONS

That Council approves the appointments to the Committee vacancies in accordance with the nominations of the political groups, as set out in the amendment sheet;

MARIE ROSENTHAL

Director Governance and Legal Services
16 October 2015

Background paper
Committee Membership List 2015/15 v1.8